

Annual Report 2024/25



**women, youth &
persons with disabilities**

Department:
Women, Youth and Persons with Disabilities
REPUBLIC OF SOUTH AFRICA





women, youth & persons with disabilities

Department:
Women, Youth and Persons with Disabilities
REPUBLIC OF SOUTH AFRICA

ANNUAL REPORT 2024/25

VOTE NO. 20

TABLE OF CONTENTS**PAGE NO.****Part A: General Information****2**

1. Department General Information	3
2. List of Abbreviations / Acronyms	4
3. Foreword by Minister	7
4. Deputy Minister Statement	9
5. Report of the Accounting Officer	11
6. Statement of Responsibility and Confirmation of the Accuracy of the Annual Report	15
7. Strategic Overview	16
8. Legislative and Other Mandates	17
9. Organisational Structure	18
10. Entities Reporting to the Minister	20

Part B: Performance Information**22**

1. Auditor General's Report: Predetermined Objectives	23
2. Overview of Departmental Performance	23
3. Progress towards the achievement of institutional impacts and outcomes	24
4. Institutional Programme Performance Information	29

Part C: Governance**72****Part D: Human Resource Management****96****Part E: PFMA Compliance Report****118****Part F: Financial Information****124**

PART A

General Information



1. Department General Information

Physical Address: Fedsure Forum Building
1st Floor
268 Lilian Ngoyi Street
Pretoria
0002

Postal Address: Private Bag X931
Pretoria
0002

Email: info@dwypd.gov.za
Website: www.dwypd.gov.za

Tel: 012 359 0000

Fax: 012 326 0473

Reception Tel: 012 359 0000



2. List of Abbreviations / Acronyms

Abbreviations	Descriptions
4IR	Fourth Industrial Revolution
AENE	Adjusted Estimates of National Expenditure
AfCFTA	African Continental Free Trade Area
AFS	Annual Financial Statements
AG	Auditor General
AGSA	Auditor General South Africa
APP	Annual Performance Plan
APR	Annual Performance Report
ARC	Audit and Risk Committee
AU	African Union
ATC	Announcement, Tablings and Committee
BAS	Basic Accounting System
B-BBEE	Broad-Based Black Economic Empowerment
BRICS	Brazil, Russia, India, China, and South Africa
BPS	Budget Programme Structure
BUSA	Business Unity South Africa
CA	Chartered Accountant
CD	Chief Director
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CGE	Commission of Gender Equality
CGEA	Commission of Gender Equality Act
CoE	Compensation of Employees
COGTA	Corporative Governance and Traditional Affairs
COVID-19	Coronavirus Disease
CSW	Commission on the Status of Women
CTA	Certified in Theory of Accounting
DALRRD	Department of Agriculture, Land Reform and Rural Development
DBC	Departmental Bargaining Council
DG	Director-General
DHA	Department of Home Affairs
DIRCO	Department of International Relations and Cooperative Governance
DOJ&CD	Department of Justice and Constitutional Development
DPME	Department of Planning, Monitoring and Evaluation
DPSA	Department of Public Service and Administration
Dr	Doctor
DSBD	Department of Small Business Development
DSI	Department of Science and Innovation
DWYPD	Department of Women, Youth and Person with Disabilities
EC	Eastern Cape
EHW	Employee Health and Wellness
ESEID	Economic Sectors, Employment and Infrastructure Development
EU	European Union
FY	Financial Year
GEYODI	Gender, Youth and Persons with Disabilities
GNU	Government of National Unity

Abbreviations	Descriptions
GP	Gauteng Province
GRB	Gender Responsive Budgeting
GRPBMEAF	Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework
HDI	Historically Disadvantaged Individuals
HR	Human Resources
IA	Internal Audit
ICT	Information, Communications and Technology
IDP	Integrated Development Plan
IESBA	International Ethics Standards Board for Accountants
ILO	International Labour Organisation
IORA	Indian Ocean Rim Association
ISAS	International Standards on Auditing
IYDS	Integrated Youth Development Strategic
JCC	Joint Commission for Cooperation
KPI	Key Performance Indicator
KZN	KwaZulu Natal
M&E	Monitoring and Evaluation
MANCO	Management Committee
MCS	Modified Cash Standard
MITSP	Master Information Technology Strategy and Plan
MOU	Memorandum of Understanding
MPSA	Minister of Public Service and Administration
MTEF	Medium Term Expenditure Framework
N/A	Not Applicable
NACH	National Anti-Corruption Hotline
NCGBVF	National Council for Gender-Based Violence & Femicide
NEDLAC	National Economic Development and Labour Council
NGM	National Gender Machinery
NGPF	National Gender Policy Framework
NMOG	National Macro Organisation of the Government
NSP	National Strategic Plan
NYDA	National Youth Development Agency
NYS	National Youth Service
OHS	Occupational Health and Safety
OWIT	Organization of Women in International Trade
PAA	Public Audit Act
PFMA	Public Finance Management Act
PSCKM	Policy, Stakeholder Coordination and Knowledge Management
RMC	Risk Management Committee
RPD	Rights of persons with disabilities
RRTs	Rapid Response Teams
SA	South Africa
SABC	South African Broadcasting Corporation
SADC	Southern African Development Community
SADC-WIB	Southern African Development Community Women in Business
SASL	South African Sign Language
SAPS	South African Police Service
SAQA	The South African Qualifications Authority
SARS	South African Revenue Service
SAWLA	South African Women Lawyers Association
SCM	Supply Chain Management
SDIP	Service Delivery Improvement Plan

Abbreviations	Descriptions
SDP	Supplier Development Programme
SEDA	Small Enterprise Development Agency
SEIAS	Socio Economic Impact Assessment System
SEP	Social Empowerment and Participation
SDG	United Nations Sustainable Development Goals
SMS	Senior Management Service
SOP	Standard Operating Procedure
STC	Specialized Technical Committee
STEE	Social and Economic Participation and Empowerment
UN	United Nation
UNFPA	United Nations Population Fund
UNOHRC	United Nations Human Rights Council
UNISA	University of South of South Africa
WECONA	Women Economic Assembly
WEGE	Women Empowerment and Gender Equality
WIFI	Wireless networking technology
WOB	Women Owned Business
WPRPD	White Paper on the Rights of Persons with Disabilities
WYPD	Women, Youth and Persons with Disabilities



3. Foreword by Minister

As the Ministry of Women, Youth, and Persons with Disabilities, we are taking stock and reflecting on the profound achievements of the 2024/25 FY, while continuing the transformative journey under the 7th Administration. This foreword stands as a tribute to our past successes, which also usher in a beacon of hope for the future, inspired by the President's opening remarks at SONA 2025.

Our dedication and strategic initiatives have catalysed considerable progress in addressing systemic inequalities and creating pathways for empowerment. With the consistent intention to advance legislative reforms and targeted programmes, our efforts have been instrumental in enhancing social cohesion and economic participation by vulnerable groups such as women, youth, and persons with disabilities.

Among our notable achievements, the Women's Economic Assembly (WECONA) continues to play a pivotal role as a transformative force, forging crucial alliances with provincial governments to integrate women into strategic sectors. Launched in October 2021, WECONA has supported the participation of women-owned enterprises in industry value chains, fostering sustainable economic development and shifting economic power to women.

The National Council on Gender-Based Violence and Femicide (NCGBVF) Act was approved by the President in May 2024, providing for the establishment and governance of the NCGBVF. The Department developed and received approval for a comprehensive plan to address gender-based violence and femicide as a crisis, implemented nationwide, and we continue to build the capacity of Gender-Based Violence and Femicide Rapid Response Teams (GBVF RRTs) in six provinces: Eastern Cape, Gauteng, KwaZulu-Natal, Limpopo, Mpumalanga, and Free State.

The NYDA Amendment Act, which was passed in 2024, also stands as a milestone in strengthening youth development institutions and widening access to opportunities for young people. Complementing this, our sustained efforts to deal with youth unemployment have included collaboration with multiple sectors to promote access to training, employment, and entrepreneurship pathways.

On the global stage, the Department successfully submitted South Africa's country report on the Beijing Declaration and Platform for Action to the United Nations, reaffirming our commitment to international norms on gender equality.



Ms Sindisiwe Chikunga, MP

*Minister in the Presidency:
Women, Youth and Persons with Disabilities*

Furthermore, South Africa took over the leadership of the W20 Empowerment of Women Working Group (EWWG) from Brazil in November 2024, marking an important moment in advancing women's empowerment within the G20 framework.

Our commitment to monitoring and advancing the 9 pillars of the White Paper on the Rights of Persons with Disabilities has also borne fruit, as we have successfully tracked progress in this critical area. In addition, our collaboration with SALGA in eight provinces has empowered women's commissions, comprising councillors across municipalities, to drive inclusive change at the local level.

Equally important, the Department maintained strong financial discipline during the 2024/25 FY, achieving a clean audit outcome and incurring no unauthorized, irregular, fruitless, or wasteful expenditure. This reflects our commitment to sound governance, accountability, and the responsible use of public resources.

As we move forward, we are guided by a renewed sense of purpose and a shared vision for the future. The President's opening remarks have set a tone of unity and forward-thinking, which align seamlessly with our Department's mission.

We are poised to build on our previous successes and tackle emerging challenges with renewed enthusiasm and innovation.

The 7th Administration presents a unique opportunity to reinforce our commitments and elevate our strategies in response to evolving societal needs. Leveraging the strengths of a unified government with resilience, we aim to enhance our policies and programmes to ensure that they reflect the diverse experiences and aspirations of those we serve.

Our focus will remain on creating sustainable solutions that empower women, youth, and persons with disabilities, fostering an environment where everyone can thrive.

I extend my heartfelt gratitude to all who have contributed to our achievements thus far and invite you to join us as we embark on this exciting new chapter. Together, we will continue to champion the rights and welfare of the most marginalised, while paving the way for a brighter and more inclusive society.



Ms. Sindisiwe Chikunga, MP
Minister in the Presidency:
Women, Youth and Persons with Disabilities



4. Deputy Minister Statement

It is my privilege to present the Annual Report of the Department of Women, Youth and Persons with Disabilities (DWYPD) for the year under review. This report reflects the Department's continuing efforts to advance gender equality, empower women and youth, and protect and promote the rights of persons with disabilities. Despite a challenging socio-economic climate, the Department has made significant progress in strengthening policy, advocacy, and programme implementation to ensure that no one is left behind.

Over the past year, the Department intensified advocacy and awareness initiatives. Through the Sanitary Dignity Implementation Framework, we rolled out impactful campaigns in the Eastern Cape and KwaZulu-Natal, advancing the right to dignity for women and girls. To promote financial inclusion, the Department commissioned the Cooperative Banks Development Agency now SEDFA, to develop a concept paper on establishing a women-owned Cooperative Banking Institution. Once licensed by the South African Reserve Bank's Prudential Authority, this initiative will allow women to exercise greater control over their financial futures, support business growth, and reduce vulnerability to gender-based violence and femicide (GBVF).

Skills development and inclusive participation remain a cornerstone of our approach. In partnership with the Energy and Water SETA, 22 young women from rural provinces, Limpopo, North West, and Free State, were trained in India under the Solar Mamas programme. This groundbreaking initiative equips young women with practical skills in renewable energy design, manufacturing, installation, and maintenance, positioning them as key actors in a just energy transition.

Legislatively, we are proud to have spearheaded the National Youth Development Agency (NYDA) Amendment Bill, which has since been signed into law. In addition, we developed the South African Youth Development Bill, a framework law that will anchor the National Youth Policy and strengthen coordination across government. Alongside the Department of Planning, Monitoring and Evaluation, we conducted an evaluation of youth employment creation programmes (2016–2021), ensuring evidence-based design, accountability, and impact going forward.

The Department also continued to represent South Africa on the global stage. We co-hosted the 9th BRICS Youth Summit and the BRICS Ministers of Youth Affairs meeting, submitted South Africa's Beijing +30 Report



Ms. Mmapaseka Steve Letsike, MP

*Deputy Minister in the Presidency:
Women, Youth and Persons with Disabilities*

to the United Nations, and led national participation in the 69th Session of the UN Commission on the Status of Women. We further advanced international solidarity by submitting South Africa's periodic report on the Convention on the Rights of Persons with Disabilities (UNCRPD), spearheaded new bilateral partnerships, and hosted the inaugural technical meeting of the G20 Empowerment of Women Working Group in February 2025.

Domestically, we achieved historic progress in disability rights. Working with the Department of Justice, we secured the recognition of South African Sign Language as the 12th official language of the Republic, affirming the dignity of the Deaf community. We gazetted the Self-Representation Framework to ensure that persons with disabilities have direct participation in decision-making, and in partnership with the South African Law Reform Commission, developed a discussion paper and draft bill to domesticate the UNCRPD into national law. At continental level, we made headway towards the deposit of the AU Protocol on Disability at the AU Parliament.

In addition, the Department completed a Status Report on Climate Change and its Impact on Persons with Disabilities, ensuring that disability-inclusive perspectives shape environmental and climate policy. We also convened a Men's Dialogue ahead of the 16 Days of Activism for No Violence Against Women and Children, underscoring our commitment to addressing

the root causes of GBVF through engagement with men and boys.

Recognising the changing nature of violence in the digital age, the Department expanded its work to raise awareness on online and soft violence, including cyberbullying, digital harassment, and the spread of harmful content that targets women, youth, and vulnerable groups. These campaigns highlighted the risks young people face in online spaces and promoted responsible digital citizenship, safety, and accountability.

To strengthen our fight against gender-based violence, we enhanced our capacity to monitor GBVF cases through data-driven approaches, enabling targeted interventions and improved responsiveness. By working closely with partners in law enforcement, civil society, and community structures, the Department is helping to build an integrated national system of accountability that ensures survivors receive timely support while perpetrators are brought to justice.

The Department also coordinated a multi-sectoral response to the rising rates of teenage pregnancy, which remains a pressing challenge to youth development, education, and health outcomes. Through national dialogues, partnerships with key departments, and collaboration with civil society, faith-based organisations, and traditional leaders, we are building a unified approach that addresses the social drivers of teenage pregnancy and mobilises the whole of society to protect and empower young people.

As we look to the future, we do so with the renewed momentum of the Government of National Unity (GNU). Our priority remains to deepen gender equality, expand youth empowerment, and uphold the rights of persons with disabilities. These goals require innovative solutions, collaborative governance, and unity of purpose. With strengthened partnerships across government, civil society, business, and international allies, we will continue to ensure that the voices of the communities we serve are not only heard, but valued and acted upon.

Our vision is clear: a South Africa where all people, women, men, youth, children, and persons with disabilities, can thrive, contribute, and shape the nation's future.

This Annual Report demonstrates the strides we have made and the road we must continue to walk together, guided by our unwavering commitment to an inclusive and equitable society.



Hon. Mmapaseka Steve Letsike, MP
Deputy Minister in the Presidency:
Women, Youth and Persons with Disabilities

5. Report of the Accounting Officer



Advocate Mikateko Joyce Maluleke
Director General

Overview of the financial results of the department:

Departmental receipts

Departmental receipts	2024/2025			2023/2024		
	Estimate	Actual Amount Collected	(Over)/Under Collection	Estimate	Actual Amount Collected	(Over)/Under Collection
	R'000	R'000	R'000	R'000	R'000	R'000
Sale of goods and services other than capital assets	95	145	(50)	66	138	(72)
Fines, penalties and forfeits	118	118	-	-	-	-
Sale of capital assets	44	75	(31)	-	56	(56)
Financial transactions in assets and liabilities	24	211	(187)	-	260	(260)
Total	281	549	(268)	66	454	(388)

The revenue of the department is mainly derived from parking, services rendered on commission of insurance and garnishee through the Persal System. The department anticipated to generate revenue amounting to R281 thousand during the 2024/25 financial year whilst the actual collection is R549 thousand. The over collection is mainly due to an amount of R211 thousand in financial transactions in assets and liabilities as part of accrued revenue that will be paid over to the National Revenue Funds during the first quarter of the 2025/26 financial year. There is also an amount for R118 thousand collected as a fine initiated by Parliament against the former Deputy Minister. The sale of capital assets amounting to R75 thousand is linked to the Offer to Purchase to employees of computer equipment, cellular devices, and tablets where the life span has been passed in line with the Asset Management Policy.

Programme Expenditure

Programme Name	2024/2025			2023/2024		
	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Administration	126 777	120 113	6 664	118 194	110 190	8 004
Mainstreaming Women's Rights and Advocacy	121 716	121 676	40	118 853	112 557	6 296
Monitoring, Evaluation, Research and Coordination	43 287	40 879	2 408	42 761	41 909	852
Rights of Persons with Disabilities	14 944	14 528	416	12 966	12 866	100
Rights of Youth	713 988	713 823	165	714 170	714 103	67
Total	1 020 712	1 011 046	9 666	1 006 944	991 625	15 319

Reasons for under/over expenditure

Programme 1: Administration

The underspending is due to delays in filling vacant posts, largely attributed to the time-consuming process of obtaining concurrence from the Minister for the Public Service and Administration as per the Directive on Control Measures. This affected the timely appointment of critical and support posts across various sub-programmes. Additional delays were caused by dependencies such as unfilled HR posts that impeded job analysis processes. Furthermore, the conclusion of the 6th administration impacted on the continuity of support staff in the Ministry, as appointments for the 7th administration were subject to ministerial prerogative, resulting in further delays. Interdepartmental claims for seconded staff were also not finalised by the end of the financial year.

Programme 3: Monitoring, Evaluation, Research and Coordination

The underspending is due to delays in filling vacant posts, largely attributed to the time-consuming process of obtaining concurrence from the Minister for the Public Service and Administration as per the Directive on Control Measures. This affected the timely appointment of critical and support posts across various sub-programmes. Additional delays were caused by dependencies such as unfilled HR posts that impeded job analysis processes. There was also an under spending under transfers & subsidies due to the fluctuation in the exchange rate for the payment to the Commonwealth membership.

Programme 4: Rights of Persons with Disabilities

The underspending is due to the delay in the finalisation of the printing of the Self Representation Framework that was moved to the 2025/26 financial year, as well as the delay in the delivery of computer equipment at year end.

Virements

From:					To:		
Programme	Budget	8% Virement Limitation	Economic Classification	Amount	Programme	Economic Classification	Amount
	R` 000			R` 000			R` 000
Programme 1:	124 760	9 981	Compensation of Employees	-2 470	Programme 1:	Transfers and Subsidies (Households)	500
					Programme 2:	Compensation of Employees	280
					Programme 4:	Compensation of Employees	1 690
Total Programme 1				-2 470	2 470		
Programme 2:	126 321	10 106	Goods and Services	-4 885	Programme 1:	Goods and Services	4 235
					Programme 3:	Goods and Services	650
Total Programme 2				-4 885	4 885		
Programme 4:	13 996	1 120	Goods and Services	-1 152	Programme 1:	Goods and Services	502
					Programme 3:	Goods and Services	650
Total Programme 4				-1 152	1 152		
Programme 5:	715 868	57 269	Goods and Services	-1 880	Programme 1:	Goods and Services	1 800
					Programme 3:	Goods and Services	80
Total Programme 5				-1 880	1 880		
Grand Total				-10 387	10 387		

Reason for the virement

Compensation of Employees

Overspending in compensation of employees under Programme 4 is due to the appointment of four Personal Aides, as per the Directive on reasonable accommodation, to assist permanent officials with sight impairments. The department is unable to budget for Personal Aides upfront, as these are contract positions. Each official requiring a Personal Aide is allowed to recommend their preferred aide, who is then appointed on a contract basis.

Goods & Services

The overspending in Programme 1 and 3 is attributed to the spending pressures experienced linked to mandatory international travel. The excess expenditure is addressed by reallocating unspent funds from Programmes that are underspending within goods and services.

Transfers & Subsidies

The increased spending is due to the payment of the loss of office gratuity to the former Minister, as well as leave gratuities for officials who have resigned or retired. The excess expenditure is addressed by reallocating unspent funds from the compensation of employee's budget.

Roll Overs

The 2023/24 appropriation for the DWYPD and CGE were reduced by R13,0 million (R8,0 million for the DWYPD and R5,0 million for CGE). This placed immense pressure on the spending plans of the department to an extent that all the payments that needed to be processed could not be done. As request for the appropriation to be increased by the R13,0 million was made to Parliament through National Treasury and an approval was obtained through the Second Adjustment Appropriation Act in May 2024. This funding was received during the 2024/25 Adjusted Estimates of Expenditure (AENE) as a roll-over.

Unauthorised expenditure

The department did not incur unauthorised expenditure during the financial year under review.

Fruitless and wasteful expenditure

The department did not incur fruitless and wasteful expenditure during the 2024/25 financial year.

Public Private Partnerships

The department did not enter into Public Private Partnerships in the previous financial year and during the 2023/24 financial year.

Supply chain management

The department did not enter into any unsolicited bids. System processes and checklists for transactions are in line with SCM policies. Policies relating to irregular, wasteful and fruitless expenditure are in place to assist in eliminating any irregular expenditure. No policy related challenges were experienced; however human resource capacity remains a critical challenge which impact segregation of duties.

Gifts and Donations received in kind from non-related parties

The department received a donation in kind of 50 commercial juice machines from the Republic of China with a financial value of R824 000.

The machines were delivered to 4 provinces as per the agreement between the Executive Authority and the relevant Premiers.

Exemptions and deviations received from the National Treasury

The department did not apply for an exemption from the PFMA, Treasury Regulation or deviation from the financial reporting requirements during the current and/or previous financial year.

Events after the reporting date

There are no events to be reported after the reporting date.

Acknowledgement/s or Appreciation

Strategic programmes and partnerships are continuously established with stakeholders and as Accounting Officer I have received the necessary support and an enabled environment to perform my functions albeit the challenges of an under resourced department that is tasked with a huge mandate of ensuring that women youth and persons with disabilities rights are realised. I have been able to facilitate participation and ownership of our mandate with key stakeholders.

I appreciate the support I continue to receive from my principals, management and staff of the department whom without this work would not have been attained.



Adv Mikateko Joyce Maluleke

Accounting Officer

Department of Women Youth and Persons with Disabilities

30 September 2025

6. Statement of Responsibility and Confirmation of the Accuracy of the Annual Report

Statement of responsibility and confirmation of accuracy for the Annual Report for the year ended 31 March 2025. To the best of my knowledge and belief, I confirm the following:

- All information and amounts disclosed in the Annual Report are consistent with the annual financial statements audited by the Auditor General.
- The Annual Report is complete, accurate and free from any omissions in all material aspects.
- The Annual Report has been prepared in accordance with the Annual Report guidelines as issued by National Treasury.
- The Annual Financial Statements have been prepared in accordance with the relevant frameworks and guidelines applicable to the department which were provided by National Treasury.
- The Accounting Officer is responsible for the preparation of the annual financial statements and for the judgements made in this information.
- The Accounting Officer is responsible for establishing and implementing a system of internal control designed to provide reasonable assurance with regard to the integrity and reliability of the performance information, the human resource information and the annual financial statements.
- The external auditors were engaged to express an independent opinion on the annual financial statements.
- In my opinion, the Annual Report fairly reflects the operations, the performance information, the human resource information and the financial affairs of the department for the financial year ended 31 March 2025.

Yours Faithfully



Accounting Officer:

Advocate Mikateko Joyce Maluleke

Department of Women Youth and Persons with Disabilities.

30 September 2025

7. Strategic Overview

The strategic overview of the department is as follows:

Vision

A transformed, inclusive society free from all forms of discrimination and capable of self-actualisation

Mission

To provide strategic leadership, advocacy and coordination to government departments and the country on mainstreaming socioeconomic empowerment of women, youth and persons with disabilities

Values

The department will place society at the centre of its work through:

- Treating people with respect;
- Conducting ourselves with integrity;
- Being accountable for our actions; and
- Striving for excellence and equity in all that we do.

In interacting with stakeholders, we will act with fairness, respect and demonstrate teamwork and commitment to the cause. In delivering our mandate we will honour the faith that is placed in us as the Ministry and Department responsible for advancing the cause of women.



8. Legislative and Other Mandates

8.1. Revised Mandate

The department's mandate is detailed below:

8.2. 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 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.

8.3. Updates to the relevant legislative and policy mandates:

NATIONAL COUNCIL ON GENDER BASED VIOLENCE AND FEMICIDE ACT, 2024 [Act No.9 of 2024]

The National Council on Gender Based Violence and Femicide Act, 2024, was signed by the President into law on 24 May 2024. Whereas the Act came into operation during November 2024, through a proclamation that was published in the Government gazette on 15 November 2024.

The purpose of the Act is to provide a legislative framework for the establishment of the Council and to coordinate a multi-sectoral and inter – sectoral approach towards the implementation of the National Strategic Plan on Gender Based Violence and Femicide at national, provincial, local and community levels.

According to section 3 of the Act, the Council is a statutory body responsible for providing strategic leadership and co-ordination in the prevention, and

response to, gender-based violence and femicide in South Africa; and the Council acts through its Board.

PROMOTION OF WOMEN'S RIGHTS, EMPOWERMENT AND GENDER EQUALITY BILL

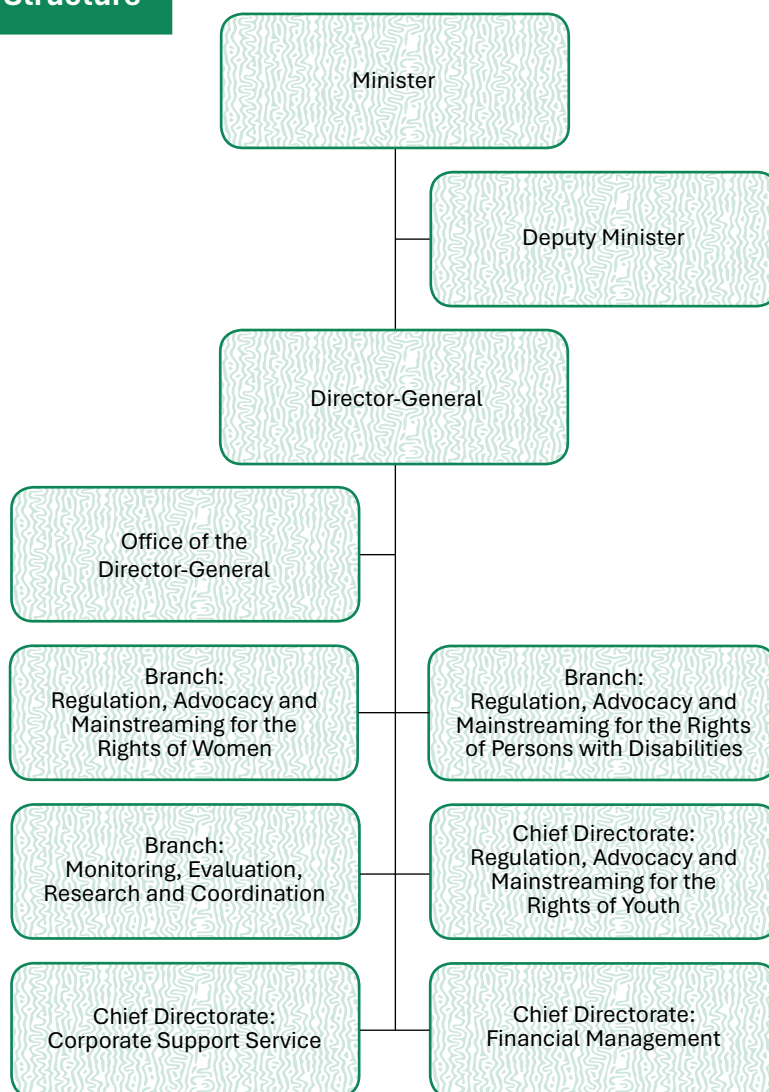
The Promotion of Women's Rights, Empowerment and Gender Equality Bill, is developed by the Department of Women, Youth and Persons with Disabilities to promote equality perspectives in relation to women and to identify and prevent discrimination against women based on gender and race.

This Bill was endorsed by parliament during February 2014 after it was introduced by the then Minister of Women, Children and People with Disabilities, Ms Lulu Xigwana. However, parliament had to rise to prepare for the national elections before finalizing processing the Bill. During the rising of parliament, the National Council on Provinces had just finished its public consultations of the Bill and had already incorporated their inputs for submission to the National Assembly.

Upon the change of administration during 2014, the process of developing the Bill was put on hold indefinitely. However, the department has since resuscitated the process due to the public outcry because of the perpetual violation of women's rights and the scourge of gender-based violence and femicide.

During 2024, the department presented the Bill to the Cabinet to request for approval to publish the Bill to solicit public inputs and comments, prior to introducing the Bill in parliament. The department will continue with the processing of the bill in the financial year as it remains work in progress.

9. Organisational Structure



Programme 1: Administration

Purpose:

The purpose of this programme is to provide strategic leadership, management and support services to the department.

Sub-Programmes:

- **Ministry:** The purpose is to provide executive support to political principals.
- **Departmental Management:** The purpose of the sub-programme is to provide executive support, strategic leadership and management of the DWYPD.
- **Corporate Management:** The purpose of this sub-programme is to provide effective human resource management, security and work environment management and ICT systems enabled for the DWYPD.
- **Financial Management:** The purpose of this sub-programme is to 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**

Programme 2: Mainstreaming Women's Rights and Advocacy

Purpose:

The purpose of this programme is to promote good governance regarding the rights and transformation of the social and economic empowerment of women.

Sub-Programmes:

- **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.

Programme 3: Monitoring, Evaluation, Research and Coordination

Purpose:

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.

Sub-Programmes:

- **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:** Manages 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.

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

Purpose:

The purpose of this programme is to promote good governance regarding the rights and transformation of the social and economic empowerment of youth and persons with disabilities.

Sub-programmes:

- **Management:** Advocacy and Mainstreaming for the Rights of Youth of 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 the people with disabilities, their social and economic empowerment, and transformation in their interests.
- **National Youth Development Agency (NYDA):** Makes transfers to the National Youth Development Agency.

10. Entities Reporting to the Minister

Name of Entity	Legislative Mandate	Financial Relationship	Nature of Operations
The Commission for Gender Equality (referred to as “the CGE”)	Established in terms of Section 187 of the Constitution of the Republic of South Africa in order to promote respect for gender equality and the protection, development and attainment of gender equality	The CGE’s budget falls under the budget vote of the department, therefore the department must transfer the CGE funds in accordance with section 38(1) of the Public Finance Management Act (PFMA), 1999. Section 38(1) (j) of the PFMA expressly excludes constitutional institutions from providing the accounting officer of the transferring department with written assurances that the institution implements effective, efficient and transparent financial management and internal control systems. A strict interpretation of this section therefore implies that the department serves as a conduit for the transfer of the allocated budget, in terms of the Appropriations Act, to the CGE.	i. The Minister in The Presidency responsible for Women, Youth and Persons with Disabilities plays a facilitation role in the appointment of Commissioners by inviting interested parties through the media to apply and by notice in the Government Gazette, propose candidates for consideration for appointment as Commissioners. The CGEA provides for a process of nomination from the proposed names by a Joint Parliamentary Committee and approval by the National Assembly before appointment by the President. The Ministry through its department facilitates this process and no provision is made for a decision or discretion on the part of the Minister in this regard. ii. Lastly, the Minister in The Presidency responsible for Women, Youth and Persons with Disabilities is the custodian of the Commission for Gender Equality Act therefore any legislative amendments thereto must be introduced in Cabinet by the Minister as a member of the national executive. It follows therefore that the Department of Women is responsible for the legislative processes necessary to amend this Act.

Name of Entity	Legislative Mandate	Financial Relationship	Nature of Operations
The Commission for Gender Equality (referred to as “the CGE”)	Established in terms of Section 187 of the Constitution of the Republic of South Africa in order to promote respect for gender equality and the protection, development and attainment of gender equality	The CGE’s budget falls under the budget vote of the department, therefore the department must transfer the CGE funds in accordance with section 38(1) of the Public Finance Management Act (PFMA), 1999. Section 38(1) (j) of the PFMA expressly excludes constitutional institutions from providing the accounting officer of the transferring department with written assurances that the institution implements effective, efficient and transparent financial management and internal control systems. A strict interpretation of this section therefore implies that the department serves as a conduit for the transfer of the allocated budget, in terms of the Appropriations Act, to the CGE.	i. The Minister in The Presidency responsible for Women, Youth and Persons with Disabilities plays a facilitation role in the appointment of Commissioners by inviting interested parties through the media to apply and by notice in the Government Gazette, propose candidates for consideration for appointment as Commissioners. The CGEA provides for a process of nomination from the proposed names by a Joint Parliamentary Committee and approval by the National Assembly before appointment by the President. The Ministry through its department facilitates this process and no provision is made for a decision or discretion on the part of the Minister in this regard. ii. Lastly, the Minister in The Presidency responsible for Women, Youth and Persons with Disabilities is the custodian of the Commission for Gender Equality Act therefore any legislative amendments thereto must be introduced in Cabinet by the Minister as a member of the national executive. It follows therefore that the Department of Women is responsible for the legislative processes necessary to amend this Act.

PART B

Performance Information



1. Auditor General's Report:
Predetermined Objectives

The Auditor-General South Africa (AGSA) performs specific audit procedures on performance information to provide reasonable assurance in the form of an audit conclusion. The audit conclusion on the performance against predetermined objectives are included in the report to management. Refer to page 91 of the Annual Report for the report of the Auditor-General, published within this report.

2. Overview of Departmental Performance

2.1. Service Delivery Environment

Not available

Batho Pele arrangements with beneficiaries
(Consultation access etc)

The department had no approved service delivery model due to human resource capacity not available in the Internal Operations Efficiency directorate.

Service delivery information tool

The department had no approved service delivery information tool due to human resource capacity not available in the Internal Operations Efficiency directorate.

Complaints mechanism

Current/actual complaints mechanism	Desired complaints mechanism	Actual achievements
Members of the public can access the department through email services, telephone calls, written correspondence and the Presidential Hotline administered by the Presidency	Members of the public can access the department through email services, telephone calls, written correspondence and the Presidential Hotline administered by the Presidency	Achieved, queries, enquiries and complaints are received from the public and attended to.

2.2. Organisational Environment

Since its inception in 2009, the capacity and ability of the Department to deliver on its purpose has not materially changed or progressed, regardless of rotating mandates and responsibilities to the most vulnerable sectors of society.

For 15 years the Department has remained severely under-resourced and structured for failure through chronically inadequate allocations that restricted the ability of the Department to meet its mandated

obligations.

Through successive Administrations, the Department has been subjected to macro-organisational of government processes that failed to enable the Department to deliver on the evolving priorities of Government. This historic under-resourcing of the mandate to 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, may be perpetuated by the

introduction of the Medium-Term Development Plan (MTDP) 2024-2029 by the Government of National Unity (GNU) to serve as the 5-year medium-term plan for the 7th Administration of Government. Insofar as the Department has been identified to be directly responsible for various priorities, outcomes and interventions, these additional mandates remain unfunded at this stage.

Likewise, with the implementation of the Promotion of Women's Rights, Empowerment and Gender Equality Act and the National Strategic Plan on Gender-Based Violence and Femicide, no additional resources have been made available to the Department to support such programmes. This situation shall be further exacerbated once bills related to Persons with Disabilities and Youth are enacted.

The organisational structure and post establishment was approved by the Executive Authority in April 2023 stemming from 2019 post-NMOG Start-Up design following concurrence with the redesigned architecture by the Minister for the Public Service and Administration. Amendments were again made in January 2025 to align with the provisions of the Executive Guide for Executive Authorities. The 2024 Compensation of Employees allocation has only allowed for the funding of 140 posts across all Programmes over the MTEF. This allocation has to include the excessive administrative and compliance burden placed on all public service departments, regardless of their size or capability, which has resulted in the Department having to allocate more resources towards the Administration programme than its core services. Due to the regression in funding the Department could no longer afford to fund other vacancies.

The Budget Programme Structure for the Department reflects the organisational architecture, and comprises five Programmes, namely Programme 1: Administration, Programme 2: Advocacy and Mainstreaming for the Rights of Women, Programme 3: Monitoring, Evaluation, Research and Coordination; Programme 4: Rights of Persons with Disabilities, and Programme 5: Rights of Youth.

Of the 140 posts, 77 have been allocated to Programme 1: Administration; 17 to Programme 2: Advocacy and Mainstreaming for the Rights of Women; 26 to

Programme 3: Monitoring, Evaluation, Research and Coordination; 11 to Programme 4: Rights of Persons with Disabilities; and 9 to Programme 5: Rights of Youth.

2.3. Key Policy Developments and Legislative Changes

DWYPD in collaboration with South African Law Reform Commission completed the Discussion Paper and the Draft Bill on Promotion and Protection of Persons with Disabilities. The Discussion Paper and the Bill was consulted with the National Disability Rights Machinery and released for public comments and submissions. The overarching Disability Legislation is ongoing and will be carried through the 2025/26 Financial Year.

A baseline document of the Advocacy and Mainstreaming document was developed. The Strategy will serve to guide Policy. Legislative environment, mainstreaming processes, administrative procedures, budgeting and matters related to governance within the public and private sector. The strategy was consulted through the process of the National Disability Rights Machinery. The Framework on Self-Representation was gazetted and published as a final government policy. DWYPD made inputs into the Mid Term Development Plan priorities and target influencing policy and services to persons with disabilities.

3. Progress towards the achievement of institutional impacts and outcomes

3.1. Impact statement: Improved Quality of Life for Women, Youth and Persons with Disabilities

Progress made towards the achievement of the below mentioned outcomes will ultimately result in improved Quality of Life for Women, Youth and Persons with Disabilities.

3.1.1. Outcome: Improved governance processes and systems for DWYPD.

The planned target for 2024/25 is to have DWYPD governance plans and policies implemented, at the time of this reporting period the following policies and plans were developed and implemented which contributed to improved governance process:

3.1.2. Outcome: Government-wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities

The planned target for 2024/25 is to assess 40 national government 2020-2025 Strategic Plans for inclusion of gender, youth and disability rights priorities. At the time of this reporting period 40 national government strategic plans were analysed, one annual performance monitoring report on inclusion of persons with disabilities was produced and a status report on draft annual performance plans for national government departments developed.

3.1.3. Outcome: Gender, youth and disability rights machineries institutionalized

The planned target for 2024/25 is to have 100% implementation of mainstreaming strategy to institutionalize gender, youth and disability rights machineries. At the time of this reporting period, Integrated Gender, Youth & Persons with Disabilities Framework was approved. The implementation of the frameworks is conducted through convening GEYODI Machineries. In 2024/25 financial year, 2 gender machineries, 4 National Youth machinery and 2 Rights of Persons with Disabilities machinery meetings were convened.

3.1.4. Outcome: Accessible and available evidence-based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities

The planned target for 2024/25 is have five Research reports on access to services and empowerment of women, youth and persons with disabilities published.

3.1.5. Strengthened stakeholder relations and community mobilisation towards the realisation of women's empowerment, youth development and disability rights

The planned target for 2024/25 is to conduct 60 stakeholder engagements. At the time of this reporting period 60 stakeholder engagements on the Empowerment of women, youth and persons with disability were conducted and 20 community

mobilisation initiatives were coordinated.

3.1.6. Revised legislative framework to respond to and enforce rights of women, youth and persons with disabilities

The planned target for 2024/25 is to submit draft legislation for women, youth and person with disability submitted to Parliament. During the time of reporting, parliament passed two pieces of legislation introduced by the Department, namely, the National Council on Gender Based Violence and Femicide and the National Youth Development Agency Amendment Bill.

3.1.7. Outcome: Socio-Economic Empowerment – WYPD

The planned target for 2024/25 is Regulatory framework for WYPD mainstreaming developed, at the time of this reporting period the National gender policy framework was reviewed and Guidelines on the implementation of National Gender Policy framework were developed as well.

3.1.8. Outcome: Rights of WYPD realised

The planned target for 2024/25 is to have 5 legislations developed and implemented. At the time of this reporting period Frameworks on Disability Rights Awareness Raising, self-representation, Reasonable Accommodation and Universal design and access Frameworks were developed.

3.1.9. Outcome: stakeholder management

The planned target for 2024/25 is to have WYPD Stakeholder framework developed and implemented. At the time of this reporting period Stakeholder Management Framework was developed and 2 progress reports were developed on the implementation of WYPD stakeholder Management Framework.

3.2. Impact: Transformed, representative and inclusive economy which prioritises women, youth and persons with disabilities

Progress made towards the achievement of the below mentioned outcomes will ultimately result in transformed, representative and inclusive economy

which prioritises women, youth and persons with disabilities.

3.2.1. Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda

The planned target for 2024/25 is 16 interventions to support empowerment of women, youth and persons with disabilities within the economic sectors. At the time of this reporting period 16 interventions to support to support economic empowerment and participation of WYPD implemented.

3.2.2. Socio Economic Empowerment - WYPD

The planned target for 2024/25 is to have WYPD Socio-Economic Empowerment Index developed and monitored. At the time of this reporting period, WYPD Socio-Economic Empowerment Index was developed.

3.3. Impact: All women and girls, youth and persons with disabilities enjoy good quality health care and better life opportunities and educational outcomes

Progress made towards the achievement of the below mentioned outcomes will ultimately result in All women and girls, youth and persons with disabilities enjoy good quality health care and better life opportunities and educational outcomes.

3.3.1. Outcome: Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions

It has been recorded that some girls from disadvantaged backgrounds miss school because they don't have access to menstrual products or because there aren't adequate toilets to use at school. Others will drop out of school altogether. The DWYPD developed the Sanitary Dignity Implementation Framework (SDIF) with the objective of ensuring that indigent girls and women are afforded the opportunity to manage menstruation in a knowledgeable, safe and dignified manner. The implementation of the Sanitary Dignity Implementation Framework (SDIF) allowed girls in public schools, which are quintiles 1 - 3 schools (no

fee-paying schools), special and farm schools to benefit due to budgetary constraints from National Treasury as they are considered to be among the most vulnerable.

DWYPD has thus far developed 12 reports on the implementation of the Sanitary Dignity Implementation Framework by Provinces to the Department of Planning, Monitoring & Evaluation (DPME) through national Department of Social Development with respect to the Medium-Term Strategic Framework (MTSF). The quality of life of the girl child has changed because menstrual health is being addressed and they can attend school without interruption caused by being unable to normally attend to school due to lack of access to sanitary pads.

3.3.2. Outcome: Improved health for women, youth and persons with disabilities

Poor menstrual hygiene may pose serious health risks. When girls and women do not have access to safe and affordable sanitary materials to manage their menstruation, they have an increased risk of contracting infections. In this regard, the DWYPD developed the Sanitary Dignity Implementation Framework (SDIF) with the objective of ensuring that indigent girls and women are afforded the opportunity to manage menstruation in a knowledgeable, safe and dignified manner, hence the distribution of menstrual products in the form of disposable sanitary pads to selected beneficiaries.

In 2024/25 FY girls in public schools, which are quintiles 1 – 3 schools (no fee-paying schools), special and farm schools were the beneficiaries through the equitable share allocation from National Treasury.

3.3.3. Outcome: Improved skills for women, youth and persons with disabilities

The implementation of the Sanitary Dignity Implementation Framework by provinces allows the beneficiaries to attend school without interruption as learners were sometimes unable to attend school due to lack of access to sanitary pads.

3.4. Impact: All women, girls, youth and persons with disabilities are and feel safe and enjoy freedom and a better life

Progress made towards the achievement of the below mentioned outcomes will ultimately ensure that all women and girls, youth and persons with disabilities enjoy good quality health care and better life opportunities and educational outcomes.

3.4.1. Outcome: levels of marginalisation, stigmatisation and discrimination and violence against women, girls and persons with disabilities reduced

The planned target for 2024/25 is to have 20 interventions to reduce GBVF among women, young women and persons with disabilities. At the time of this reporting period, the National Strategic Plan on Gender Based Violence and Femicide (NSP on GBVF) was approved by the Cabinet in March 2022 and implementation commenced immediately thereafter.

Since this approval the department facilitated the establishment of NSP on GBVF monitoring and evaluation (M&E) and reporting systems that enabled the national departments to: develop GBVF implementation plans, incorporate the plans into their Annual Performance and Strategic Plans and report on the GBV interventions in line with the intervention plans they have developed. Two biannual reports on the implementation of the GBVF-NSP were produced.

The department supported the process of integration of the NSP on GBVF priorities into the departmental plans through monitoring the national department progress report on GBVF, assessing their annual and strategic plans for integration of the NSP on GBVF priorities and providing support that enables improvement of these plans. To date, 37 national departments, 18 provincial departments and 13 municipalities were monitored on the implementation of the NSP GBVF.

The department also facilitated the localisation of implementation of the NSP on GBVF at the local levels through working with the provinces, district and local Municipalities. The main objectives of these interventions were to ensure that the provinces, district and local government identify their coordination and leadership role in the implementation of the NSP on

GBVF in their respective communities. At the time of this reporting period.

The department also facilitated the development and approval of the National Gender Machinery Framework. The specific objectives of this Framework are ensuring of: 1) effective coordination within the National Gender Machinery; and 2) accountability for gender equality across all public and private institutions. Importantly the framework addresses and seeks to remedy the factors that inhibit the optimal implementation of the National Gender Policy Framework (2000). The department also organised and held the first consultation after the approval of the NGM Framework.

The purpose of the consultation was to provide a platform for NGM stakeholders to reach consensus about planning and development issues affecting the agenda of gender equality and women empowerment and facilitate all the stakeholders to revisit their gender mainstreaming agenda and practices; and reinventing their thought processes while creating an opportunity for Advocacy and Advisory on key issues of interest.

In the 2021/22 financial year the Department developed an integrated Gender, Youth and Persons with Disabilities (GEYODI) Framework that sets forth a mechanism for improving efficiency and effectiveness of mainstreaming efforts, through collective planning and setting the agenda for each of the sectors (women, youth and persons with disabilities).

The department also organised and held a GEYODI consultative session with the main objective of, introducing, consulting and receiving input on the GEYODI Framework with the three stakeholders of the machinery before commencing the Cabinet approval processes; broadening sectoral participation in the National GEYODI Machineries by engaging on an equal footing by all stakeholders and structures of the machineries and report on progress on issues that may have a bearing on the successful functioning of the GEYODI Machineries Consultative Session.

3.5. Impact: Africa and the world that is more responsive and inclusive to the rights of women and persons with disabilities

Progress made towards the achievement of the below mentioned outcomes will ultimately result in Africa and the world that is more responsive and inclusive to the rights of women and persons with disabilities.

3.5.1. Outcome: Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world

The planned target or 2024/25 is to have 10 reports on compliance with treaty obligations for women, youth and persons. At the time of this reporting period 6 reports on compliance with treaty obligations for women, youth and persons with disabilities were developed, 4 reports on compliance with international and regional instruments on women were produced and status report on national/ international obligations on the rights of persons with disability was produced.



4. Institutional Programme Performance Information

4.1. Programme 1: Administration

Purpose:

The purpose of this programme is to provide strategic leadership, management and support services to the department.

Sub-Programmes:

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

SERVICE DELIVERY ACHIEVEMENTS

Programme 1 service Delivery achievements

During the period under review Programme 1: Administration delivered the following key deliverables:

Strategic Planning and Reporting

The Strategic Planning and Reporting unit played a significant role in guiding the department's strategies, ensuring they aligned with government priorities, Minister's Agreements, and departmental outputs and outcomes. Collaboratively, the unit developed the Annual Performance Plan for 2024/25 FY. Moreover, it facilitated strategic planning sessions and meetings with managers and all programmes to gather input and ensure alignment with departmental strategies. Furthermore, the unit aided in developing Annual Operational Plans



Ms Val Mathobela

*Chief Director:
Office of the Director General*

and supporting departmental programs to translate strategic objectives into actionable tasks.

Throughout, Strategic Management thoroughly monitored and tracked indicators, addressing those that did not meet their targets through individual meetings with units to create solutions.

Internal Operations Efficiency

During the year 2024/25, the Internal Operations Efficiency Directorate was only staffed with the Chief Risk Officer and the work on the review of the Service Delivery Model of the Department which outlines the services and model of delivery as per the requirements of the Operations Management Framework of the DPSA was held in abeyance pending the filling of the vacancies in Departmental Management sub programme. SDM is a description of how a department will deliver on the services and products that were identified during the strategic planning process. It details the department's mandated services, service beneficiaries, analysis of current method of delivery and possible improved method of delivery. Furthermore, all the services were not mapped through the Business mapping Process to ensure that processes in the department are streamlined, and system needs are identified.

The Directorate once staffed will put systems in place to ensure that the Department complies with the Directive by DPSA on Monitoring Public Administrative and Management Delegations. This involves that the financial and human resource management delegations are reviewed as per the prescribed requirements and monitoring that management complies with the requirements. Further delegation registers will be developed and monitored to ensure that decisions are taken as per delegated authority. In order to ensure compliance with legislative requirements and prescripts a delegation register will be developed and monitored on a quarterly basis.

Communication

Communication is a key strategic service – to ensure that information is widely accessible within the public space, to engage citizens in conversation around critical issues and to the public space, to engage citizens in conversation around critical issues and to empower citizens to participate in not only shaping government policies but also in taking up opportunities that affect their lives. The South African government has adopted a developmental approach to communication and the fundamental values of democracy, openness and participation apply.

In Implementing the Department of Women Youth and Persons with Disabilities communication Strategy the Directorate worked within the developmental communication paradigm to provide the public with timely, accurate and clear information about DWYPD policies, programmes, plans, services and initiatives in a non-partisan way, thus making it accountable to the public.

The communication strategy of the Department has been in place to position the Department and its Entities as a strong brand with a service delivery record of implementing its robust policies that are biased towards women, youth and persons with disabilities and also aim to advance economic empowerment and ending Gender-based Violence while fulfilling its commitments to deliver on advocacy in leading socio-economic empowerment of women, youth and persons with disabilities.

The implementation of the Department of Women Youth and Persons with Disabilities Communication

Strategy is anchored around four necessary work streams which are set to support the strategic objectives of the Department's Annual Performance Plan. The four work streams are, the Department Brand repositioning exercise, the internal programme, Stakeholder participation and outreach programme and Media liaison and services: In the implementation of the DWYP communication strategy, a strategic emphasis is set in place on ensuring that the Department and entities make it a point that their strategies, plans, personnel and budgets encompass deliver on key communication programmes, which form the basis of key performance areas and key performance indicators for department communications directorate.

Risk & Integrity Management

The Business Continuity Plan (BCP) was developed and approved in the 2023/24 financial year. In 2024/25 Fy the implementation of the BCP is monitored to ensure that the department can respond to any threats or disaster when it is confronted with unforeseen disruptions by ensuring that proactive mechanisms are put in place to manage the risks and restore services within reasonable time. The plan will further strengthen the department's capability in delivering on its mandate and key objectives.

Internal Audit

Internal Audit implemented its Annual Risk-Based Audit Plan for 2024/25 as part of the three-year rolling plan, after consultation with management and approval by the DWYPD's Audit and Risk Committee. Only assurance services were included in the annual Internal Audit Plan. Advisory services were not planned due to limited human resources; however, Internal Audit provided advice to management upon request. These advisory requests were made verbally and responded to accordingly.

A total of fifteen audit projects were planned and approved for the financial year under review. Of these, thirteen audits (86%) were completed and reported to both Management and the Audit and Risk Committee. Additionally, two ad-hoc projects were conducted at the request of management: an investigation into allegations of remunerative work performed without prior approval by a departmental official, and an

assessment of fruitless and wasteful expenditure.

Internal Audit issued a total of 85 recommendations during the year. Of these, 74 (87%) were implemented, while 11 (13%) were still in progress at the end of the financial year. Currently, the Department does not have an Internal Control Unit. To mitigate the risk of irregular transactions going undetected, Internal Audit conducted due diligence reviews on all procurement processes for goods and services valued above R500,000. As a result, the Department did not incur any irregular expenditure during the period under review. The Audit and Risk Committee (ARC) approved that Internal Audit continue performing these due diligence reviews until an Internal Control Unit is established.

Additionally, Internal Audit investigated allegations involving an employee who engaged in remunerative work without prior approval. The findings enabled the Accounting Officer to make an informed decision based on the established facts.

All audits and other work of the Internal Audit function were conducted in accordance with the International Standards for the Professional Practice of Internal Audit as issued by the Institute of Internal Auditors.

Financial Management

The department successfully spent 99.1% of the final allocation in the 2024/25 financial year. The 0.9% underspend is primarily associated with the compensation of employee budget, resulting from challenges encountered in the timely filling of vacant positions due to the DPSA directive.

Despite not achieving a full 100% for payments within 30 days, the Chief Directorate successfully paid 98% of all valid invoices within the legislated timeframe. The 2% of invoices settled beyond 30 days does not pertain to SMME entities. This is primarily because of the budget reduction implemented by the National Treasury in the 2023/24 Financial Year, which negatively impacted the department's cashflow.

Supply Chain management

The department substantially surpassed the target of 40% of procurement spent targeted to women-owned entities.

In the 2024/25 financial year, and achieved an average of 75% of procurement spent towards women-owned businesses. This accomplishment showcases the commitment to promote the economic empowerment of women.

Although there were difficulties in reaching 30% and 7% for youth and disability-owned entities, respectively, the department attained an average of 27% and 6% for youth and disability owned entities during the 2024/25 financial year. The department is dedicated to enhancing the procurement spent on these entities.

Human Resource Management

The Human Resource Management has maintained the MTEF HR plan and produced 2 implementation reports. The target for the representation persons with disability at 5.3% percentage was achieved. Amendments were made in the organisational structure for the Ministry in January 2025 to align with the provisions of the Executive Guide for Executive Authorities. 111 employees were trained, and further 14 bursaries were allocated to serving personnel to improve employee competence and organisational performance.

Information and Communication Technology

The department successfully migrated to the email services and file server from the on-premises environment to Microsoft 365 (M365) and Azure Cloud Infrastructure.

This achievement represents a significant milestone in the implementation of the Master Information Technology Strategy and Plan (MITSP), laying the groundwork for future digital solutions and workflows for the Department's digital transformation journey.

The migration improved service efficiencies and delivery of integrated and secure information communications, Infrastructure and advanced security technologies, ensuring 99.9% uptime for email and file services, enabling uninterrupted, secure access to information and communication with improved resilience built-in backup, redundancy, and rapid recovery.

Security and Work Environment Management

An Occupational Health and Safety Committee was established; OHS Representatives have been trained on first aid and appropriate equipment have been purchased and a sick bay has been established. OHS Representatives are monitoring the office space and report on OHS-related matters monthly. Annual evacuation drills are conducted to ensure the readiness of employees to evacuate the premises during emergency situations. Occupational Certificate for office building has been received in 2024/25 financial year. Quarterly Reports (Information, and Physical) are submitted to the State Security Agency. Upgrade of ERS biometric system and installation of additional CCTV cameras were done.



Table 4.1.1: Programme 1: Administration: Original annual performance plan Outcomes, Outputs, Output Indicators, Targets and Achievements:

The table below sets out actual progress against planned targets for the strategic outcomes and performance indicators per programme 1 sub-programmes as well as reasons for variance on targets that were not achieved for the financial year under review.

Outcome	Output	Output Indicator	Audited performance 2022/23	Audited performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
Sub-programme: Departmental Management								
Improved governance processes and systems for DWYPD	Unqualified audit opinion on Predetermined Objectives and compliance matters	Unqualified Audit opinion on Predetermined Objectives and compliance matters	Unqualified Audit opinion on Predetermined Objectives	Unqualified Audit opinion on Predetermined Objectives and compliance matters	Unqualified audit opinion on Predetermined Objectives and compliance matters	Achieved Unqualified audit opinion on Predetermined Objectives and compliance matters	None	None
	Business Continuity Management Risk Monitoring reports	Number of Business Continuity Risk Monitoring reports produced	New	Business Continuity Plan approved	4 Business Continuity Risk Monitoring reports produced	Achieved 4 Business Continuity Risk Monitoring reports produced	None	None
Sub-programme: Financial Management								
Improved governance processes and systems for DWYPD	Payment of supplier valid invoices	Percentage of all valid invoices paid within 30 days	100% payment of all valid invoices within 30 days	99.88% (Out of 1 717 invoices received, 1 715 invoices or 98.88% were paid within 30 days)	100% payment of all valid invoices within 30 days	Not Achieved 98.45% (Out of 1 871 invoices received, 1 842 invoices or 98.45% were paid within 30 days)	1.55% or 29 invoice were paid outside of 30 days.	The invoices were delayed ensuring that the spending of the department is within the available baseline allocation as we'll as preventing potential over spending. Some of the invoices were delayed due to non-availability of managers to sign-off invoices when there are competing priorities.

Outcome	Output	Output Indicator	Audited Actual performance 2022/23	Audited Actual performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
	Unqualified audit opinion on Annual financial statements	Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements	Unqualified Audit opinion on Annual Financial Statements	Achieved Unqualified Audit opinion on Annual Financial Statements	None	None
Equitable economic empowerment, participation and ownership for women, youth and persons with disabilities being at the centre of the national economic agenda	Procurement spend on women, youth and persons with disabilities owned business	Percentage procurement spend on entities owned by women youth and persons with disabilities	55% procurement spend on entities owned by women	71.76% procurement spend on entities owned by women	40% procurement spend on entities owned by women	Achieved 75.08% procurement spend on entities owned by women	Over achievement of 35.08% on Women owned entities.	Contracts awarded prior to women owned businesses realised into expenditure which increase the controlled spend for women owned business.
					30% procurement spend on entities owned by youth	26,62% procurement spend on entities owned by youth	Under Achieved by 3.38%	Suppliers are responsible to update their CSD profile on a regular basis. More Youth companies are invited however due to preferential procurement points allocation; the companies are not successful.
					7% procurement spend on entities owned by persons with disabilities	5.98% procurement spend on entities owned by persons with disabilities	Under Achieved by 1.02%	No commodities required by the department have potential ownership by Persons with Disabilities. Disabilities are not updated thus no proper records exist of disability owned businesses on CSD. In addition, no evidence of disabilities is provided to confirm the disability to allocate points during the procurement process. Disability owned service providers are invited, however, due to preferential

Outcome	Output	Output Indicator	Audited performance 2022/23	Audited performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
								Procurement points allocation, the companies are not successful.
Sub-programme: Corporate Management								
Improved governance processes and systems for DWYPD	Filling of funded vacancies within 8 months of becoming vacant	Percentage vacancy rate	Vacancy rate of less than 10% annually not maintained	Vacancy rate maintained at 4.8%	Maintain a vacancy rate of less than 10% annually	Not Achieved 10.7% vacancy rate	The vacancy rate was over by 0.7%	Long turnaround times in the recruitment processes that were dependant on the Minister for the Public Service and Administration Directive outlining control measures to support executive authorities in effectively managing fiscal sustainability when creating and filling certain vacant posts which state that prior to obtaining approval to advertise and fill vacant posts, departments must first obtain confirmation of funds from National Treasury and thereafter seek DPSA concurrence. There is NO e-recruitment system in place, requiring HR to manually capture numerous applications after a directive that application may be transmitted via emails. The JE system was suspended, when the system was operational, there was NO job analyst to analyse jobs prior to advertising posts.

Outcome	Output	Output Indicator	Audited performance 2022/23	Audited performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned achievement for 2024/25	Reasons for deviation
	Implementation of Human Resource Plan	Number of reports produced on implementation of the Human Resource Plan produced	4 Reports on the Human Resource plan implemented	4 reports produced on the implementation of Human Resource Plan	2 progress reports on implementation of Human Resource Plan produced	Not Achieved 2 progress reports on implementation of the Human Resource Plan produced	The department continued to implement the strategic priorities intervention specific to HR functional areas of the previous HR Plan whilst department was developing the Strategic Plan of the 7 th administration.	The strategic priorities of the department which would guide the development of the HR Plan for the 7th Administration had not yet been finalised
	Increased representation of employees with disabilities	% representation of employees with disabilities increased	New	New	5.3% representation of employees with disabilities	Achieved 5.4% representation of employees with disabilities	Over by 0.1% representation of employees with disabilities	The percentage for disability is calculated against filled post, and filled post by then (31 March 2024) were 131 with 7 of employees with a disability at 5.1% that was our baseline for 2024/2025. The filled post as at (31 March 2025) were 127 with 7 employees with a disability at 5.5% The reason for over achievement was that the head count reduced from 131 to 127

Strategy to overcome areas of under performance

The department is committed to improving its payment of service providers within 30 days and will ensure that delays caused by management are addressed and corrected. The department is also working with core business to raise awareness on Economic Empowerment initiatives that will ensure the procurement targets are met.

The HR plan of the department will be reviewed to align with the 7th administration plans and be reported as planned. The filling of vacancies will be prioritised in the next FY to ensure that the department is fully staffed.

4.1.2. Linking performance with budget

Programme 1: budget and actual expenditure

Programme 1: Administration

Sub - Programme Name	2024/2025			2023/2024		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Ministry	36 125	31 301	4 824	34 749	30 498	4 251
Departmental Management	19 190	18 633	557	18 781	17 762	1 019
Corporate Management	37 565	36 423	1 142	35 550	32 898	2 652
Financial Management	23 648	23 510	138	20 198	20 041	157
Office Accommodation	10 249	10 246	3	8 916	8 991	(75)
Total	126 777	120 113	6 664	118 194	110 190	8 004



4.2. Programme 2: Mainstreaming Women's Rights and Advocacy

Purpose:

The purpose of this programme is to promote good governance regarding the rights and transformation of the social and economic empowerment of women.

Sub-Programmes:

- **Management: Advocacy and Mainstreaming for the Rights of Women:** Provides strategic leadership and management to the programme.
- **Social Empowerment of Women (SEW):** Promotes 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.

During the period under review Programme 2: Advocacy and Mainstreaming for the Rights of Women delivered the following key deliverables:

- Teenage Pregnancy Consultative Session was convened. The session contained presentations from DWYPD, United Nations Population Fund (UNFPA) on the Investment Case to end Unintended Teenage Pregnancy and the French Embassy on Studies on Prevention and Resourcing of Unintended early Pregnancies in South Africa and Malawi. The session was composed of representatives from national and provincial departments in government. There was a broad consensus of things that needed to be done and one of the key activities awaited was the completion of the Department of Social Development's diagnostic report on South African governments approach to ending teenage pregnancy. That outcome of the report will inform of a proper way forward in tackling the scourge. The session was a path towards consolidation of information and enriching the current draft Program of Action on Teenage Pregnancy.



Ms Welhemina Reshokwetse Shoki Tshabalala

Deputy Director General:

Advocacy and Mainstreaming for the Rights of Women

- A follow up Teenage Pregnancy Consultative Session with Civil Society organisations was convened where the DWYPD gave an update on the consultations held thus far. Further presentations were made by the Clinical Director of the Teddy Bear Clinic, on 'Including young people's voices in the design of sexual & reproductive health programmes' and a presentation by the Director of Wise 4 Afrika on the work of the organisation in relation to combating teenage pregnancies.

The outcome of that meeting was that a broader session shall take place which will involve government, civil society, UN organisations and community-based organisations to concretise ideas towards a National Plan of Action against Teenage Pregnancies.

The DWYPD-SEW unit together with the Youth Section also participated in a Pink Drive Cancer initiative in Springbok, Namaqualand. The Pink Drive is involved in cancer awareness programmes and reproductive health rights issues. DWYPD-SEW has been partnering with the Pink Drive because of the link between some cancers, especially between cervical cancer and

reproductive health issues as addressed within the age-appropriate sexuality education contained in the Life Orientation class in South African public schools.

- Water, Supply, Sanitation and Hygiene (WASH) facilities were monitored at a primary school in Hammanskraal, Pretoria. This was done under the auspices of the Departments of Health, Basic Education and Gauteng Department of Education in collaboration with Unilever and Lifebuoy, as part of a celebration of Global Handwashing Day which is commemorated annually in October. WASH is one of the pillars of the Sanitary Dignity Implementation Framework (SDIF) in as far as provision of an enabling infrastructure that shall guarantee the dignity and hygiene condition of girl learners. The DWYPD, through the SEW Chief Directorate has a responsibility to give support to the provincial departments in implementing the sanitary dignity programme. Part of this responsibility includes assisting the provinces in ensuring that the WASH infrastructure in schools is girl-friendly and thus contributing to sanitary dignity. DWYPD-SEW conducts WASH assessments in various schools in provinces to build a case for a comprehensive WASH assessment study in the country which would give recommendations for ensuring girl friendly WASH in schools and thus contributing to the sanitary dignity of girl learners.
- DWYPD-SEW participated in two consecutive Teenage Pregnancy consultative sessions convened by the National Department of Health. The session comprised of relevant national government departments such as the Department of Basic Education (DBE), Department of Social Development (DSD), South African Police Service (SAPS), National Prosecuting Authority (NPA), Department of Justice and Constitutional Development (DoJ&CD) and Statistics South Africa (StatsSA), UN organisations like the UNFPA UNICEF, UNAids, UN Women and other NGOs like SANAC, and Love Life. The session highlighted the fact that South Africa is making a lot of positive interventions to reduce teenage pregnancies, from national to provincial government departments, civil society and UN organisations. It was however underlined

that the effort does not match the outcome, hence the urgency of better coordinated action. It was therefore proposed that a National Plan of Action (NPA) must be developed but for that to succeed, a particular department must be formerly given a mandate to coordinate the action and synchronise role clarification among the participating departments and non-governmental role players. It was further proposed that DWYPD table the matter to the government clusters to seek guidance on which department should carry the mandate to coordinate the envisaged action plans. A further proposal was that the NDoH should play that leading role because already the department is coordinating the Integrated School Health Programme (ISHP), which is composed of NDoH, DWYPD, DSD and DBE. This would then allow DWYPD to conduct its oversight role and at the same time play a significant leading role in Pillar -4 on the National Strategic Plan (NSP) on Gender Based Violence & Femicide as that pillar deals with rape and sexual violence. There would therefore be a symbiotic relationship between NDoH and DWYPD.

The department planned to produce four progress reports on implementation of Sanitary Dignity Implementation Framework by provinces. The following activities were undertaken under this operational plan target:

- Four quarterly sanitary dignity National Task Team (NTT) meetings including a Strategic Planning Session in the first quarter of 2023/24. The purpose of NTT meetings is to receive reports on progress from provinces in terms of implementation of the programme. National departments are also given an opportunity to make presentations on aspects relating to menstrual health and sexual and reproductive health rights (SRHR).
- The sanitary dignity programme has been a success with regards to ensuring uninterrupted learning by girl learners. The deepening of advocacy and awareness programmes on hygienic sanitation facilities is critical, as well as pointing out the importance of SRHR and the need to use the Life Orientation subject as a low

hanging fruit in the class environment for SRHR awareness.

- Several provinces still have challenges with their procurement processes and the functionality of Provincial Sanitary Dignity Committees (PSDC). DWYPD-SEW will continue to engage in visits and virtual meetings to provinces that are lagging behind in the roll out of the sanitary dignity programme like the Free State and North-West. The department will also continue to advocate for the development of a National Treasury transversal contract on the sanitary dignity programme as it believes that a transversal contract is the solution to the procurement challenges experienced by certain provinces.
- Sanitary Dignity Monitoring and Evaluation (M&E) Workshop was held in Mpumalanga province. Participants included representatives from the Office of the Premier, Departments of Social Development (DSD), Education (DoE), Agriculture, Rural Development, Land and Environmental Affairs (DARDLEA), Community Safety, Security and Liaison (DCSSL) and Health (DoH). The purpose of the M&E workshops is to provide training to provincial programme managers and M&E staff on the M&E framework and provide support in operationalising the Sanitary Dignity Implementation Framework (SDIF). Workshops have already been conducted in five provinces i.e. Eastern Cape, KwaZulu-Natal, Mpumalanga, Northern Cape and Western Cape. Plans are in place to conduct similar workshops in the next financial year in North-West, Free State, Gauteng and Limpopo provinces. In addition to provincial M&E workshops, Water Supply, Sanitation and Hygiene (WASH) assessments were also conducted in two schools in Mpumalanga province. The purpose of the WASH assessments was to determine whether sanitation in a school addresses the menstrual needs of girls, namely whether the toilets are girl/period-friendly or not so that interventions can be sought.
- Advocacy and awareness campaigns on the Sanitary Dignity Implementation Framework (SDIF) were conducted in Eastern Cape and KwaZulu-Natal in June 2023. The workshops were

directed at School Based Support Teams (SBSTs) because they are the anchors at local/school-based level in ensuring better awareness and accountability. The purpose of the workshops was to reinforce systems and control with respect to the management of a successful sanitary dignity programme using School Based Support Teams (SBSTs) as a quality control tool. The workshops also focused on aspects of Monitoring and Evaluation (M&E) Principles in Project Implementation to provide support in operationalising the Sanitary Dignity Implementation Framework (SDIF).

- DWYPD convened a session with National Task Team members on Transversal Contracts addressed by National Treasury's Office of the Chief Procurement Officer. The purpose of the session was to give provinces an opportunity to adopt this option because it would be under the control and management of National Treasury but the specifications and evaluation would involve provinces. Provinces were given an opportunity to present the matter to their respective departments and give feedback to the DWYPD.
- In August 2023, the DWYPD visited selected schools in Eastern Cape and KwaZulu-Natal as part of the sanitary dignity programme pilot project. The purpose of the visit was to handover menstrual health diaries to selected beneficiaries as part of interventions of the project. Other interventions included disposal pads, reusable/re-washable pads, menstrual health information material and hot water bottles to assist with management of period pain. The purpose of the diaries was for the learners to record their experiences with respect to reproductive health on the use of menstrual products especially the reusable/re-washable sanitary pads so that evidence-based information could be obtained on the acceptability of the product by the user. The diaries also contain valuable information about menstruation, this would give the learners more knowledge and hopefully, demystify some of the myths on menstruation.

- DWYPD participated in a Working Group meeting on Risk Assessment for Disposable and Reusable Sanitary Towels. The outcome of the current assessment will determine whether a compulsory specification can be imposed on menstrual products in South Africa, to ensure product safety.
- DWYPD convened the South African Coalition on Menstrual Health Management (SACMHM) Annual Consultative Session. The session was convened to harness the working relationship among members of the coalition and look at the strengths and weaknesses of the body, which is a constellation of government departments, civil society organisations and United Nations organisations. The meeting agreed on several recommendations including the need to review the functioning of some of the task teams in order for the coalition to carry its work forward and ensure a meaningful impact in society.

GBVF

- The Cabinet approved the concept of dealing with GBVF as a pandemic in January 2024. This implies intensification of multi stakeholder mobilisation from National, Provincial, Local and ward level, to implement effective interventions in the fight against gender-based violence and femicide.
- The department developed and is implementing 365 days campaign on violence against women, with the KwaZulu-Natal and Eastern Cape being pilot provinces where the GBVF Prevention strategy is localised and implemented. Media campaign that focus on providing effective messaging on GBVF have been developed and are being rolled out in the pilot provinces.
- In May 2024 the President approved the Bill on the National Council of Gender Based Violence and Femicide. The Bill provides regulations on the mandate and the governance of the National Council on Gender Based Violence and Femicide (NCGBVF). Since the Bill has been approved the DWYPD is going to focus on facilitating the establishment of NCGBVF.
- 12 National Departments and 09 Provincial Departments were monitored on the implementation of the NSP on GBVF.
- The Department also supported 09 Municipalities to integrate the priorities of the NSP on GBVF to either their Integrated Development Plans or District One plans. This was done through the review of the Municipality plans, providing feedback to the Municipalities and advise on how they can ensure that the priorities of the NSP on GBVF are integrated to their plans and they are able to play leadership role in the fight against GBVF.
- The Department worked with Provincial SALGAs in eight provinces to capacitate the Provincial SALGA women's commission that is made up of women councillors from Municipalities in all provinces. The purpose of the training was to capacitate women in political leadership in Municipalities to lead the localisation of the National Strategic Plan on Gender Based Violence and Femicide and ensure that Municipalities play a significant role in the fighting gender-based violence and femicide in their areas, in line with their mandates.
- Capacity building of Gender Based Violence and Femicide Rapid Response Teams (GBVF RRTs) was conducted in 7 provinces, which are, Eastern Cape, Free State, KwaZulu-Natal, Limpopo, Mpumalanga, Northern Cape and Gauteng. The purpose of the training was to capacitate all stakeholders who are key in the fight against GBVF, to play their role in providing immediate and holistic support to the victims of GBV, ensure that all stakeholders develop effective and coordinated multi stakeholder local plans to fight against GBVF and hold each other accountable, to eradicate GBVF in their respective areas.

- The DWYPD has extended its footprint to the provinces through appointing Technical Monitors and Data Analysts in provinces, which are, the Eastern Cape, KwaZulu-Natal, Gauteng, Limpopo, North-West, Mpumalanga, Northern Cape and Limpopo. Recruitment for the Free State Province is still in progress. The purpose of these appointments is to assist the department to ensure the localisation of the NSP on GBVF and GRPBMEAF in provinces and municipalities and build the capacity of provinces to design, plan and implement effective initiatives to fight against GBVF.

ECONOMIC EMPOWERMENT OF WOMEN

DWYPD developed the Strategy for Economic Empowerment of WYPD. Core to the Strategy is to unlock the Economic Empowerment of WYPD across key economic sectors of South Africa and ensure that the country is globally competitive. The Strategy is a Vehicle: to accelerate the Economic Empowerment of WYPD through an Integrated Government Approach (IGA). As the lead economic driver within the DWYPD, the Economic Empowerment Chief Directorate (EEW) has positioned inclusive growth at the centre of South Africa's transformation agenda.

In 2024, the DWYPD harnessed policy levers, fiscal coordination, and sectoral alignment to unlock value chains and stimulate broad-based economic participation for Women, Youth, and Persons with Disabilities (WYPD). All interventions were grounded on the aims and objectives of the Economic Empowerment Strategy for WYPD, which serves as a framework designed to be a catalyst for encouraging productive capacity and integrating WYPD into all sectors of the economy across all spheres of government.

The key objectives of the Strategy for Economic Empowerment of WYPD are as follows: Unlocking barriers of entry, Growing the prospects of new entrants across sectors, developing tailored financial solutions that are inclusive, accelerating market access opportunities and supporting sustainable enterprises at scale.

Consultations with stakeholders on the implementation of the Economic Empowerment

Strategy for WYPD were convened and in quarter four, a progress report on the implementation of the strategy was developed.

Quarterly, the department host interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities in the following sectors: agriculture sector, sanitary dignity programme, women in trade and the green industry. Women owned enterprises and aspirant women entrepreneurs are exposed to economic opportunities as per the above-mentioned sectors.

Other Projects

- A total of 50 juice machines were distributed to 4 provinces: Mpumalanga, KwaZulu-Natal, Limpopo and Eastern Cape with the aim of empowering small businesses/or cooperatives in the rural and township areas.
- Solar Technology Programme: The Department in partnership with Energy and Water Sector Education, Training Authority (EWSeta) collaborated with Barefoot college in India (Tilonia) to train South Africa Learners from the rural communities in the country on solar technology programme (Solar mama). A total of 22 learners were trained on installation, repair, and maintenance of solar equipment's. The training empowered women to become leaders and change agents in their communities by providing them with valuable skills and knowledge in renewable energy, it promoted gender equality and women's economic empowerment by creating short term income-generating opportunities for Solar Mamas. The programme aimed at improving energy access in rural and underserved areas of South Africa, contributing to sustainable development and environmental preservation.

- **Women Economic Assembly (WECONA):** is an initiative to facilitate the participation of women-owned businesses in core areas of the economy. The overall goal of WECONA is to advocate for equal economic participation of women in the mainstream economy to curb the scourge of Gender-based Violence and femicide (GBVF). This is done by advancing women's economic empowerment and collective action through activating public and private sector supply value chains within an enabling environment. This objective is linked to the National Strategic Plan on Gender-Based Violence and Femicide and seeks to address inequality and address women's economic dependency on abusive partners. WECONA annual event was held during quarter four of 2024/25 where discussions were held on how women can be empowered leveraging on the private sector and development financial institutions to promote financial inclusion.

Impact achieved

In 2024, the Economic Empowerment Chief Directorate (EEW) cemented its leadership role in advancing South Africa's inclusive growth agenda. Through deliberate policy action, sectoral partnerships, and fiscal coordination, the EEW unlocked critical value chains, driving meaningful economic participation for Women, Youth, and Persons with Disabilities (WYPD). Key interventions across agriculture, manufacturing, trade, and the green economy directly enabled WYPD beneficiaries and enterprises to access capital, markets, land, and skills development opportunities.

These efforts resulted in: Transitioning beneficiaries in agriculture from subsistence to commercial readiness. Assisted WYPD to secure contracts for WYPD-led Micro, Medium Small Enterprises (MSMEs). Facilitating procurement access for women-owned enterprises. Training and integrating WYPD into green economy value chains. The Department through partnership with stakeholders is also in the process of facilitating the assistance to women owned enterprises to register the Cooperative financial institution (CFI) or a Co-operative "Bank" to pioneer financial inclusion for marginalized communities.

In 2025, the EEW will look to deepen its impact by scaling inclusive platforms, advancing value chain access, and institutionalizing disaggregated reporting in governments planning systems. The EEW's interventions continue to shift systemic exclusion and move WYPD into sustainable economic empowerment - leveraging innovative partnerships to drive an economy that leaves no one behind. We continue to encourage alignment across key government departments, ensuring the economic empowerment of WYPD is mainstreamed into national policies, programs, and budgets. We've been mobilizing government-wide action to address financial inclusion for and of women, market ready skills, and the dismantling barriers of entry into productive markets. We have been advocating for inclusive procurement systems across all of government and the private sector. We are also encouraging coordinated efforts towards building capacity for future economies, entrepreneurship support programs, innovative fintech for underserved communities, unlocking capital for WYPD entrepreneurs.

Anchored in South Africa's Presidency including the G20 Empowerment of Women Working Group (EWWG) Key Priority 2 (Promoting Financial Inclusion of and for Women), the work of the department is uniquely positioned to continue to champion transformative change for women, youth and persons with disabilities both in the continent and globally.

4.2.1. The table below sets out actual progress against planned targets for the strategic outcomes and performance indicators per sub-programme of Programme 2, as well as the reasons for variance on targets that were not achieved for the financial year under review.

Programme 2: Mainstreaming Women's Rights and Advocacy: Adjusted annual performance plan Outcomes, Outputs, Output Indicators, Targets and Achievements:

Outcome	Output	Output Indicator	Audited Actual performance 2022/23	Audited Actual performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
Sub-programme: Economic Empowerment of Women								
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Intervention to support economic empowerment, participation and ownership for women youth and persons with disabilities	Number of interventions to support economic empowerment, participation and ownership of women, youth and persons with disabilities implemented.	4 interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership of women youth and persons with disabilities implemented	4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented	Achieved 4 interventions to support economic empowerment, participation and ownership for women youth and persons with disabilities implemented.	N/A	N/A
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Implementation of the Economic Empowerment Strategy for WYPD	Number of progress reports on the implementation of the Economic Empowerment Strategy for WYPD produced	New	WYPD Strategy for economic empowerment developed	1 Progress report on the implementation of Strategy for WYPD produced	Achieved 1 Progress report on the implementation of Strategy for WYPD	N/A	N/A

Outcome	Output	Output Indicator	Audited Actual performance 2022/23	Audited Actual performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
Equitable economic empowerment, participation and ownership for women youth and persons with disabilities being at the centre of the national economic agenda	Progress report produced on the implementation of the WYPD Socio-Economic Empowerment Index	Number of progress reports on the implementation of the WYPD Socio-Economic Empowerment Index produced	1 report produced on the development of the WYPD Socio Economic Empowerment Index	Socio-Economic Empowerment Index for WYPD developed	1 Progress report produced on the implementation of WYPD Socio Economic Empowerment Index	Not Achieved 1 Progress report produced on the implementation of WYPD Socio Economic Empowerment Index was not produced.	Progress report on the implementation of the index could not be produced. The research which was produced to inform the Index was not sufficient for the implementation of the socio-economic index.	Progress report on the implementation of the index could not be produced. The research which was produced to inform the Index was not sufficient for the implementation of the socio-economic index. This necessitated the department to commission the development of the Index.
Sub-programme: Social Empowerment of Women								
Improved rate of educational attendance and retention of young women and women with disabilities in public sector institutions	Interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	Number of interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	7 interventions to support social empowerment and participation of women, youth and persons with disabilities implemented	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	Achieved 4 interventions to support social empowerment and participation of women, youth and persons with disabilities monitored	None	N/A
Improved health for women, youth and persons with disabilities								
Improved skills for women, youth and persons with disabilities								

Outcome	Output	Output Indicator	Audited Actual performance 2022/23	Audited Actual performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
Levels of marginalisation, stigmatisation and violence against women, girls and persons with disabilities reduced	NSP on GBVF monitored	Number of national departments plans monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	12 national departments monitored on the implementation of NSP on GBVF	Achieved 12 national departments were monitored on the implementation of NSP on GBVF	N/A	N/A
		Number of provincial departments and municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	9 provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	Achieved 9 Provincial departments and 9 municipalities plans monitored for integration of NSP on GBVF	N/A	N/A
		Number of capacity building and training provided to established GBVF Rapid Response Teams in provinces	17 GBVF Rapid Response Teams (RTTs) established	1 consolidated report produced on capacity building training and mentorship support provided to GBVF Rapid Response in 06 provinces	6 capacity building and training support provided to established GBVF Rapid Response Teams in provinces	Achieved 9 Capacity building and training support was provided to established GBVF Rapid Response teams in provinces	3 additional Capacity building and training support was provided to established GBVF Rapid Response teams in provinces	Provinces requested that 3 GBVF RTTs located in GBVF Hotspots be added to the list initially planned to address the urgent GBVF intervention required.
Gender, youth and disability rights machineries institutionalized	National Gender Machinery convened	Number of monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	2 reports on implementation of Comprehensive National GBVF Prevention Strategy developed	2 reports produced on implementation of Comprehensive National GBVF Prevention Strategy	2 monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy produced	Achieved 2 monitoring reports on implementation of Comprehensive National GBVF Prevention Strategy were produced	N/A	N/A
		Number of National Gender Machinery meetings convened	2 GEYODI machineries convened	National Gender Machinery meetings convened	2 National Gender Machinery meetings convened	Achieved 2 National Gender Machinery meetings were convened	N/A	N/A

4.2.2. Strategy to overcome areas of under performance

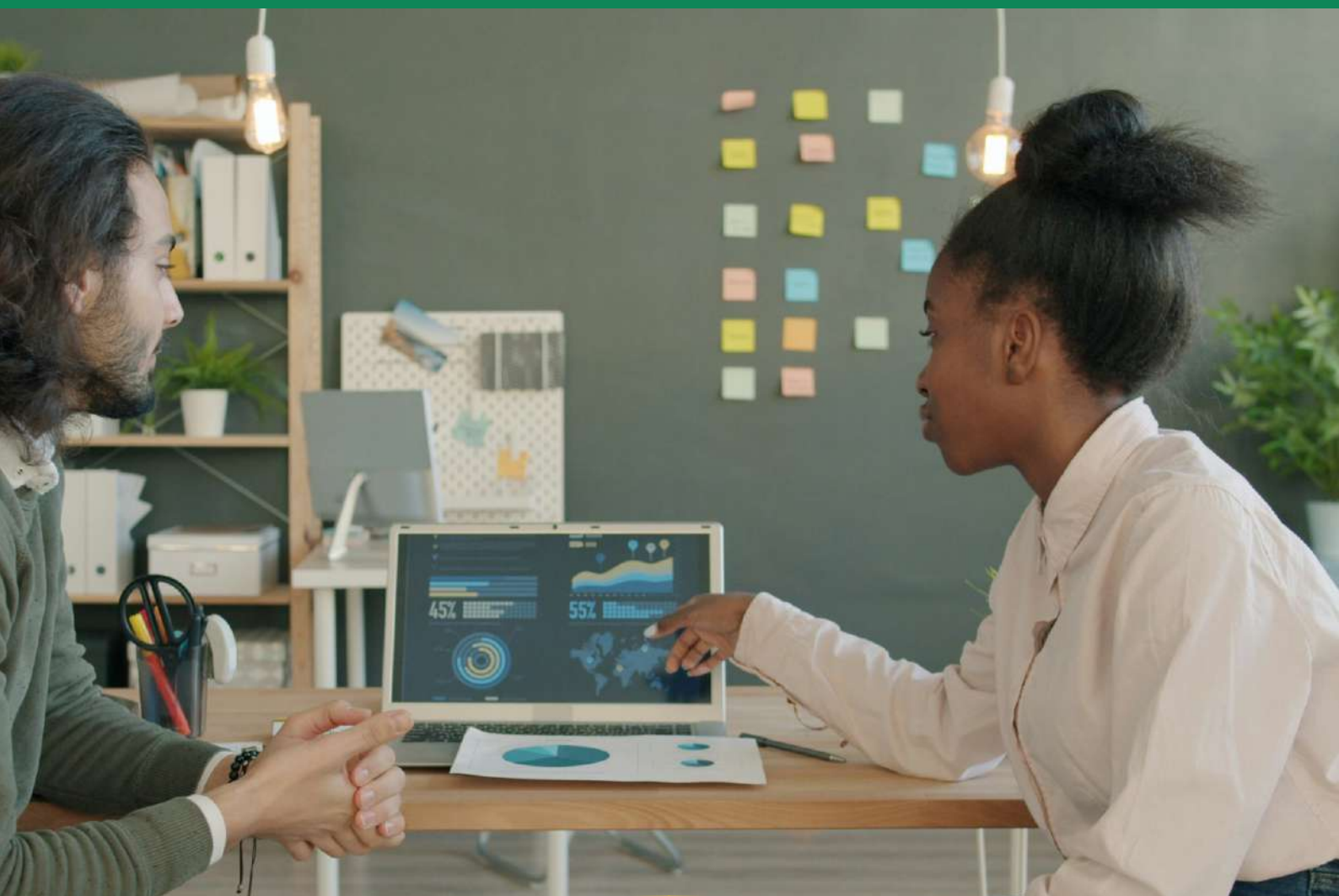
The programme manager will monitor the achievement of targets and ensure targets are implemented as planned in the next FY.

Linking performance with budget

Programme 2: budget and actual expenditure

Programme 2: Mainstreaming Women's Rights and Advocacy

Sub- Programme Name	2024/2025			2023/2024		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Management: Advocacy and Mainstreaming for the Rights of Women	3 839	3 829	10	3 689	3 650	39
Social Empowerment of Women	13 296	13 275	21	14 184	13 653	531
Economic Empowerment of Women	6 013	6 004	9	5 707	4 981	726
Commission for Gender Equality	98 568	98 568	-	95 273	90 273	5 000
Total	121 716	121 676	40	118 853	112 557	6 296



4.3. Programme 3: Monitoring, Evaluation, Research and Coordination

Purpose:

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.

Sub-Programmes:

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: Ensures the effective monitoring and evaluation of policy priorities that encourage transformation in the interests and the empowerment of women, young people and people with disabilities throughout government.

During the period under review Programme 3: Monitoring, Evaluation, Research and Coordination delivered the following key deliverables:

The socio-economic empowerment index for women research report was produced. The report provides a comprehensive literature survey on what is entailed in such an Index, guidance on the selection of indicators and/or indices that will measure a multidimensional concept i.e. 'socioeconomic empowerment'. As a result, the research report outlines that it is critical to determine what gets measured and tracked over time, leading to phase 2 of the research report on government priorities regarding data collection and testing.



Ms Dineo Mmako

*Acting Deputy Director General:
Monitoring, Evaluation, Research and Coordination*

It recommends the use of data produced by Statistics South Africa as the main source and the consideration of other reputable data sources that have the benefit of typically producing data regularly and can assist to reduce the risk of data uncertainty for particular indicators becoming unavailable over time. This research report is that the current design index proposed contains the theoretical framework and key considerations that will allow policymakers to identify areas of disadvantage, inform policies aimed at addressing disadvantage, and monitor progress towards equality over time. In addition, it will enable the DWYPD to build evidence information and knowledge to inform decision-making, interventions and policy coordination, and produce annual update scorecards on women's empowerment in the different identified domains.

The Department has developed and submitted two compliance reports which were:

- i) the 2023 SDGEA report on the implementation of the Solemn Declaration on Gender Equality in Africa based on the guidelines provided by the AU. It is an annual report submitted by Member States. This report, submitted through the South African Mission

in Addis to the AU for inclusion into the AU Chair's report on the SDGEA to the AU Heads of States Summit held in January 2025.

- ii) development of the South African Beijing+30 country report was coordinated which broadly reflects the progress made towards women's empowerment and advancement from 2019-2024 using data, statistics and trends. The Report covers progress across the 12 critical areas of concern in the Platform for Action, clustered into six overarching dimensions, and responds to the UN Women Guidance Note. Overall, the report shows that South Africa has made progress for women and girls in areas such as education, health, social protection and political representation of women. It also affirms that a comprehensive gender responsive legislative and policy intervention to redress sexism is in place. However, evidence-based information in the report indicates that many challenges remain, especially in transforming historical gender imbalances; improving the inclusive nature of the economy to increase women's participation and absorption into the labour force; alleviating women's poverty, food insecurity and hunger, addressing gender-based violence and femicide; increasing representation of women in some sectors, especially within the private sector / corporate South Africa; as well as strengthening the full and effective implementation of laws and policies in eliminating sexism and addressing patriarchal practices.

The departments are collaborating with National Treasury and the DPME on piloting the Gender Responsive Budgeting Guidelines across 11 identified departments in the economic sector. In this regard, the DWYPD assisted these 11 departments through a capacity building workshop on gender mainstreaming, for which a toolkit on gender mainstreaming was developed, with the assistance of UN Women. The Department held four workshops in December 2024, covering all 11 pilot departments.

A two-day policy dialogue on Data for Gender Equality was hosted and convened from 10-11 October 2024 through the support of the SA_EU GEWE programme. Over 150 participants from international, regional and national level, including experts on data participated in the policy dialogue.

The analysis of the DDM One Plans and the IDPs (2022-2025) to assess their responsiveness to WYPD priorities was done. A report has been developed, which indicates that there are serious challenges regarding the WYPD-blindness of these planning documents, which means that the priorities of these population groups are not being included at the planning stages of government.

The department continues its work on the implementation of the GRPBMEA Framework across national and provincial departments through regular quarterly meetings with a high number of participants from national and provincial levels. One-on-one capacity building sessions with departments were facilitated throughout the financial year. In this regard, a national workshop on the implementation of gender responsive planning, budgeting, monitoring, evaluation and auditing was held on 07 March 2025, attended by over 300 participants from national and provincial level. In addition, the Programme developed the annual Progress Report on the Implementation of Gender Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing Framework (GRPBMEAF) by national and provincial departments. This report provided an in-depth understanding of the extent to which GRPBMEAF practices have been integrated into the programmes, interventions and policies of government departments through the ten (10) implementation pillars of the Framework. The overall national performance demonstrated a modest yet meaningful improvement from 46% in the 7th report to 53% in the 8th report, indicating increased commitment to integrating the rights and priorities of WYPD into government processes. Similarly, provincial performance improved from 61% in the 7th report to 73% in the 8th report, with several provinces showing notable progress in institutionalising the Framework. Ongoing monitoring, coupled with tailored support for underperforming departments and provinces, will be undertaken in the 2025/26 financial year in promoting inclusive governance and ensuring the comprehensive integration of WYPD priorities at all levels of the public sector.

Annual Monitoring Report, based on indicators identified in the Country Gender Indicator Framework was developed. This report monitors how government departments and state-owned entities are implementing the empowerment indicators for WYPD

and assess their direct benefit, through three main themes: (i) Promotion of Equity, (ii) Access, Ownership, and Participation by WYPD, and (iii) Employment. This approach helps align the indicators with the targeted empowerment of WYPD. The findings indicate that while significant progress has been made, particularly in the areas of entrepreneurship and employment equity, there are still gaps identified, especially in addressing the needs of persons with disabilities. Ongoing targeted interventions are crucial to promote equitable development and ensure inclusive empowerment across all WYPD groups.

An evaluation study for a Rapid Impact evaluation on Government Preferential Procurement Policies on WYPD businesses was commissioned as part of the DWYPD's ongoing efforts to track the impact of government's policies and programmes on economic empowerment and participation of WYPD. The evaluation scope covered national and provincial government procurement processes and included WYPD business owners across South Africa. To collect data, the evaluation used a mixed methods approach, incorporating primary and secondary data. Overall, the findings of the evaluation study indicate that the PPP policy has had an overall positive impact on businesses owned by WYPD. However, the findings also point to primary factors limiting the comprehensive policy's impact as being inadequate and uncoordinated implementation across government departments and the absence of clear guidelines for setting targets. These issues contribute to inconsistencies in how the policy is applied, reducing its effectiveness in creating equitable procurement opportunities for WYPD-owned businesses. Further, the evaluation revealed that the challenges limiting the full effectiveness of the PPP policy, and its regulations include a lack of enforceable guidelines and standards to direct departments on setting targets and allocating. During the evaluation study, a theory of change workshop on preferential procurement for WYPD businesses was held on 01 November 2024, and the final study report was validated in a workshop held in November 2024.

In addition, the department also collaborated with the DPME in undertaking an evaluation of the 16 days Campaign on No Violence against Women and Children during this financial year. The report contains a number of significant recommendations, for instance

the re-establishment of the National Coordinating Committee for the roll-out of a national campaign involving all stakeholders and role-players and should be led at a Ministerial level. It also called for a long-term thematic approach so that the 16 days approach is very structured and coordinated in its messaging and objectives. Women, Youth, and Persons with Disabilities (WYPD) International Relations Strategy which provides a framework for the effective coordination of international relations activities across the Department's three key sectors was implemented. This strategy is structured around four fundamental pillars, each playing a vital role in the department's global engagement and influence namely:

a) Bilateral Relations: This pillar focuses on establishing and strengthening direct country-to-country relationships, aiming to promote mutual goals in the empowerment of women, youth, and persons with disabilities. The Department initiated various bilateral relations with strategic member states covering various thematic area(s) geared towards Women Empowerment, Advancement of Disability Rights and Inclusion and Youth Development. In this regard, the Department initiated and progressed various MoUs in the Europe and America's Region (Brazil, Netherlands, Norway and United Kingdom) which were previously stagnant. The Department further progressed and coordinated the already established MoUs towards signature stage(s) and coordinated the implementation of various Implementation Plans for signed MoUs. In this regard, the Department participated at the 11th Session of the Bi-National Commission between the Republic of South Africa and the Federal Republic of Nigeria held in Cape Town from 28 November 2024 to 03 December 2024. The progress made in advancing the MoUs (at various levels) increases and advances prospects for implementation and servicing the MoUs, which amplifies opportunities for development and empowerment of the three key stakeholders of the Department.

b) Multilateral Relations: Involves engaging with multiple countries and international organisations to collectively tackle global challenges and seize opportunities related to gender equality and inclusive growth.

Programme 3 coordinated the country's participation at various regional, continental and international multilateral engagements on WYPD issues, namely in SADC, AU, BRICS, G7, G20, CSW, IORA and Commonwealth processes. The participation had a value-add, and afforded the country an opportunity to track progress, achievements, challenges, gaps and interventions related to the implementation of the guiding international laws, norms and normative frameworks. Participation at these multilateral fora's created an opportunity for member states to share the best practices, lessons, knowledge and information derived from unique country experiences on strategies and policies adopted towards the promotion of gender equality and empowerment. South Africa's participation is strategically aimed to advance and better position the country globally, particularly on issues affecting women, youth and persons with disabilities. It is an opportunity to amongst others, expand our boundaries and reach, to establish and build future strategic partnerships and beneficial coalitions. South Africa's participation positions the country as a strategic, attractive and influential leader in building international solidarity, advocating for harmonising joint effort in achieving peaceful outcomes for a better Africa and the World. It is further an opportunity to advance our national interest and exert influence and build positive reputation and image, and harness benefits from interacting with other strategic actors.

c) International Reporting and Obligations: This aspect is dedicated to meeting international commitments and reporting requirements, thus actively participating in the global discourse on the rights and empowerment of women, youth, and persons with disabilities. Programme 3 successfully, coordinated the country's responses to various regional, continental and international requirements, frameworks and conventions affecting women, youth and persons with disabilities. These included:

- The progress made on implementing the SADC Protocol on Gender and Development, in particular the representation and participation of women in political and decision-making positions as well as addressing gender-based violence and

femicide.

- Country response on the steps taken to implement the CEDAW Committee recommendations based on South Africa's 5th Periodic report on the Elimination of all Forms of Discrimination Against Women (CEDAW).
- The progress made on implementing the Beijing Declaration and Platform for Action 30 years after its adoption in 1995 – the B+30 Country Report. The report was approved by Cabinet in December and submitted to the United Nations in January 2025 for consideration in the processes related to the 30th anniversary and appraisal of the implementation of the Platform for Action at a global level in March 2025.
- The progress made on the implementation of the UNCRPD and response to the list of issues raised by the UN CRPD Committee on South Africa's previous country report. The report was approved by Cabinet in March 2025 and submitted to the UNCRPD Committee.
- International reporting enhanced accountability and reliability for Member States (South Africa) as it facilitates investment, economic development, and global stability by promoting transparency and comparability. It also helps in the implementation and monitoring of international obligations, including human rights treaties. The reporting to the various Committees served as an opportunity to reflect and monitor progress on what the South African government is doing well, and what needs to be done better. On a National Level, the coordination by the Department improved collaboration and partnership between Government Departments and other strategic stakeholders including academia and civil society organisations.

d) Official Development Assistance (ODA): This pillar emphasizes leveraging international aid and development funds to support and enhance initiatives within the sectors of women, youth, and persons with disabilities. It involves strategic utilisation of ODA to bolster departmental programs, ensuring they align with international standards and contribute to sustainable, equitable development outcomes. In this regard, the Department continued to leverage the resources for the implementation of women, youth and persons with disabilities issues the South African - European

Union (EU) Gender Equality and Women Empowerment (GEWE) Support Programme.

The Department further coordinated and managed the ODA support for the Gender-Based Analysis Plus (GBA Plus) online training course developed in collaboration with the Canadian government. The GBA Plus online course, which is free and certificated, is aimed at providing government officials with practical know-how of gender-based analysis. Similarly, the online course serves to improve the inclusive nature of government policies, programs and services, to minimize unintended consequences, while serving to re-balance long-standing inequities. The DWYPD has piloted this online training course within the Government sphere and by the end of the financial year, almost 70 participants were able to register for the course, and at least 30 participants were able to complete the course and receive their certificates.

12 stakeholder Engagements and four (4) community mobilization towards the realization of women's empowerment, youth development and disability rights were conducted throughout the country. These included: (i) Pre-presidential DDM Imbizo in Batlharos Tribal Hall on the 16 April 2024, in Northern Cape. The stakeholder engagement / Imbizo participation was conducted to raise awareness for the community of Batlharos and encourage victims of gender-based violence to speak out against violence perpetrators. The Imbizo afforded members of the public opportunity to access government services within their proximity through mobile services and exhibition rendered by government departments and agencies such as Department of Home Affairs, South African Social Security Agency, Women, Youth and Persons with Disabilities etc; (ii) Collaboration with Print SA during learners' excursion on 13 May 2024. The department conducted a stakeholder engagement to showcase various opportunities with the industry for learners where they would be exposed to the state-of-the-art equipment and processes; (iii) Collaboration during the launch of ETDP SETA and ARCH holdings training for persons with disabilities held on the 27 May 2024 in Kwa- Zulu Natal Province. The priorities of the 6th administration were youth employment. The department is collaborating with several key stakeholders to embark on skills development programmes to provide learners with knowledge, skills and opportunities needed to secure employment

across various sectors thereby reducing the levels of poverty and unemployment among persons with disabilities; (iv) Collaboration with Printing SA during the women in print series held on 01 August 2024. The stakeholder engagement was to pay tribute to the accomplished women who have made significant contributions to the industry, particularly those making remarkable strides in this male-dominated field. Additionally, it aimed to celebrate women in general and provide a valuable networking session for women-led SMMEs, fostering connections and promoting further growth within the sector; (v) Collaboration with Transnet on maritime sector during learners' excursion held on 16 August 2024. The learners' excursion was to showcase the wide range of opportunities available within Transnet's freight, railway, and pipeline operations. Additionally, it aimed to inspire and motivate learners to pursue studies in Science, Technology, Engineering, and Mathematics (STEM) subjects, equipping them with the skills and knowledge necessary to take advantage of the opportunities offered by Transnet; (vi) Collaboration with Air Product Company to showcase opportunities to learners' excursion 20 August 2024.

The stakeholder engagement was to showcase existing opportunities for top-achieving learners in mathematics and science, while exposing them to diverse career paths within the gas industry; (vii) Conducted stakeholder engagement on the empowerment of Women, Youth and Persons with Disabilities in collaboration with KwaZulu Natal Department of Sports, Arts and Culture to address the social ills through creative industry on the 5th November 2024.

To utilize creative industry to highlight the prevalence and impact of violence against persons with disabilities, sex workers, LGBTQIA+, women and children; (viii) Conducted stakeholder engagement on the empowerment of Women, Youth and Persons with Disabilities in collaboration with Mpumalanga Provincial government for Men's Dialogue on the 19th of November 2024. To celebrate the positive interventions by different men's forums and taking stock on the commitments made in the previous sitting and to jointly envision a roadmap to behavioral change on men regarding the collective fight against gender-based violence and femicide; (ix) Conducted one stakeholder engagement on the empowerment

Women, Youth and Persons with Disabilities in collaboration with Eastern Cape Provincial government to close the 16 days of activism for no violence against women and children on the 10th December 2024; (x) Collaboration with print SA during the learner's excursion held on 18 February 2025 in Cape Town. The engagement was a successful career day for grade 12 learners for exposure to career opportunities within the printing, packaging, signage and visual communication industry; (xi) Collaboration with Transnet through Phelophepa train held on the 12 March 2025 in Stutterheim, Eastern Cape; and (xii) Collaboration with UN Women on positive masculinity on the 27 March 2025 in Gauteng, Tshwane University of Technology.

4 community mobilization initiatives were implemented. These included: (i) coordinated community mobilisation for Presidential DDM Imbizo held in Kuruman Northern Cape Province on 9 May 2024. The Imbizo provides an opportunity for communities and other stakeholders to engage directly with the President and Government leadership across the three spheres, the Imbizo in the John Taolo Gaetsewe District Municipality was attended by community members coming from all the Municipalities within the Province; (ii) Coordinated the Women Manyano prayer at puffadder in Northern Cape took place on the 08 August 2024. To unite women from various denominations across the Northern Cape Province in prayer, with a shared belief in eradicating the social ills affecting women and children; (iii) Collaboration with North-West Provincial government to launch the 16 days of activism for no violence against women and children on the 25th November 2024; and (iv) Coordinated the collaboration with KZN Department of Sport, Arts and Culture focusing on awareness raising on GBV&F and promoting social cohesion held on the 22-23 March 2025, Durban University of Technology.

4.3.1. The table below sets out actual progress against planned targets for the strategic outcomes and performance indicators per sub-programme of Programme 3, as well as the reasons for variance on targets that were not achieved for the financial year under review.

Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned Target 2024/2025	Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement for 2024/2025	Reasons for Deviations
Sub-programme: Research and Knowledge Management- Adjusted APP Indicator								
Accessible and available evidence based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities.	Research reports on access to services and empowerment of WYPD produced	Number of research reports on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 research report on government priorities focusing on women, youth and persons with disabilities produced	1 Research report on government priorities focusing on women, youth and persons with disabilities produced	Achieved 1 Research report on government priorities focusing on women, youth and persons with disabilities produced	None	None
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	Reports on the implementation of international and regional commitments on women's empowerment and gender equality	Number of reports on compliance with international and regional instruments on women produced	2 reports on compliance with international and regional instruments on women produced	2 reports produced on compliance with international and regional instruments on women	2 reports on compliance with international and regional instruments on women produced	Achieved 2 reports on compliance with international and regional instruments on women produced	None	None

Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned Target 2024/2025	Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement for 2024/2025	Reasons for Deviations
Sub-programme: Monitoring and Evaluation: Women, Youth and Persons with Disabilities - Adjusted APP Indicator								
Governmentwide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Gender Responsive, Planning, Budgeting, Monitoring, Evaluation and Auditing Framework monitored	Number of national departments implementing the GRPBMEA Framework monitored	93.75 % of national departments implementing the GRPBMEAF	22 national departments implementing the GRPBMEAF	10 national departments implementing the GRPBMEAF monitored	Achieved 10 national departments implementing the GRPBMEAF monitored	None	None
	Monitoring report on the status of the empowerment of women, youth and persons with disabilities	Number of Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	1 monitoring report on the empowerment of women, youth and persons with disabilities produced	Monitoring report produced on the status of the empowerment of women, youth and persons with disabilities	1 monitoring report on the status of the empowerment of women, youth and persons with disabilities produced	Achieved 1 monitoring report on the status of the empowerment of women, youth and persons with disabilities produced	None.	None.
	Evaluation study conducted on the empowerment of WYPD	Number of evaluation study conducted on empowerment of WYPD	1 evaluation conducted on empowerment of women, youth & persons with disabilities	Inception report produced on the evaluation conducted on empowerment of WYPD	1 Evaluation study on empowerment of WYPD conducted	Achieved 1 Evaluation study on empowerment of WYPD conducted	None.	None.

Outcome	Output	Output Indicator	Audited Actual Achievement 2022/2023	Audited Actual Achievement 2023/2024	Planned Target 2024/2025	Actual Achievement 2024/2025	Deviation from planned target to Actual Achievement for 2024/2025	Reasons for Deviations
Sub-programme: International Relations, Stakeholder Management and Capacity Building- Adjusted APP Indicator								
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	WYPD International Relations Strategy implemented	Number of status reports developed on implementation of the departmental WYPD International Relations Strategy	4 status reports on implementation of WYPD International Relations Strategy developed	4 status reports developed on implementation of the departmental WYPD International Relations Strategy	4 status reports developed on implementation of the departmental WYPD International Relations Strategy	Achieved 4 status reports developed on the implementation of the departmental WYPD International Relations Strategy	None	None
Strengthened stakeholder relations and community mobilisation towards the realisation of women's empowerment, youth development and disability rights	Stakeholder engagements on the empowerment of women, youth and persons with disability conducted	Number of stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements on the empowerment of women, youth and persons with disability conducted	12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	Achieved 12 stakeholder engagements conducted on the empowerment of women, youth and persons with disability	None.	None.
	Community mobilisation initiatives on the rights of women, youth and person with disabilities coordinated	Number of community mobilization initiatives coordinated on the rights of women, youth and persons with disabilities coordinated	4 community mobilisation initiatives on the rights of women, youth and persons with disabilities coordinated	4 community mobilization initiatives on the rights of women, youth and persons with disabilities coordinated	4 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	Achieved 4 community mobilisation initiatives coordinated on the rights of women, youth and persons with disabilities	None.	None.

4.3.1. Strategies to overcome areas of under performance

- Not applicable all planned targets were achieved.

4.3.2 Linking performance with budget

Programme 3: budget and actual expenditure

Programme 3: Monitoring, Evaluation, Research and Coordination

Sub- Programme Name	2024/2025			2023/2024		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Management: Monitoring, Evaluation, Research and Coordination	2 825	1 503	1 322	2 110	2 051	59
Research and Knowledge Management	8 442	7 130	1 312	6 395	6 033	362
International Relations, Stakeholder Management and Capacity Building	22 792	23 022	(230)	25 766	25 589	177
Monitoring and Evaluation: Women, Youth and Persons with Disabilities	9 228	9 224	4	8 490	8 236	254
Total	43 287	40 879	2 408	42 761	41 909	852



4.4. Programme 4: Rights of Persons with Disabilities

Purpose:

The purpose of this programme is to promote good governance regarding the rights and transformation of the social and economic empowerment of youth and persons with disabilities.

Sub-programmes:

Management: Advocacy and Mainstreaming for the Rights of Persons with Disabilities: Provides strategic leadership and management to the programme.

Advocacy and Mainstreaming for the Rights of Persons with Disabilities: Advocates for and the mainstreaming of rights for the people with disabilities, their social and economic empowerment, and transformation in their interests.

Governance and Administration Rights of Persons with Disabilities: Advocates for and the mainstreaming of rights for the people with disabilities, their social and economic empowerment, and transformation in their interests.

During the period under review Programme 4: Rights of Persons with Disabilities achieved the following key deliverables:

The Disability Rights Awareness Month programmes were coordinated and implemented nationally across national government departments, provinces and sectors. The National Day of Persons with Disabilities was observed through stakeholder consultation platform and parliamentary debate. Through the Parliamentary debate, there was house resolutions whereby government departments were instructed to implement and report back.

The department focused on two major impacts on the District Development Model, mainly accessible service points, building and facilities in the district municipalities and provision of independent living related reasonable accommodation. There is however limited implementation on these two delivery models in district municipalities in areas where DWYPD focused.



Ms Phuthi Mabelebele

Chief Director: Advocacy and Mainstreaming for Rights of Persons with Disabilities



Dr Praveena Sukhraj-Ely

Chief Director: Governance and Regulations for Rights of Persons with Disabilities

The department developed manuals to increase the levels of awareness and knowledge on different disabilities to tackle stigma and discrimination to dismantle barriers on etiquette and disability services. The impact of the manuals is for increased knowledge, awareness raising and education on disabilities for duty bearers. The Presidential Working Group on Disability (PWGD), exists to provide advice to the president and government on policy, legislative and service delivery matters. The PWGD participates in the Machinery and provided inputs into policies such as the White Paper 6 review and made inputs into the Draft Bill on Promotion and Protection of Persons with Disabilities.

National Disability Rights Mechanisms (NDRM) were convened. This is a mechanism utilised to, amongst others, to evaluate the National Strategic Frameworks' implementation plans of Departments, emanating from the White paper on the Rights of Persons with Disabilities. The four Frameworks which were developed by the departments are National Strategic Framework on Self representation, Awareness Raising, on Reasonable Accommodation and Universal Design and Access. The department utilised the NDRM as a platform for consultation of strategies and policies to determine the national Disability rights agenda for the country. Some Departments and provinces submitted implementation plans and progress reports.

The Seventh Annual Progress Report on the Implementation of the White Paper on the Rights of Persons with Disabilities to Cabinet and the report were accordingly approved for publication in the government gazette.

The 8th annual progress report on the implementation of the WPRPD was developed by sourcing information from various national government departments and Offices of the Premier and approved to monitor and track compliance with the nine pillars of the WPRPD and will be submitted to cabinet for approval during the 2025-2026 financial year.

Following the development of the Status Report on Climate Change and its impact on persons with disabilities in South Africa during the 2023-2024 financial year, during the 2024-2025 financial year, the department developed a research report on the Impact climate change has on persons with disabilities and

their inclusion in climate action, adaptation and mitigation strategies in South Africa. The Report was approved and will be presented in cabinet during the 2025-2026 financial year with an aim for its recommendations to be implemented by relevant identified stakeholders. The Combined 2nd, 3rd and 4th Periodic Country Report on the UN Convention on the Rights of Persons with Disabilities was coordinated and compiled by the sub-programme in response to the List of Issues released by the UN Committee on the Rights of Persons with Disabilities. The UN Country Report was approved by Cabinet on 12 March 2025 and was accordingly deposited with the UN Secretary-General on 14 March 2025.

Following the implementation evaluation conducted on the WPRPD in partnership between the DWYPD and DPME, during the 2024-2025 financial year, an improvement plan was developed in accordance with the recommendations in the evaluation report. During the 2024-2025 financial year, the Sub-Programme coordinated and compiled two six-monthly monitoring reports on the Improvement Plan for the acceleration of the Implementation of the White Paper on the Rights of Persons with Disabilities.

4.4.1. The table below sets out actual progress against planned targets for the strategic outcomes and performance indicators per sub-programme of Programme 4, as well as the reasons for variance on targets that were not achieved for the financial year under review.

Programme 4: Rights of Persons with Disabilities: Original Annual Performance Plan Outcomes, Outputs, Output Indicators, Targets and Achievements:

Outcome	Output	Output Indicator	Audited performance 2022/23	Audited performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
Rights of WYPD realised	Compliance with the White Paper on the rights of persons with disabilities	Number of Annual progress reports on the implementation of the White Paper on the rights of persons with disabilities developed	1 evaluation report on the implementation of the White Paper on the Rights of Persons with Disabilities developed	Evaluation report Produced on the implementation of the White Paper on the rights of persons with disabilities developed	1 Annual progress report on the implementation of the White Paper on the rights of persons with disabilities developed	Achieved 1 Annual progress reports on the implementation of the White Paper on the rights of persons with disabilities developed	None	None
Government Wide planning, budgeting, M&E addresses priorities relating to women's empowerment, youth development and the rights of persons with disabilities	Disability inclusion analysis report on draft Annual Performance Plans of national government department	Number of disability inclusion analysis report on draft Annual Performance Plans of national government departments produced	1 analysis report on draft Annual Performance Plans for all national government departments developed	1 Analysis report on draft Annual Performance Plans for national government department produced	1 disability inclusion analysis report on draft Annual Performance Plans of national government departments produced	Achieved 1 disability inclusion analysis report on draft Annual Performance Plans of national government departments produced	None	None

Outcome	Output	Output Indicator	Audited performance 2022/23	Audited performance 2023/24	Planned Annual target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
Accessible and available evidenced based knowledge and information on access to services, empowerment and participation for women, youth and persons with disabilities	Research report on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced	Number of Research reports produced on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced	1 status report on the disability rights monitoring tool developed	1 research report on access to education support and service for children and young people with disabilities developed	1 Research report on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced	Achieved 1 Research report produced on the impact of climate change on persons with disabilities and their inclusion in climate action, mitigation and adaptation strategies produced	None	None
Strengthened women, youth and disability rights agenda within global, continental and regional platforms, institutions and engagements towards a better Africa and the world	Country report on the United Nations Convention on the rights of persons with disabilities developed	Number of country reports on the United Nations Convention on the rights of persons with disabilities developed	1 draft research report on the evaluation of access to education support and services for children and young people with disabilities developed	1 research report on access to education support and services for children and young people with disabilities developed	1 country report on the United Nations Convention on the rights of persons with disabilities developed	Achieved 1 country report on the United Nations Convention on the rights of persons with disabilities developed	None	None

Programme 4: Rights of Persons with Disabilities: Original Annual Performance Plan Outcomes, Outputs, Output Indicators, Targets and Achievements:

Outcome	Output	Output Indicator	Audited performance 2022/23	Audited performance 2023/24	Planned target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
Rights of WYPD realised	Disabilities Awareness manuals developed	Number of advocacy manuals on disabilities developed	New	6 advocacy manuals on disabilities developed	6 advocacy manuals on Disabilities developed	Achieved 6 advocacy manuals on Disabilities developed	None	None
Rights of WYPD realised	Disability Advocacy and Mainstreaming Strategy produced	Draft Disability Advocacy and Mainstreaming Strategy approved	New	-	Draft Disability Advocacy and Mainstreaming Strategy submitted to Minister /DG for approval	Achieved Draft Disability Advocacy and Mainstreaming Strategy submitted to Minister /DG for approval	None	None
Gender, youth and disability rights machineries institutionalized	RPD Machinery convened	Number of RPD machinery meetings convened	2 GEYODI machineries convened	3 RPD machineries convened	2 RPD machinery meetings convened	Achieved 2 RPD machinery meetings convened	None	None

Linking performance with budget

Programme 4: budget and actual expenditure

Sub- Programme Name	2024/2025			2023/2024		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Management: Advocacy and Mainstreaming for the Rights of Persons with Disabilities	537	505	32	537	473	7
Advocacy and Mainstreaming for the Rights of Persons with Disabilities	14 407	14 023	384	14 407	12 393	93
Total	14 944	14 528	416	12 966	12 866	100



Programme 5: Rights of Youth

Purpose:

The purpose of Programme 5 is to advocate for mainstreaming of the Rights of Youth.

Sub-Programme:

- **Advocacy and Mainstreaming for the Rights of Youth:** The purpose of the sub-programme is to advocacy and mainstreaming for the programme is advocacy and mainstreaming for the rights of Youth.

In 2024/2025, the Department continued to develop and refine the South African Youth Development Bill. The proposed SAYD Bill is intended to facilitate youth development and empowerment in the country, through amongst others, the: (i) setting of youth development priorities and empowerment targets, based mainly on the NYP 2030 and other relevant youth development instruments; (ii) professionalisation, institutionalisation and mainstreaming of youth development; (iii) streamlining the youth development efforts into an integrated coordinated package of services; (iv) strengthening youth development service providers; (v) clarifying the roles and responsibilities of the key role players; and (vi) providing for youth development coordination mechanisms at national, provincial, and local levels. The SAYD Act, when passed, will serve as an overarching legislation that would help enforce implementation of the NYP, thus accelerating youth development in the country.

The NYDA Act (No. 54 of 2008), which is the founding legislation for the National Youth Development Agency, has been amended in 2024/2025.

The NYDA Amendment Act (Act 11 of 2024) refines the NYDA's mandate in relation to that of other key players within the youth development space. The Department continue to monitor the NYDA to assess its responsiveness to young people's needs.

To give effect to implementation of the National Youth Policy, the department conducted an evaluation study partnering with the Department of Planning, Monitoring and Evaluation.



Dr Bernice Hlagala

Chief Director:

Advocacy and Mainstreaming for Rights of Youth

The study was conducted to assess the design, effectiveness, and efficiency of government youth creation Planning, Monitoring and Evaluation. The study was conducted to assess the design, effectiveness, and efficiency of government youth creation programmes between 2016 to 2022 in order to: ensure that an urgent and coordinated response that deal with the root causes of high unemployment is put in place. The study was concluded and highlighted that the programmes are either ineffective or targeting the wrong components of the ecosystem, hence the continuous rise in youth unemployment.

Follow up is being made with stakeholders on service improvement plans.

All-of-Government and All-of-Society Approach towards implementation of an SANDF-led National Youth Service.

The DWYPD, in partnership with the Department of Defence and various partners and stakeholders launched the South Africa National Service Institute (SANSI), which is a delivery mechanism for the SANDF-led National Youth Service (NYS) programme.

The programme brings stakeholders on board, in addressing the pressing challenge of youth unemployment by:

Training and capacitating youth in demand led industries with high absorption capacity; massifying sector-specific skills development, powering up our nation's industrialisation aspirations, and growing the local economies; preparing young people to meet the country's current and future needs, and for a future free of want and basic insecurity; and mobilising and organising communities into force multipliers and first respondents to some of the nation's most immediate challenges, such as crime, poor infrastructure, low levels of literacy, inadequate access to primary healthcare, etc.

The department conceptualised and is coordinating the 4th Industrial Revolution (4IR) Youth Employment Initiative, to equip the youth with digital skills, so that young people (young women, young men, and youth with disabilities) can participate in the digital economy. Once trained, the young beneficiaries can reap the benefits of the (4IR). Implementation partners include amongst others: Digiconnect, CISCO, Department of Cooperative Governance (DCOG), National Electronic Media Institute of South Africa (NEMISA), Mindworx, ETDP SETA, CyberM8, Innovation Hub, Human Capital Learning Solutions (HCLS); Vaal University of Technology (VUT); and the NYDA. The DWYPD signed Memorandums of Understanding (MOUs) with these partners.

National Youth Machinery meetings

The department convened four National Youth Machinery meetings. These are national stakeholder engagement platforms for youth focal points from across the public, private and civil society sectors. The

youth machineries coordinate and integrate youth development initiatives, so that the youth can receive coordinated package of services. It is through these meetings that support, and guidance is provided to all stakeholders and reporting on youth development is coordinated. The youth machinery forums operate in the context of the Inter-Governmental Relations (IGR), where there is cooperation between different spheres of government to deliver services in a coherent, and integrated manner. In the coming year, the National Youth Machinery will be revitalised to improve sector representation, their effectiveness, and efficiency.

To contribute to creation of capable developmental state, in 2024, three (3) capacity building interventions were provided to youth focal points from the public sector and civil society in partnership with the Commonwealth Alliance of Youth Work Associations (CAYWA) and the Jamaica Professional Youth Workers Association (JPYWA). The capacity building interventions focussed on capacitating the youth focal points with information on youth development models and theory; youth development norms and standards; and facilitation skills. Twenty five (25) youth workers were trained from 03 to 07 June 2024; Master Training for ten (10) youth workers was conducted from 07 to 08 August 2024; and twenty (20) youth workers were trained from 09 to 13 September 2024.

NYDA monitoring reports produced

The NYDA is a schedule 3A entity and a public entity. As an entity that is classified as a schedule 3A entity it is an extension of the public service, an entity with the mandate to fulfil a specific economic or social responsibility of government. Transfer of the NYDA's allocation is through the department. Therefore, the department performs both financial and performance oversight. This is aligned to the PFMA, as it articulates in section 62 (2) that, "the Executive Authority responsible for a public entity under the ownership control of the national or a provincial executive, must exercise that executive's ownership control powers to ensure that, that public entity complies with this Act and the financial policies of that executive." As a result, the NYDA submit its reports to Cabinet and Parliament through the EA. The unit provides technical support to the EA by quality assuring, analysing the NYDA's reports. During the reporting period, four (4) NYDA

Monitoring reports were produced as part of oversight or monitoring function of the Department.

Number of farming and bakery training centres established

Central to DWYPD's special projects, is a drive to rally all of government and society to treat and respond to unemployment as a national crisis since it disproportionately affects women, youth and persons with disabilities. On that basis during the reporting period, the department planned to establish five (5) farming projects and three (3) bakery training centres. These projects could not be established, despite efforts made to solicit support from potential sponsors. However, sponsorship of Bakery equipment was received from the Korean Embassy for the Bakery Training centre in NDZ municipality.

International Youth Work

Participation in international youth engagement platforms in 2024/2025 included: Commonwealth Youth Forum (21-22 October 2024), BRICS Youth Summit (22-26 July 2024), and the UN ECOSOC Youth Forum (16-18 April 2024). These engagements afford us with the opportunity to present South Africa's policy perspectives on youth development; enabled young people to network with other young people who are involved in youth development; partake in dialogues that will discuss the common issues that are of global concern; and increasingly contributed towards empowerment and development of the youth in general.

4.5.1. Programme 5: Advocate for mainstreaming of the Rights of Youth : Original Annual Performance Plan Outcomes, Outputs, Output Indicators, Targets and Achievements:

Outcome	Output	Output Indicator	Audited performance 2022/23	Audited performance 2023/24	Planned target 2024/25	Actual achievement 2024/25	Deviation from planned target to actual achievement for 2024/25	Reasons for deviation
Sub-programme: Advocacy and Mainstreaming for the Rights of Youth								
Rights of WYPD realised	SANDF led National Youth Service (NYS) Programme implemented	Number of SANDF led National Youth Service (NYS) Programme implemented	New	SANDF-led National Youth Service (NYS) programme developed	2 SANDF led National Youth Service (NYS) Programme Implemented	Not achieved 0 SANDF led National Youth Service (NYS) Programme implemented	The National Youth Service (NYS) Programme was not implemented.	Lack of resources and the implementing partner SANDF is still in the planning phase for the implementation.
	Farming projects established	Number of Farming projects established	New	0 Integrated Farming value chain cooperatives established	5 Farming projects established	Not achieved 0 Farming projects established	There were no Farming projects established	The project was added to the Annual Performance Plan with the intention of sourcing funding for the project from critical funders in order to implement the project successfully. Funding was not secured from funders therefore the project was not implemented.
	Bakery training centres established	Number of bakery training centres established	New	0 confectionery projects established consultations meetings were held with potential partners as part of preparatory work as reflected in the progress report	3 Bakery training centres established	Not achieved 0 Bakery training centres established	There were no bakery training centres established	The project was added to the Annual Performance Plan with the intention of sourcing funding for the project from critical funders in order to implement the project successfully. Funding was not secured from funders therefore the project was not implemented.

Outcome	Output	Output Indicator	Audited performance 2022/23	Audited performance 2023/24	Planned target 2024/25	Actual achievement 2024/25	Deviation from planned to actual achievement for 2024/25	Reasons for deviation
	NYP implementation monitoring reports	Number of NYP implementation reports produced	4 NYP Implementation Monitoring reports produced	4 NYP Implementation Monitoring reports produced	4 NYP Implementation Monitoring reports produced	Achieved 4 NYP Implementation Monitoring reports produced	None	None
	South African Youth Development Bill developed	South African Youth Development Bill processed to be tabled Cabinet	South African Youth Development Bill refined	South African Youth Development Bill approved by the Minister for processing to Cabinet	South African Youth Development Bill processed to be tabled in Cabinet	Not Achieved South African Youth Development Bill was not processed to be tabled in Cabinet	South African Youth Development Bill cabinet memoranda was not processed to cabinet.	There was a delay in processing the cabinet memoranda due to prolonged processes by the external stakeholder prior to processing the bill to cabinet.
	Monitoring of the NYDA	Number of NYDA monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	4 NYDA quarterly monitoring reports produced	Achieved 4 NYDA quarterly monitoring reports produced	Not applicable	Submissions NYDA quarterly monitoring reports
	Youth Machineries convened	Number of National Youth machineries meetings convened	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened	4 National Youth machineries meetings convened	Achieved 4 National Youth machineries meetings convened	Not applicable	Submissions National youth machinery meeting reports

4.4.1. Strategies to overcome areas of under performance

- The unit will escalate the matter for the Director General to facilitate that OCSLA provide certificate. At present the Bill is being processed to the Social Protection, Community and Human Development (SPCHD) and Governance, State Capacity, and Institutional Development (GSCID) clusters. It will then be processed to Cabinet through GSCID Cabinet Committee in the 7th Administration, for approval as a discussion document to be further consulted.
- Integrated- Farming Value Chain Cooperatives were not established. The unit will make follow up with potential funders where the proposals were submitted and will also continue to solicit funding from other potential partners.
- Confectionery Bakery projects were not established. The unit will follow up with the potential funders where the proposals were submitted and will also continue to solicit funding from other potential partners.

Linking performance with budget

Programme 5: budget and actual expenditure

Sub- Programme Name	2024/2025			2023/2024		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000
Management: Advocacy and Mainstreaming for Youth	2 245	2 230	15	-	-	-
Advocacy and Mainstreaming for the Rights of Youth	7 433	7 283	150	11 104	11 037	67
National Youth Development Agency	704 310	704 310	-	703 066	703 066	-
Total	713 988	713 823	165	714 170	714 103	67

2.4.5. Transfer Payments

Transfer payments to Public Entities

Name of Public Entity	Key outputs of the public entity	Amount transferred to the public entity	Amount spent by the public entity	Achievements of the public entity
Commission for Gender Equality	Chapter 9 – not reporting to the department	R98 568	R98 568	Using the calculation of average achievements, the Commission has to date achieved 93.75% performance for the 2024/2025 financial year. This achievement is higher than the actual performance that was achieved during the previous 2023/2024 financial year. The 93.75% achievement is attributed to the concerted commitment the institution took in managing performance, whilst ensuring that it discharges its mandate within the guidelines of good governance.
National Youth Development Agency	To be obtained from NYDA / NYD unit	R704 310	To be obtained from the financial statements of NYDA	To be obtained from NYDA / NYD unit

Donor Funds Received

2.1. Donor Funds Received

Donor Fund: 1

Name of donor	European Union
Full amount of the funding	R109, 3 million
Period of the commitment	Three years 2021/22, 2022/23 and 2023/24. Although it was for three year the implementation was rolled over to 2024/25 because the late release of funds by National Treasury
Purpose of the funding	To improve the capabilities of the South African State to be gender -responsive, through reviewing existing policies, embedding key policies, frameworks and strategies within practice; addressing structural barriers that hampers women's access and opportunities to empowerment and participation in the mainstream economy; and establishing accountability through the multi-sectoral collaboration across all three tiers of government.
Expected outputs	1. Co-ordinated, collaborative prevention and response interventions implemented to address GBVF effectively. 2. Expanded expertise within government in the application of the GRPBME and A framework. 3. Enhanced strategic know-how of mainstreaming gender across legislation, policies and interventions across the different sectors through a Comprehensive National Gender Mainstreaming Strategy and Implementation Plan. 4. Policy direction on women's empowerment and gender equality that provides the premise for mainstreaming gender; institutionalising GRPBMEA; economic empowerment initiatives, expanding expertise, technical skills and raising awareness through a reviewed and updated National Policy Framework for Women's Empowerment and Gender Equality, implementation Plan. 5. Women, youth and persons with disabilities empowered to enforce and protect their rights in communities and in the justice system. 6. Women, youth and persons with disabilities empowered through mass communication platform to participate in, contribute to and benefit from government's programmes of economic empowerment and growth. 7. Enhanced technical skills and access to economic opportunities for women owned/managed enterprises across various economic sectors. 8. Established platforms for high level policy dialogue across departments on women's economic empowerment and government-wide social mobilization around GBVF. 9. Evidence based policy development and the implementation of effective empowerment programmes to enhance the socio-economic empowerment of women, youth and persons with disabilities
Actual outputs achieved	Expanded expertise within government in the application of the GRPBME and A framework.
Amount received	R54,9 million
Amount spent by the department	R45,5 million
Reasons for the funds unspent	Various research projects are still ongoing and awaiting final reports and invoices as per the relevant milestones on the projects
Monitoring mechanism by the donor	Sector Budget Support Programme (SBS) Reporting

Donor Fund: 2

Name of donor	CARA Funding
Full amount of the funding	R35,0 million
Period of the commitment	Three years 2023/24, 2024/25 and 2025/26.
Purpose of the funding	The outrage against GBVF demands that government and society as a whole recognise the level of the crisis, acknowledge the inadequacy of previous and current responses to this social scourge; and implement various measures to eradicate the scourge as outline in the NSP on GBVF. The NSP supports the call by President Cyril Ramaphosa, during a dialogue to mark the 2020 16 Days of Activism for No Violence Against Women and Children campaign, to create a society in which women enjoy safety, dignity and respect by first and foremost changing attitudes and social norms that contribute to GBVF. In order to achieve the vision of “a South Africa free from GBV directed at women, children and LGBTQIA+ persons, The NSP on GBVF is underpinned by six pillars that will align efforts on bringing about specific changes over the next 10 years. The 6 Pillars are: (1) Accountability, Coordination and Leadership; (2) Prevention and Rebuilding Social Cohesion; (3) Justice, Safety and Protection; (4) Response, Care, Support and Healing; (5) Economic Power; and (6) Research and Information Management.
Expected outputs	Objective 1 Enhance the coordinated efforts for the widespread preventive approaches of GBVF with the ultimate goal of bolstering the delivery capacity in South Africa. Objective 2 Strengthen national capacity to address the GBVF scourge and facilitate reduction and elimination; increase cross fertilisation and integration of prevention interventions; and strengthen programming that addresses social behaviour change, the restoration of human dignity and the social fabric, building of caring communities; fostering healing and social connectedness; and systematic elimination of structural drivers of GBVF.
Actual outputs achieved	The Department, working in partnership with key stakeholders, has made significant strides in scaling up the prevention of Gender-Based Violence and Femicide in line with the National Strategic Plan. Central achievements include the launch and implementation of the 365-Day Communication Plan and Advocacy Campaigns, notably the Men’s Presidential Pledge, which calls on men to take an active stand against GBVF. The campaigns have been integrated into major platforms, particularly the 16 Days of Activism for No Violence Against Women and Children, under the overarching theme of prevention, economic empowerment, and technology-driven solutions to combat GBVF. In partnership with the Government Communication and Information System (GCIS), the Department has developed comprehensive mass media, edutainment, and mobilisation kits aligned to the Comprehensive National Prevention Strategy (CNPS). These interventions have been instrumental in deepening public awareness, reshaping harmful cultural norms, promoting women’s economic empowerment, and strengthening multi-sectoral accountability. Further progress was demonstrated through the Men Unite Against GBVF March in KwaZulu-Natal, which mobilised communities, traditional leaders, and youth structures, reinforcing positive masculinity and accountability. The Department also led the 2024 national launch and closure of the 16 Days of Activism campaign in the North-West and Eastern Cape respectively, bringing together government, civil society, academia, and faith-based organisations. These engagements highlighted the urgent need for sustained interventions, especially in provinces with high prevalence and femicide rates. Collectively, these achievements have contributed to strengthening delivery capacity, mobilising communities, promoting gender-equitable norms, and advancing a whole-of-society response to GBVF. The adoption of Cabinet’s approach to treat GBVF as a pandemic further reinforces the urgency of scaling up evidence-based prevention initiatives and ensuring accountability through the establishment of the National Council on GBVF
Amount received	R24,5 million
Amount spent by the department	R3,0 million
Reasons for the funds unspent	The portion of the allocated funds under the CARA Fund Project remained unspent due to the late transfer of the first tranche of funds. Despite this delay, the Department has developed a comprehensive catch-up plan to ensure full implementation of the approved activities. Priority will be placed on accelerating teacher training and the distribution of learning resources to integrate GBV prevention in schools. Preparations are also underway to intensify campaigns on positive masculinity and expand GBV prevention interventions in schools, higher education institutions, and communities. In addition, the Department will strengthen advocacy through the production of IEC materials, enhance public engagement via mass media campaigns, and lead the 16 Days of Activism campaign in partnership with provinces. Further, the Department will continue to support NatJoints community engagements and imbizos to deepen state–community partnerships in the fight against GBVF.
Monitoring mechanism by the donor	CARA Funding

PART C

Governance



Introduction

The department is committed to maintain the highest standards of governance.

1. Risk Management

During the 2023/24 financial year the department reviewed the Risk Management Policy and Strategy to align to best practices. The reviewed policy and strategy were shared with all officials in the department to articulate the organisational risk management approach and methodology. The policy and strategy enable management to pursue the department's strategy and take advantage of potential opportunities whilst managing the potential adverse implications associated with the risks.

The department conducted risk assessment annually as per the requires of the DWYPD's Risk Management strategy. The department facilitated strategic, operational, fraud and corruption risk assessment sessions with various stakeholders to ensure that all significant risks to the department's objectives were identified. The Risk registers were presented to the Risk Management Committee and MANCO, and ARC to determine the effectiveness of the risk management strategy.

Department has an established Risk Management Committee that advises the Accounting Officer on matters of risk management in fulfilling his mandate as required by section 38(1)(a)(i) of the Public Finance Management Act, 1999 (Act No. 1 of 1999) (the PFMA). The Risk Management Committee meets quarterly to discuss the state of risk management in the department and provides inputs which are presented to the Accounting Officer and management through MANCO.

The Audit and Risk Committee independently monitors the effectiveness of the Risk Management measures within the Department. The RMC report serves at MANCO for adoption, Audit and Risk Committee provides independent assurance on the overall systems of Risk Management.



Mr Vusumuzi Shongwe
Chief Audit Executive

The strategic, and operational risk registers are aligned to the departments set priorities, and strategy. The department on a quarterly basis reported on the implementation of mitigations in the strategic and operational risk register to ensure improvements to the department's performance are realised. The effectiveness of Risk Management Committee & Risk Management Unit was evaluated by an external service provider. The department is currently implementing the audit action plans to address the gaps that were identified.

2. Fraud and Corruption

The Department committed to zero tolerance with regard to fraud and corruption and adopted effective and efficient systems to prevent fraud and corruption within the Department. through the risk management implementation plan on a quarterly basis. The Risk Management Unit has made different strides in this regard, it has performed a fraud risk assessment to identify specific fraud schemes and risks, this has resulted in a Fraud Risk Register that is continuously monitored on a quarterly basis.

The Audit and Risk Management Committee meetings were held on a quarterly basis to review the progress made on the mitigation actions agreed upon during the development of Fraud Risk Registers. Employees are continuously encouraged to report corrupt activities anonymously through National Anti- Corruption Hotline (NACH) of the Public Service Commission (PSC) and through the Department fraud email facility. Risk Management unit monitors regularly all the reported fraud and corruption cases through the department fraud email facility and NACH.

The DWYPD has an approved Whistle-blower Policy. This policy has been introduced in response to the Protected Disclosures Act. Employees are continuously encouraged to report corrupt activities anonymously through National Anti- Corruption Hotline of the Public Service Commission and through the Department fraud email facility. Risk Management office monitors regularly all the reported fraud and corruption cases through the department fraud email facility. All reported or identified fraud cases are investigated and resolved in accordance with our anti-corruption and fraud prevention strategy.

The mechanism in place to report fraud/suspicious activities in line with the policy are as follows but not limited to:

- to approach his/her immediate supervisor/ manager
- Concerns can be raised in writing using the intranet portal or through the fraud alert email (Fraudalert@dwypd.gov.za)
- a legal representative
- The Anti-Corruption Hotline number 0800 701 701 (toll free number) or 0800204965 (fax-toll free) (SMS facility 39772).
- The Public Protector 0800 11 20 40 (toll free number)
- The Auditor-General 012 426 8000 telephone number
- SAPS or other relevant law enforcement agency

Cases that are reported through various mechanisms and will be recorded in the departments database of fraud and corruption. All reported cases are analysed to determine whether there is a likelihood that the fraud occurred. Once it is determined that there is a case to be answered, the case will be reported to the

Accounting Officer for investigation and resolution. Officials found guilty of misconduct will be referred for disciplinary action and when it is determined that it is a criminal case, the case will be reported to the SAPS.

3. Minimising Conflict of Interest

The department ensured that SMS members and other designated employees disclosed their financial interests within the prescribed timeframes to ensure compliance to the Public Service Regulation. The department issued non-compliance letters for officials found to be non-compliant with the PSR.

The financial interests declared by officials were verified against the Central Supplier Database(CSD) systems to determine whether any official was conducting business with organs of state . The department issued letters to officials registered on CSD to remove their companies from the CSD.

The department furthermore managed the risk of potential conflicts of interest by was scrutinising the Other Remunerative Work and gifts applications forms submitted by officials as officials are required to request permission from the EA or DG (as delegated authority) before they perform remunerative work outside the Public Service or keep any gift for themselves.

The department is verifying any possible conflict of interest through the Centralised Supplier Database reports and the standard bidding document (SBD 4) as declared by the service providers. The bid specification and evaluation committees are declaring conflict of interest on appointment of the committee. The bid adjudication committee members are required to sign the conflict-of-interest declaration forms for all adjudication meetings.

4. Code of Conduct

The Department of Women Youth and Person with Disabilities has an approved Code of Conduct that is compliant with the Code of Conduct as set out in Chapter 2, Part 1 of the Public Service Regulations, 2016 The Code of Conduct sets guidelines to ensure good governance and ethical conduct of employees in terms of the respect of human rights, rules of law, accountability, transparency in government and

service delivery to the public service, personal conduct and private interests. The code applies to all employees from the most junior to the most senior. It is mandatory for all employees to acquaint themselves with the Code to ensure a culture of zero tolerance to corruption. Ethics related policies were reviewed and awareness raising was prioritised and implemented as a deterrent to incidents of fraud and corruption.

Any breaches to the code of conduct shall constitute misconduct. A sanction will be implemented by the direct supervisor depending on the seriousness of the misconduct. If the alleged misconduct is of a more serious nature and warrants a disciplinary enquiry, approval is sought by the supervisor from the Director-General to conduct disciplinary hearings, whereby an Initiator and a Chairperson will be appointed.

The code of conduct for Supply Chain practitioners and bid committees are signed by each Supply Chain practitioner at the beginning of each financial year. This code of conduct consists of declarations relating to ethics and fair dealings, openness and accountability and conflict of interest and most importantly the confidentiality of Supply Chain processes and documents.

5. Health Safety and Environmental Issues

Health and safety in the department requires compliance to the Occupational Health and Safety Act, no 85 of 1993. The act provides how the department manages health and safety of employees/persons in the work environment, protecting persons against hazards to health and safety arising out of activities, connected to activities of persons at work.

The health, safety and environmental issues are central for departmental employees and the employer to operate a work environment that is healthy and safe for production and effective rendering of services. The health and safety policies in the department enforce laws and regulations to safeguard persons, clients, and the environment from potential hazards.

The department's OHS policy, drafted in terms of OHS Act no 85 of 1993, provides for responsibilities of the employer and employees on occupational health and safety, and further provides a harmonious process for the establishment of OHS committee.

The employer designated occupational health and safety representatives, are responsible for the monitoring, investigating incidents, making recommendations to policy changes, and without limiting the responsibility of the employer, practically maintain a work environment that is healthy and safe. The department in this regard is able to comply with OHS act and also maintain a productive work environment that is free from hazards or mitigate against potential hazards.

The current department physical work environment does not provide sufficient space management per employee allocation. The office furniture needs revitalising due to natural aging of the current furniture. Both physical infrastructure and furniture pose a health hazard that must be mitigated against through revitalisation and new space allocation.

6. Portfolio Committees

Item No	Date	Presentation	Matters raised and outcome of meeting
1.	10 July 2024	Presentation on the Strategic Plan 2020-2025 and Annual Performance Plan 2024/25	The DG indicated that for three years, the department received an unqualified audit and aspired to receive a clean audit. The Committee was concerned about the budget reduction and how this would impact the many programmes to be implemented by the Department for the benefit of women, youth and persons with disabilities in the country. It was proposed that two days needed to be set aside for Members to be workshopped on the departmental programmes and budget.
	20 August 2024	Induction Workshop	The purpose of the workshop was to engage with the Department on its mandate, response to priorities outlined by the President as per the recent State of the Nation Address and of the Department's policy and legislation.
	08 October 2025	Briefing on the Annual Report and Budget for 2023/24 and on 1st Quarterly Report for 2024/25. The Committee further requests the Audit & Risk Committee to brief them on Annual Report for 2023/24 and on 1st Quarterly Report for 2024/25.	Department received commendation for achieving a clean audit, reflecting improvements in governance, internal controls, and financial reporting. The audit and risk committee noted progress in addressing issues of non-compliance and ensuring consequence management within the Department. The Deputy Minister acknowledged that while the Department had cleared many administrative hurdles, further efforts were needed to align the clean audit with meaningful impact on the ground, particularly in improving the lived experiences of women, youth, and persons with disabilities. Staffing challenges were discussed, with several key vacancies remaining unfilled due to delays in approval processes. The Minister concluded by reiterating the Department's commitment to improving the impact of its work, especially in areas like gender-based violence, disability rights, and youth empowerment, while working closely with the Portfolio Committee to overcome the challenges they face.
	29 October 2024	A petition from #TeamFreeSanitaryPads, calling on the Assembly to investigate the provision of free sanitary pads and menstrual health.	The Department was invited to respond to the petition as received from the Office of the Speaker of National Assembly. The Department made a presentation on the sanitary dignity implementation framework (SDIF). The Committee had a few concerns and noted the damage caused by an unregulated sector such as the local spaza shops, where children were dying from eating harmful food, as well as the many reports of poor-quality sanitary products. It also drew attention to the corruption in provinces such as KwaZulu-Natal, where some schools sold donated sanitary products.

Item No	Date	Presentation	How the Department addressed matters
	26 November 2024	Briefing on the 2nd Quarterly Report for 2024/25 financial year	Meeting suspended due to late attendance of DWYPD officials due to change of time from 10h00 to 09h00
	11 February 2025	Briefing by the DWYPD on the GBVF Council and the 365-day action plan to fight GBV, CSW, 2 nd AND 3 rd Quarterly reports. The Committee further requests the Audit & Risk Committee to brief them on 2 nd & 3 rd Quarterly Report for 2024/25.	
	18 February 2025	Briefing by the DWYPD on Sanitary Dignity Programme and the exclusion from the education system of children with disabilities	Concerns were raised about the lack of data, monitoring frameworks, and clear provincial involvement in the Sanitary Dignity Programme. There were calls for better teacher training, resource allocation, and inclusive education strategies, especially for learners with disabilities. Oversight of sanitary pad distribution across provinces and the alignment of the programme with community needs were also emphasised.

- Matters raised by the **Portfolio Committee on Basic Education** and how has the department addressed these matters

Item No	Date & Time	Presentation	How the Department addressed matters
	10 September 2024	Presentation on Gender Equality in Education Monitoring Framework (GEMF) in respect of Progress in ending school related gender-based violence, Gender equality in primary and secondary schools, Promoting gender-sensitive classroom environments, Sanitary Towels Distribution Programmes and Graduates Alive Campaign by: - Department of Basic Education - Department of Women, Youth and People with Disabilities - South African Police Services - Department of Correctional Services - Commission on Gender Equality	The Portfolio Committee of Basic Education met to engage on matters relating to gender equality and issues of gender-based violence (GBV) in schools. They were briefed on the measures being addressed to deal with these challenges by the Department of Basic Education (DBE), the Department of Women, Youth, and Persons with Disabilities, the Commission for Gender Equality (CGE), and the South African Police Service (SAPS). Members were generally dissatisfied with the response to these issues. They expressed concern about the lack of support for people with disabilities in rural areas and criticised the SAPS for insufficient security in schools and slow investigations. The absence of the Department of Justice from the discussion also drew adverse comments. The Chairperson emphasised the need for collaboration with other departments, and requested clear timelines and strategies for addressing GBV, improving school safety, and supporting learners. She also stressed the importance of reviewing the effectiveness of current initiatives and ensuring proper implementation and reporting.

- Matters raised by the **Select Committee on Social Service** and how has the department addressed these matters

Item No	Date & Time	Presentation	How the Department addressed matters
	20 November 2024	Annual Report 2023/24	The Committee commended the Department for achieving its first clean audit and for improving the performance outcomes from 81% in the 2022/23 financial year to 88% in the 2023/24 financial year. The Committee was concerned that programmes meant to uplift disadvantaged people and improve youth unemployment, such as establishing the Integrated Farming Value Chain Cooperatives, were not achieved. The Department explained that budget cuts resulted in the targets not being met and that it would be the focus of the Department in the next financial year.

- Matters raised by the **Select Committee on Social Service** and how has the department addressed these matters

Item No	Date & Time	Presentation	How the Department addressed matters
	19 March 2025	Briefing by the Intersectoral Committee on Sexual Offences on the Implementation of Sexual Offences Legislation as part of oversight in preparation for Human Rights Day	The Department was invited by the Department of Justice and Constitutional Development to respond to questions pertaining to the mandate of the DWYPD The Chairperson praised the collaborative efforts between the National Prosecuting Authority and SAPS in addressing the backlog of DNA reports, noting that such cooperation is essential for improving the efficiency of the justice system. However, stressed that these efforts must translate into a real, measurable reduction in crime. The meeting underscored the reality that tackling GBV and sexual offences required a coordinated, sustained, and victim-centred approach.

BUDGET VOTE 20

Date	Time	Agenda
12 JULY 2024	14:00	Vote 20

NUMBER OF PARLIAMENTARY QUESTIONS REPLIED

	National Assembly	National Council of Provinces
ORAL	16	6
WRITTEN	61	15

7. SCOPA RESOLUTIONS

No SCOPA briefing session for the 2024/25 financial year.

8. Prior modifications to audit reports

There were no prior modifications to the annual reports.

9. Internal Control Unit

The DWYPD did not have an Internal Control unit.

10. Internal Audit and Audit Committees

Internal Audit Function

- a) Key activities and objectives of the internal audit function

Purpose and mandate

The purpose of the DWYPD Internal Audit function is to provide Management, the Audit and Risk Committee, and other relevant stakeholders with independent, risk-based, and objective assurance, advice, insight, and foresight regarding internal controls, risk management, governance processes, and compliance with applicable legislation. The function derives its mandate from the Treasury Regulations and the DWYPD Internal Audit Charter, which has been accepted by Management and approved by the Audit and Risk Committee (ARC). To maintain its independence, the Internal Audit function reports administrative matters to the Accounting Officer and audit-related activities directly to the ARC.

Vision and Strategy

The vision of the Department's Internal Audit function is to be recognised across the Department and by relevant stakeholders for delivering value-adding and objective assurance, advice, insight, and foresight, in line with the Global Internal Audit Standards and applicable legislation. To support the realisation of this vision, the Internal Audit function has adopted a risk-based strategic approach that considers the strategic outcomes outlined in the Department's Strategic Plan, as well as the key risks identified in the Department's Strategic, Operational, Fraud, and Ethics Risk Registers. This risk-based approach has informed the resource requirements and prioritisation of Internal Audit activities, as articulated in the Rolling Three-Year Internal Audit Plan for 2024–2027 and the Annual Internal Audit Plan for the 2024/25 financial year.

Charter, methodology and internal audit plans

The Internal Audit Charter, the Rolling Three-Year Internal Audit Plan for 2024–2027, and the Annual Internal Audit Plan for the 2024/25 financial year were reviewed, presented to, and endorsed by Management, and subsequently approved by the Audit and Risk Committee (ARC) during the Department's Management Committee and ARC meetings, respectively.

Independence and objectivity

Internal Audit, through the Chief Audit Executive, confirmed the function's independence to the Audit and Risk Committee (ARC) during the quarterly ARC meetings. Internal Audit remained independent in the execution of its work; no Internal Audit staff member performed operational duties within the Department or made operational decisions outside the scope of the Internal Audit function. The nature and scope of work undertaken by Internal Audit were determined by the Internal Audit function and approved by the ARC. As part of the conflict of interest declaration process implemented within the Internal Audit function, no staff member declared any actual or potential conflict of interest, nor was any such conflict reported by Internal Audit stakeholders.

Internal audit modality

All internal audit work in the Department was carried by Internal Audit staff members who are permanently employed by the Department.

Staffing

The Internal Audit staff complement consists of four members: the Chief Audit Executive, the Deputy Director: Internal Audit, and two Internal Auditors. Additionally, one official from the Directorate: Financial Management was reassigned to assist with internal audit activities. However, the positions of the Deputy Director: Internal Audit and one Internal Auditor remained vacant for the majority of the financial year.

The current Internal Audit staff members are adequately experienced and knowledgeable to perform audit work within the Department; the unit lacks sufficient personnel and certain critical skills necessary to fully execute its mandate and implement the approved internal audit plan. As a result, Internal Audit was unable to cover a sufficient number of key risks particularly those related to the Department's core business and could not facilitate Combined Assurance processes. Furthermore, the unit was unable to plan for or review the information technology environment due to a lack of IT auditing skills. Management of the Department and ARC supported the Internal Audit function's human resources strategy, which is based on a gap analysis comparing current staffing levels and skills with those required to deliver effective internal audit services. However, the resource plan could not be implemented due budget constraints within the Department.

Internal Audit staff members received on-the-job training and participated in external training programs, aligned with identified and agreed-upon areas for improvement. Funding for training was available during the period under review.

Quality Assurance and Improvement Program

An Internal Audit Quality Assurance and Improvement Program is in place; however, it is not adequately maintained, as periodic internal self-assessments are not conducted due to competing priorities between audit engagements and self-assessment activities, emanating from insufficient human resources.

An External Assessment was conducted on 16 August 2023 and concluded that the Department's Internal Audit Activity "**Partially Conforms (PC)**" with the mandatory elements of the International Professional Practices Framework (IPPF) of the Institute of Internal Auditors. Of the issues identified, some have been fully addressed, others partially addressed, while several remain unresolved. Full remediation requires additional financial and human resources. Key gaps include limited audit coverage, lack of information technology system reviews, and insufficient use of audit software and Computer-Assisted Audit

Techniques (CAATs). Throughout the financial year, the Audit and Risk Committee (ARC) has monitored the performance of the Internal Audit function and recommended improvements during its quarterly meetings.

Stakeholder Relationships

- **Audit and Risk Committee**

Internal Audit reported functionally to the Audit and Risk Committee (ARC). The ARC approved and oversaw the implementation of the Internal Audit Charter and Audit Plans and provided advice on areas requiring improvement. It reviewed Internal Audit reports and monitored the implementation of audit recommendations by management. Additionally, the Internal Audit function served as the secretariat to the ARC.

- **Accounting Officer**

Internal Audit reported administrative matters to the Accounting Officer and met regularly to discuss significant administrative and audit related issues. It provided assurance to the Accounting Officer on the areas reviewed or audited, as well as on the extent of management's implementation of corrective actions addressing the weaknesses identified by Internal Audit.

- **Management**

Internal Audit discussed audit findings, recommendations, and conclusions with management, and followed up on the implementation of audit recommendations and related corrective actions. It also provided solicited advice to management on internal controls, risk management, governance processes, and compliance with applicable legislation.

b) Summary of the work done by the IAF in the reporting period

Only assurance services were included in the annual Internal Audit Plan. Advisory services were not planned due to limited human resources; however, Internal Audit provided advice to management upon request. These advisory requests were made verbally and responded to accordingly.

A total of fifteen audit projects were planned and approved for the financial year under review. Of these, thirteen audits (86%) were completed and reported to both Management and the Audit and Risk Committee. Additionally, two ad-hoc projects were conducted at the request of management: an investigation into allegations of remunerative work performed without prior approval by a departmental official, and an assessment of fruitless and wasteful expenditure.

Internal Audit issued a total of 85 recommendations during the year. Of these, 74 (87%) were implemented, while 11 (13%) were still in progress at the end of the financial year.

Currently, the Department does not have an Internal Control Unit. To mitigate the risk of irregular transactions going undetected, Internal Audit conducted due diligence reviews on all procurement processes for goods and services valued above R500,000. As a result, the Department did not incur any irregular expenditure during the period under review. The Audit and Risk Committee (ARC) approved that Internal Audit continue performing these due diligence reviews until an Internal Control Unit is established.

Additionally, Internal Audit investigated allegations involving an employee who engaged in remunerative work without prior approval. The findings enabled the Accounting Officer to make an informed decision based on the established facts.

Audit Committee

a) Key activities and objectives of the audit committee:

Purpose and mandate

The Audit and Risk Committee (ARC) is responsible for providing independent and objective oversight of the Department's control environment, governance processes, risk management, and the activities of the Internal Audit function. It also provides the Accounting Officer with recommendations to strengthen internal controls, risk management, and governance. The Committee operated in accordance with the ARC Charter, which was approved by the Accounting Officer in the 2024/25 financial year. The Charter outlines the Committee's mandate, responsibilities, authority, and accountability.

Independence

The Committee consisted of five members who were not employed by the Department. It independently determined the frequency and agenda of its meetings and had unrestricted access to all relevant information and Department employees necessary to fulfil its responsibilities. Committee members disclosed any actual or potential conflicts of interest annually and at each ARC meeting.

Protecting the independence of the IAF

Internal Audit reported functionally to the ARC and administratively to the Accounting Officer throughout the financial year. The Department's approved organisational structure confirms that Internal Audit reports to the Accounting Officer. In-committee meetings between the ARC and the Chief Audit Executive (CAE) were held to discuss matters affecting the Internal Audit function. Additionally, the CAE participated in management committee meetings and maintained open lines of communication with the ARC Chairperson and its members. During the period under review, no incidents were reported by the CAE or any other party that questioned the independence of the Internal Audit function or required intervention by the ARC.

Performance against statutory duties

The ARC has fulfilled all its responsibilities in accordance with the PFMA, Treasury Regulations, Global Internal Audit Standards, and the Audit Committee Charter.

Composition of the ARC

The ARC was composed of five members who collectively possessed expertise in accounting, financial management, external and internal auditing, performance management, risk management, information technology, and law. The members held various senior management positions and served on audit committees and boards.

Meeting Attendance

The Committee convened six meetings during the 2024/25 financial year, comprising three quarterly meetings, two special meetings, and one induction meeting. All members attended the ARC meetings held during their tenure as ARC members, with the exception of one member who missed a single meeting.

Combined assurance

During the period under review, the Department did not implement a combined assurance model due to a lack of human resources to support its implementation and maintenance.

Resolution of AC recommendations

The ARC was satisfied that management implemented its recommendations. However, the recommendation related to the appointment of additional human resources could not be implemented, as it was beyond management's control due to budget constraints within the Department and the lack of funding for the proposed organisational structure by the National Treasury.

The Department was also unable to implement the recommendation to expedite the filling of vacant positions. This was due to the prolonged processes that require concurrence from the Department of Public Service and Administration (DPSA) and confirmation of budget availability from the National Treasury. Additionally, the limited capacity within the Directorate: Human Resources further hindered progress in filling the vacant positions.

AC performance evaluation

During the period under review, the ARC did not conduct its own performance evaluation due to insufficient human resources within the Department to facilitate the process and a lack of funds to outsource the evaluation.

Name	Qualifications	Professional Affiliation	Appointment: Term of Office		No. of meetings attended 2024/25	Has the AC member declared private and business interests in every meeting? (Yes/No)	Is the AC member an employee of an organ of state? (Yes / No)	No. of other ACs that the member served on during the reporting period (whether in the public sector or not)	No. of other governance structures the member served on during the reporting period, e.g. Boards, Risk Committee, IT Committee, etc, whether in this or any other institution(s)
			Start date	End date					
Adv. RM Rosey	Bachelor of Laws	NBCSA	06 January 202	To date	6/6	Yes	No	2	9
Mr. EA Phalanndwa	B. Com (Accounting), CIA, CISA, CRMA	IIA, ISACA, IRMSA	27 January 2025	To date	2/2	Yes	No	3	1
Ms TJ Mmonwa	B. Com (Accounting Science), Post Graduate Diploma in Applied Accounting Science, CA(SA)	SAICA	27 January 2025	To date	2/2	Yes	No	2	1
Ms P Nombakuse	B Com (Hons) in Information Systems, Higher Diploma in Computer Auditing, Applied Project Management in Information Technology, MBA	ISACA	27 January 2025	To date	2/2	Yes	No	1	0
Ms X Maluleke	B Com Accounting Honours, CTA, CA(SA)	SAICA	27 January 2025	19 June 2025	1/2	Yes	No	1	4
Ms GT Ramphaka	B. Com Accounting, B Compt. B Compt. Hons, CTA, CA (SA)	SAICA	03 January 2019	03 January 2025	4/4	Yes	Yes	2	0
Ms T Tukisi	B. Com, CIA	IIA	03 January 2019	03 January 2025	4/4	Yes	No	2	0

11. Audit Committee Report

We are pleased to present our report for the financial year ended 31 March 2025.

Audit Committee Responsibility

The Audit and Risk Committee reports that it has complied with its responsibilities arising from section 38(1)(a)(ii) of the Public Finance Management Act, No 1 of 1999 and Treasury Regulation 3.1. The Audit and Risk Committee also reports that it has adopted appropriate formal terms of reference as its Audit and Risk Committee Charter, has regulated its affairs in compliance with this charter and has discharged all its responsibilities as contained therein.

Independence of the Audit Committee

The Committee is independent of Management in the execution of its duties. All the members of the Audit Committee were appointed from outside the public service pursuant to section 77(a) of the PFMA. The qualifications of the members and details of their attendance at meetings are included in the governance section of the Annual Report above.

The Effectiveness of Internal Control

The Accounting Officer and Management are responsible for designing and implementing an effective system of internal controls to mitigate risks and controls deficiencies. The system of internal controls is designed to provide reasonable assurance regarding the achievement of the Department's objectives in categories of effectiveness and efficiency of operations, financial reporting, compliance with applicable Laws and Regulations as well as Policies and Procedures.

In line with the Public Finance Management Act, No. 1 of 1999, (PFMA) Internal Audit provides the Audit and Risk Committee and Management with assurance that the internal controls are appropriate and effective. This is achieved by evaluating internal controls to determine their effectiveness and efficiency, and by recommending enhancement or improvement. The Accounting Officer retains responsibility for implementing such recommendations as per Treasury Regulation 3.1.12, and under the empowering

provision of Section 76 of the PFMA.

The reports as presented by Internal Audit indicated that the system of internal controls for the reporting period was generally adequate and generally effective. The reports further indicated that improvement was required on the system of internal controls in certain processes and/or activities pertaining to reporting on predetermined objectives, supply chain management and compliance with laws and regulations. Management attributed the weaknesses identified by Internal Audit to the system of internal controls not functioning as effectively and efficiently as intended, due to insufficient human resources as well as the lack of an Internal Control unit that coordinates the control activities. The latter is intended to reduce the likelihood and the impact of risks identified by Management, Assurance Providers and the Audit and Risk Committee.

The Committee noted that the Department did not incur any Unauthorised Expenditure, however that there was an impasse between Management and the Auditor-General of South Africa (AGSA) on possible Irregular Expenditure. The Committee recommended that Management and the AGSA implement the dispute resolution procedures outlined in the AGSA's Audit Engagement Letter, to bring this issue to a resolve. The Department incurred Fruitless and Wasteful Expenditure amounting to R 451 179, 47 during the reporting period. By the end of the financial year, the process of determining facts on the Fruitless and Wasteful Expenditure was still underway and the outcome of which will inform the appropriate action to be taken. The Committee will monitor the progress on the processes implemented by the Department to ensure that the Fruitless and Wasteful Expenditure incurred is addressed in accordance with National Treasury Framework and other applicable prescripts.

The Committee is concerned with the resource constraints experienced by the Department, which has a potential to adversely impact on the control environment and the operations of the Department. The Committee recommended to the Department that it compiles a business case for additional human and financial resources to the National Treasury, through the Executive Authority.

Internal Audit

The Internal Audit function is responsible for reviewing and providing assurance on the adequacy and effectiveness of internal controls, risk management, and governance processes across all significant areas of the Department.

The Committee provided independent oversight and assessed the effectiveness of the Internal Audit function. A risk-based methodology was followed that informed the Internal Audit Plan. The Committee did not identify, nor was any matter reported, that suggested that the independence of the Internal Audit function had been impaired.

The Committee approved the Risk-Based Three-Year Rolling Strategic Internal Audit Plan and the Annual Audit Coverage Plan, which guided internal audit activities during the period under review. The Committee also met with the Head of Internal Audit independently of Management, to confirm that the Internal Audit function had received full cooperation from Management in carrying out its duties.

Internal Audit implemented its risk-based Annual Audit Plan for 2024/25 as part of the Three-Year Rolling Strategic Internal Audit Plan. A total of fifteen (15) audit projects were approved and planned for the financial year under review. Of these, thirteen (13) audits were completed and reported to Management and the Audit and Risk Committee, and two projects were not completed. Additionally, Internal Audit conducted two (2) ad-hoc projects at the request of Management, which have subsequently been concluded.

The Committee monitored Internal Audit's activities through quarterly progress reports aligned with the approved Annual Internal Audit Plan. The Committee was satisfied with the quality of the audit reports presented, as well as Management's commitment to implementing corrective actions to address the shortcomings identified by Internal Audit. Despite constraints in both human and financial resources, the Committee is satisfied that the Internal Audit function effectively discharged its responsibilities during the financial year under review.

However, the Committee noted the following concerns regarding the Internal Audit function:

- **Lack of IT Audit Coverage:** Internal Audit did not plan for or perform any reviews of the Department's information technology environment. This was due to the absence of in-house IT auditing competencies and budgetary constraints that prevented the procurement of external IT audit services.
- **Insufficient Audit Coverage of Core Activities:** Internal Audit was unable to plan adequate audit coverage of the Department's core functions due to a shortage of human resources. During the period under review, one audit project related to core departmental functions was planned but not executed. This was attributed to two vacant positions in the Internal Audit unit that could not be filled.
- **Combined Assurance Not Implemented:** Internal Audit was unable to facilitate the implementation of a Combined Assurance approach within the Department due to limited staffing in the unit.
- **Lack of Audit Tools and Technology:** Internal Audit does not have access to audit software or computer-assisted audit techniques (CAATs), as the Department lacks the funding required to procure these tools. This shortfall adversely affects the efficiency and effectiveness of the Internal Audit unit.

The Committee recommended that Management, including the Chief Audit Executive, develop a plan that addresses both short and long-term solutions to the challenges faced by the Internal Audit function.

The Committee notes that these limitations adversely affect Internal Audit's ability to effectively support the Committee in fulfilling its oversight responsibilities and to perform its audit work in accordance with the Global Internal Audit Standards.

Risk Management

Management is responsible for establishing and maintaining effective systems of governance, risk management, internal control, and the prevention and detection of fraud and corruption. The Department has a Risk Management Committee that advises the Accounting Officer on matters related to risk management, in accordance with Section 38(1)(a)(i) of the Public Finance Management Act and the Public Sector Risk Management Framework developed by the National Treasury.

The Department assessed strategic, operational, fraud, and ethics-related risks that could negatively affect the achievement of its objectives. Risks were prioritised based on their likelihood and impact, both inherent and residual. Mitigation actions were implemented to reduce these risks to acceptable levels. The Department provided assurance to the Committee that risks are being monitored and that emerging risks are identified on a quarterly basis.

The Committee exercised quarterly oversight of the Department's risk management activities. It also relied on Internal Audit to provide assurance on the effectiveness of the risk management system.

The Committee is satisfied with the progress reports received from Management, which indicate that risks are being effectively managed within the Department. However, the Committee expressed concern that the Risk Management function was staffed by only one official at middle management level particularly given the expanding scope of risk management in recent years, which now includes ethics and business continuity management.

As an interim measure, Management appointed an additional official at middle management level on a fixed-term contract to support the Risk Management unit. However, this arrangement was dependent on savings in the budget of compensation of employees, which introduced instability in the unit.

The Committee recommended that Management explore a permanent solution to this challenge. However, due to financial constraints, the Department was unable to implement a sustainable resolution. If not addressed, this challenge could potentially compromise Management's ability to adequately manage risks and implement effective ethics management processes.

In-Year Management and Monthly/Quarterly Report

The Department submitted monthly and quarterly reports to the National Treasury, as required by the Public Finance Management Act (PFMA). The Committee reviewed the quarterly reports prepared and issued by the Accounting Officer during the year under review and is satisfied with their content.

The Department presented and reviewed financial management and performance (predetermined objectives) reports during its Quarterly Review Meetings. These reports were also tabled and reviewed at the Audit and Risk Committee meetings.

The Committee raised questions and sought clarifications, to which Management responded satisfactorily. The Committee recommended areas of improvement and possible solutions where necessary.

Information Communication Technology

The Committee exercised oversight of Information and Communication Technology (ICT) within the Department and received quarterly progress reports from Management. These reports revealed that the ICT unit was inadequately resourced, both in terms of human capacity and financial support.

To meet its ICT contractual obligations, the Department was compelled to reprioritise its budget. This included defunding certain targets in the Annual Performance Plan and, at times, delaying the payment of invoices until new budget allocations were received measures taken to avoid incurring unauthorised expenditure. This situation poses a serious risk to the Department's ability to fulfil its mandate and safeguard the security of its ICT environment.

The Committee recommended that the Department request additional funding from the National Treasury

to adequately resource its ICT operations. However, it emerged during these discussions that the Department had previously submitted such funding requests without success.

Adequacy, reliability and accuracy of the performance information

The Committee has evaluated the Annual Performance Information for the year ended 31 March 2025 and duly recommended it for the Accounting Officer's approval, prior to submission to the Auditor-General of South Africa (AGSA) for audit.

The Committee received and reviewed Performance Reports from Management on a quarterly basis. Internal Audit conducted reviews of the Quarterly Performance Reports and presented corresponding findings to the Committee. The Committee followed up on matters raised by Internal Audit, and Management provided clarification where required and developed and implemented corrective action plans as necessary.

Although Management addressed the issues identified by Internal Audit, the Committee remained concerned about the effectiveness of internal controls related to performance information. Similar issues, particularly those affecting the usefulness and reliability of performance reports, were raised by Internal Audit in every quarter of the financial year.

Management attributed these recurring challenges to vacant positions at both Senior and Middle Management levels within the unit responsible for performance information. Whilst Management committed to expediting the recruitment process, progress was adversely affected by limited human resource capacity within the Directorate: Human Resource Management.

Evaluation of Financial Statements

The Committee has evaluated the Annual Financial Statements and the Annual Performance Information for the year ended 31 March 2025 and duly recommended them for the Accounting Officer's approval, prior to submission to the Auditor-General of South Africa (AGSA) for audit.

The Committee received Internal Audit reports on the mid-term and annual financial statements. Management responded to the matters raised in these reports and provided the necessary clarity sought by the Committee regarding the annual financial statements. Management implemented the recommendations made by Internal Audit and the Committee.

There were no significant issues raised by either the Internal or External Auditors regarding the financial statements for the period under review. However, a recurring concern discussed during Audit and Risk Committee meetings was the shortage of human resources within the Office of the Chief Financial Officer, particularly the absence of an Internal Control Unit in the Department.

Auditor General's Report

The Auditor-General of South Africa (AGSA) attended the quarterly Audit and Risk Committee meetings and was afforded the opportunity to raise any matters of concern. The Committee reviewed and monitored the Department's implementation plan to address audit findings raised in the previous financial year. Based on its engagements with the Department and its review of Internal Audit reports, the Committee is satisfied that substantial progress has been made in resolving the AGSA's findings, however in certain areas, the audit findings were not fully resolved including the reporting deviations from normal procurement processes to the National Treasury and AGSA due to limited human resources.

The Committee will monitor the disagreement between Management and the AGSA on possible irregular expenditure and ensure that the matter is adequately resolved.

The Committee concurs with the Auditor-General of South Africa's (AGSA) clean audit opinion on the Department's Annual Financial Statements, Performance Information Report, and compliance with applicable legislation.

Conclusion

Despite the Department receiving a clean audit opinion from the Auditor-General of South Africa (AGSA) for the period under review, reports from Management as well as the root causes identified in the Internal Audit and AGSA reports indicates that the system of internal control remains at risk due to ongoing human and financial resource constraints. It is the Committee's view that the Department's resource challenges should be brought to the attention of Cabinet for consideration, to enable the Department to effectively fulfil its mandate.

The Committee wishes to express its appreciation to the Director-General for her leadership and support, and to Internal Audit and Management for their contributions to achieving the clean audit outcome.



Advocate Reinette Mary Rosey

Chairperson of the Audit and Risk Committee

Department of Women, Youth and Persons with Disabilities



Advocate Reinette Mary Rosey

Audit & Risk Committee

12. B-BBEE Compliance Performance Information

The following table has been completed in accordance with the compliance to the BBBEE requirements of the BBBEE Act of 2013 and as determined by the Department of Trade, Industry and Competition.

Has the Department / Public Entity applied any relevant Code of Good Practice (B-BBEE Certificate Levels 1 – 8) with regards to the following:		
Criteria	Response Yes / No	Discussion <i>(include a discussion on your response and indicate what measures have been taken to comply)</i>
Determining qualification criteria for the issuing of licences, concessions or other authorisations in respect of economic activity in terms of any law?	No	This is not applicable to the Department
Developing and implementing a preferential procurement policy?	Yes	As required by the new Preferential Procurement Regulations as issued by National Treasury
Determining qualification criteria for the sale of state-owned enterprises?	No	This is not applicable to the Department
Developing criteria for entering into partnerships with the private sector?	No	This is not applicable to the Department
Determining criteria for the awarding of incentives, grants and investment schemes in support of Broad Based Black Economic Empowerment?	No	This is not applicable to the Department



Report on the audit of the financial statements

Opinion:

1. I have audited the financial statements of the Department of Women, Youth and Persons with Disabilities set out on pages 125 to 172, which comprises the appropriation statement, statement of financial position as at 31 March 2025, statement of financial performance, statement of changes in net assets, and the statement of cash flows for the year then ended, as well as notes to the financial statements, including a summary of significant accounting policies.
2. In my opinion, the financial statements present fairly, in all material respects, the financial position of the Department of Women, Youth and Persons with Disabilities as at 31 March 2025 and its financial performance and cash flows for the year then ended in accordance with the Modified Cash Standard (MCS) prescribed by National Treasury (NT) and the requirements of the Public Management Finance Act 1 of 1999 (PFMA).

Basis for opinion

3. I conducted my audit in accordance with the International Standards on Auditing (ISAs). My responsibilities under those standards are further described in the responsibilities of the auditor-general for the audit of the financial statements section of my report.
4. I am independent of the department in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA code) as well as other ethical requirements that are relevant to my audit in South Africa. I have fulfilled my other ethical responsibilities in accordance with these requirements and the IESBA code.
5. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other matters

6. I draw attention to the matter below. My opinion is not modified in respect of this matter.

Unaudited supplementary schedules

7. The supplementary information set out on pages 125 to 172 does not form part of the financial statements and is presented as additional information. I have not audited these schedules and accordingly, I do not express an opinion on them.

Responsibilities of the accounting officer for the financial statements

8. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with the Modified Cash Standard as prescribed by National Treasury and the requirements of the PFMA and for such internal control as the accounting officer determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

9. In preparing the financial statements, the accounting officer is responsible for assessing the department's ability to continue as a going concern; disclosing, as applicable, matters relating to going concern; and using the going concern basis of accounting unless the appropriate governance structure either intends to liquidate the department or to cease operations, or has no realistic alternative but to do so.

Responsibilities of the auditor-general for the audit of the financial statements

10. My objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error; and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.
11. A further description of my responsibilities for the audit of the financial statements is included in the annexure to this auditor's report. This description, which is located at page 23, forms part of my auditor's report.

Report on the audit of the annual performance report

12. In accordance with the Public Audit Act 25 of 2004 (PAA) and the general notice issued in terms thereof, I must audit and report on the usefulness and reliability of the reported performance against predetermined objectives for the selected programmes presented in the annual performance report. The accounting officer is responsible for the preparation of the annual performance report.
13. I selected the following programmes presented in the annual performance report for the year ended 31 March 2025 for auditing. I selected programmes that measure the department's performance on its primary mandated functions and that are of significant national, community or public interest.

Programmes	Page numbers	Purpose
Programme 2: Advocacy and Mainstreaming for the Rights of Women	38	The purpose of the programme is to promote good governance regarding the rights and transformation of the social and economic empowerment of women.
Programme 3: Monitoring, Evaluation, Research and Coordination	48	The purpose of the programme is to provide research, knowledge management, international relations, stakeholder management and monitoring and evaluation for women, youth and persons with disabilities.
Programme 5: Rights of Youth	64	The purpose of the programme is to advocate for mainstreaming of the Rights of Youth.

14. I evaluated the reported performance information for the selected programmes against the criteria developed from the performance management and reporting framework, as defined in the general notice. When an annual performance report is prepared using these criteria, it provides useful and reliable information and insights to users on the department's planning and delivery on its mandate and objectives.

15. I performed procedures to test whether:

- the indicators used for planning and reporting on performance can be linked directly to the department's mandate and the achievement of its planned objectives
- all the indicators relevant for measuring the department's performance against its primary mandated and prioritised functions and planned objectives are included
- the indicators are well defined to ensure that they are easy to understand and can be applied consistently, as well as verifiable so that I can confirm the methods and processes to be used for measuring achievements
- the targets can be linked directly to the achievement of the indicators and are specific, time-bound and measurable to ensure that it is easy to understand what should be delivered and by when, the required level of performance, as well as how performance will be evaluated
- the indicators and targets reported on in the annual performance report are the same as those committed to in the approved initial or revised planning documents
- The reported performance information is presented in the annual performance report in the prescribed manner and is comparable and understandable
- There is adequate supporting evidence for the achievements reported and for the reasons provided for any over- or underachievement of targets taken to improve performance.

16. I performed the procedures for the purpose of reporting material findings only; and not to express an assurance opinion or conclusion.

17. I did not identify any material findings on the reported performance information for the selected programmes.

Other matters

18. I draw attention to the matters below.

Achievement of planned targets

19. The annual performance report includes information on reported achievements against planned targets and provides explanations for over- or under achievements.

20. The tables that follow provides information on the achievement of planned targets and list the key service delivery indicators that were not achieved as reported in the annual performance report. The reasons for any underachievement of targets are included in the annual performance report on pages 38 to 68.

Programme 2: Advocacy and Mainstreaming for the Rights of Women

<i>Targets achieved: 88.89%</i> <i>Budget spent: 99.97%</i>		
Key indicator not achieved	Planned target	Reported achievement
Number of progress reports on the implementation of the WYPD Socio -Economic Empowerment Index produced	1 Progress report produced on the implementation of WYPD Socio -Economic Empowerment Index	1 Progress report produced on the implementation of WYPD Socio - Economic Empowerment Index was not produced

Programme 5: Rights of Youth

Targets achieved: 42.86 %		
Budget spent 99.98%		
Key indicator not achieved	Planned target	Reported achievement
Number of SANDF led National Youth Service (NYS) Programme implemented	2 SANDF led National Youth Service (NYS) Programme implemented	0 SANDF led National Youth Service (NYS) Programme implemented
Number of farming projects established	5 farming projects established	0 farming projects established
Number of bakery training centres established	3 Bakery training centres established	0 Bakery training centres established
South African Youth Development Bill processed to be tabled Cabinet	South African Youth Development Bill processed to be tabled in Cabinet	South African Youth Development Bill was not processed to be tabled in Cabinet

Material misstatements

21. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were in the reported performance information for Programme 2: Advocacy and Mainstreaming for the Rights of Women. Management subsequently corrected all the misstatements, and I did not include any material findings in this report.

Report on compliance with legislation

22. In accordance with the PAA and the general notice issued in terms thereof, I must audit and report on compliance with applicable legislation relating to financial matters, financial management and other related matters. The accounting officer is responsible for the department's compliance with legislation.

23. I performed procedures to test compliance with selected requirements in key legislation in accordance with the findings engagement methodology of the Auditor-General of South Africa (AGSA). This engagement is not an assurance engagement. Accordingly, I do not express an assurance opinion or conclusion.

24. Through an established AGSA process, I selected requirements in key legislation for compliance testing that are relevant to the financial and performance management of the department, clear to allow consistent measurement and evaluation, while also sufficiently detailed and readily available to report in an understandable manner. The selected legislative requirements are included in the annexure to this auditor's report.

25. I did not identify any material non-compliance with the selected legislative requirement.

Other information in the annual report

26. The accounting officer is responsible for the other information included in the annual report. The other information does not include the financial statements, the auditor's report and those selected programmes presented in the annual performance report that have been specifically reported on in this auditor's report.

27. My opinion on the financial statements and my reports on the audit of the annual performance report and compliance with legislation do not cover the other information included in the annual report, and I do not express an audit opinion or any form of assurance conclusion on it.

28. My responsibility is to read this other information and, in doing so, consider whether it is materially inconsistent with the financial statements and the selected programmes presented in the annual performance report or my knowledge obtained in the audit, or otherwise appears to be materially misstated.
29. The other information I obtained prior to the date of this auditor's report are the foreword by minister and deputy minister statement, and the report of the accounting officer, audit committee report and human resource management are expected to be made available to us after 31 July 2025.
30. If, based on the work I have performed on the other information that I obtained prior to the date of this auditor's report, I conclude that there is a material misstatement of this other information, I am required to report that fact. I have nothing to report in this regard. When I do receive and read the report of the accounting officer, audit committee report and human resource management, if I conclude that there is a material misstatement therein, I am required to communicate the matter to those charged with governance and request that the other information be corrected. If the other information is not corrected, I may have to retract this auditor's report and re-issue an amended report as appropriate. However, if it is corrected this will not be necessary.

Internal control deficiencies

31. I considered internal control relevant to my audit of the financial statements, annual performance report and compliance with applicable legislation; however, my objective was not to express any form of assurance on it.
32. I did not identify any significant deficiencies in internal control.

Auditor - General

Pretoria

30 July 2025



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

PART D

Human Resource Management



1. INTRODUCTION

The information contained in this part of the annual report has been prescribed by the Minister for the Public Service and Administration for all departments in the public service. It represents the status of human resources in the Department of Women, Youth and Persons with Disabilities for the 2024/25 financial year for the period 01 April 2024 to 31 March 2025.

2. OVERVIEW OF HUMAN RESOURCES

2.1. Human resources Charter

During the reporting period, the Department continued to prioritise effective human resource (HR) management as a key enabler for achieving its strategic and operational objectives. The Human Resource Management (HRM) unit played a central role in supporting the Department's capacity to deliver on its mandate by ensuring the alignment of HR Planning with the Annual Performance Plan (APP).

As of 31 March 2025, the Department's staff establishment comprised 140 approved posts, of which 125 were filled and 15 vacant, reflecting a vacancy rate of 10,7%. Recruitment and selection processes were conducted in line with relevant legislative and policy frameworks to ensure fairness, transparency, and the appointment of suitably qualified candidates.

2.2. Performance Management

In support of organisational development and transformation, targeted skills development initiatives were implemented, including training programmes, bursaries, short courses, information sessions and workshops aligned with the Workplace Skills Plan. These efforts contributed to building a capable and responsive workforce. These interventions are aimed not only at boosting employee morale, but also to ensure enhanced employee performance.

2.3. Employee Health and Wellness

Employee wellness remained both a concern and a priority during the reporting period. However, due to capacity constraints within the Department, the provision of these services could not be fully



Mr Mbhazima Shiviti

*Chief Director:
Corporate Management*

internalised. As an interim measure, the department has embarked on sourcing funds for resources to outsource employee wellness services to external service providers. This approach will enable the department to implement mechanisms to monitor employee engagement, productivity, and overall wellbeing, while efforts are underway to establish a fully-fledged Employee Health and Wellness Unit.

2.4. Labour Relations

Labour relations were managed in accordance with applicable regulations, with a focus on promoting a harmonious working environment. It also continues to facilitate the speedy handling of grievances, disputes, and disciplinary matters. This is contributing to the entrenchment of a positive organisational culture.

2.5. HR Challenges and future human resource plans/goals

Progress in the automation of human resource services remains a challenge for the Department. Nonetheless, during the reporting period, the benchmarking process for the implementation of an e-Recruitment system was initiated, with full implementation anticipated in the next reporting cycles. In the short to medium term, the Department will prioritise the re-orientation of staff on human resource policies and practices to ensure

consistent application and compliance across all levels.

3. HUMAN RESOURCES OVERSIGHT STATISTICS

This report outlines key information on the human resources of the Department for the 2024/25 financial year, covering the period 01 April 2024 to 31 March 2025.

3.1. Personnel related expenditure

The following tables summarises the final audited personnel related expenditure by programme and by salary bands. In particular, it provides an indication of the following:

- amount spent on personnel
- amount spent on salaries, overtime, homeowner's allowances and medical aid.

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2024 and 31 March 2025

Programme	Total expenditure (R'000)	Personnel expenditure (R'000)	Training expenditure (R'000)	Professional and special services expenditure (R'000)	Personnel expenditure as a % of total expenditure	Average personnel cost per employee (R'000)
Administration	120 140	63 201	295	666	53%	569
Mainstreaming of the Rights of Women	121 676	20 331	0	193	17%	924
Monitoring, Evaluation, Research and Coordination	40 879	22 388	0	2 985	55%	933
Rights of Persons with Disabilities	14 528	11 610	0	1 765	80%	683
Rights of Youth	713 823	8 323	354	163	1%	832
Total	1 011 046	125 853	649	5 772	12%	684

1. Personnel expenditure includes manual debits and credits made on BAS.

2. Includes all current and former employees who received compensation, including the Minister, Special Adviser, Interns and contract workers.

Table 3.1.2 Personnel costs by salary band for the period 1 April 2024 and 31 March 2025

Salary band	Personnel expenditure (R'000)	% of total personnel cost	No. of employees	Average personnel cost per employee (R'000)
Lower skilled (Levels 1-2)	672	0,53	9	75
Skilled (level 3-5)	3 745	2,98	23	163
Highly skilled production (levels 6-8)	22 651	18,00	49	462
Highly skilled supervision (levels 9-12)	36 770	29,22	52	707
Senior and Top management (levels 13-16)	62 015	49,28	51	1 216
Total	125 853	100,0	184	684

1. Includes all current and former employees who received compensation, including the Minister, Special Adviser, Interns and contract workers.

2. Number of employees excluded interns that are paid by PSETA.

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2024 and 31 March 2025

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Administration	63 201	50,22	367	0.29	974	0.77	1 800	1.43
Mainstreaming Women's Rights	20 331	16,15	0	-	127	0.10	573	0.46
Monitoring, Evaluation Research & Coordination	22 388	17,79	0	-	344	0.27	573	0.46
Rights of Persons with Disabilities	11 610	9,23	0	-	205	0.16	192	0.15
Rights of Youth	8 323	6,61	0	-	133	0.11	274	0.22
Total	125 853	100,00	367	0.29	1 783	1.42	3 413	2.71

1. Includes manual debits and credits made on BAS.

2. Includes all current and former employees who received compensation, including the Minister, Deputy Minister, Special Advisers, Interns and contract workers.

3. Does not include other expenditure such as pension and DBC.

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2024 and 31 March 2025

Salary band	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as a % of personnel costs	Amount (R'000)	Overtime as a % of personnel costs	Amount (R'000)	HOA as a % of personnel costs	Amount (R'000)	Medical aid as a % of personnel costs
Skilled (level 1-2)	672	0,53	6	0,00	0	-	0	-
Skilled (level 3-5)	745	2,98	99	0,08	222	0.18	459	0.36
Highly skilled production (levels 6-8)	22 651	18,00	136	0,11	949	0.75	1 523	1.21
Highly skilled supervision (levels 9-12)	36 770	29,22	126	0,10	612	0.49	672	0.53
Senior management (level 13-16)	62 015	49,28	0	-	0	-	759	0.60
Total	125 853	100,00	367	0.29	1 783	1.42	3 413	2.71

1. Includes all current and former employees who received compensation, including the Minister, Deputy Minister, Special Advisers, Interns and contract workers.

2. Interns receive a stipend and are not linked to any salary level; for reporting purposes they are captured under salary level 1.

3. Does not include other expenditure such as pension and DBC.

3.2. Employment and Vacancies

The tables in this section summarise the position with regard to employment and vacancies.

The following tables summarise the number of posts on the establishment, the number of employees, the vacancy rate, and whether there are any staff that are additional to the establishment.

This information is presented in terms of three key variables:

- Programme;
- salary band; and
- critical occupations.

Table 3.2.1 Employment and vacancies by programme as on 31 March 2025

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy Rate (%)	Number of employees additional to the establishment
Administration	77	67	13,0	2
Mainstreaming of the Rights of Women	17	17	0,0	4
Monitoring, Evaluation, Research and Coordination	26	23	11,5	0
Rights of Persons with Disabilities	11	10	9,1	2
Rights of Youth	9	8	11,1	0
Total	140	125	10,7	8

1. Vacancy rate calculated as a percentage of funded vacancies against funded posts.

2. Employees additional to the establishment refer to temporary employees such as contractors and Interns.

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2025

Salary band	Number of posts on approved establishment	Number of posts filled	Vacancy Rate (%)	Number of employees additional to the establishment
Lower skilled (1-2)	0	0	0,0	8
Skilled (3-5)	13	11	15,4	1
Highly skilled production (6-8)	41	39	4,9	4
Highly skilled supervision (9-12)	43	38	11,6	2
Senior management (13-16)	43	37	14,0	1
Total	140	125	10,7	8

1. Vacancy rate calculated as a percentage of funded vacancies against funded posts.

2. Employees additional to the establishment refer to temporary employees such as contractors and Interns.

3. Interns receive a stipend and are not linked to any salary level; for reporting purposes they are captured under salary level 1-2.

4. Post listed includes only Voted Funds

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2025

Critical occupation	Number of posts on approved establishment	Number of posts filled	Vacancy Rate (%)	Number of employees additional to the establishment
The Department has not identified any critical occupations that need to be monitored.				

3.3. Filling of SMS Posts

The tables in this section provide information on employment and vacancies as it relates to members of the Senior Management Service by salary level. It also provides information on advertising and filling of SMS posts, reasons for not complying with prescribed time frames and disciplinary steps taken.

Table 3.3.1 SMS post information as on 31 March 2025

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General	1	1	100,0	0	0,0
Salary Level 15	3	2	66,7	1	33,3
Salary Level 14	12	11	91,7	1	8,3
Salary Level 13	27	23	85,2	4	14,8
Total	43	37	86,0	6	14,0

1: Total number of SMS Posts Filled per level divided by Total number of funded SMS posts per level multiplied by 100

2: Total number of SMS posts vacant per level divided by Total Number of Funded SMS Posts per level multiplied by 100

Table 3.3.2 SMS post information as on 30 September 2024

SMS Level	Total number of funded SMS posts	Total number of SMS posts filled	% of SMS posts filled	Total number of SMS posts vacant	% of SMS posts vacant
Director-General	1	1	100,0	0	0,0
Salary Level 15	3	2	66,7	1	33,3
Salary Level 14	13	12	92,3	1	7,7
Salary Level 13	27	24	88,9	3	11,1
Total	44	39	88,6	5	11,4

1: Total number of SMS Posts Filled per level divided by Total number of funded SMS posts per level multiplied by 100

2: Total number of SMS posts vacant per level divided by Total Number of Funded SMS Posts per level multiplied by 100

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2024 and 31 March 2025

SMS Level	Advertising	Filling of Posts	
	Number of vacancies per level advertised in 6 months of becoming vacant	Number of vacancies per level filled in 6 months of becoming vacant	Number of vacancies per level not filled in 6 months but filled in 12 months
Director-General	0	0	0
Salary Level 16	0	0	0
Salary Level 15	1	0	1
Salary Level 14	1	0	1
Salary Level 13	3	0	3
Total	5	0	0

Table 3.3.4 Reasons for not having complied with the filling of funded vacant SMS - Advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2024 and 31 March 2025

Reasons for vacancies not advertised within six months
The <i>Directive</i> aimed at providing <i>control measures</i> to assist Executive Authorities in managing fiscal sustainability during the process of creating and filling of posts has had a negative impact on the timeframe for the filling of vacancies.

Table 3.3.5 Disciplinary steps taken for not complying with the prescribed time frames for filling SMS posts within 12 months for the period 1 April 2024 and 31 March 2025

Reasons for vacancies not advertised within six months
None
Reasons for vacancies not filled within six months
None

3.4. Job Evaluation

Within a nationally determined framework, executing authorities may evaluate or re-evaluate any job in his or her organisation. In terms of the Regulations all vacancies on salary levels 9 and higher must be evaluated before they are filled. The following table summarises the number of jobs that were evaluated during the year under review. The table also provides statistics on the number of posts that were upgraded or downgraded.

Table 3.4.1 Job Evaluation by Salary band for the period 1 April 2024 and 31 March 2025

Salary band	Number of posts on approved establishment	Number of Jobs Evaluated	% of posts evaluated by salary bands	Posts Upgraded		Posts downgraded	
				Number	% of posts evaluated	Number	% of posts evaluated
Lower Skilled (Levels 1-2)	0	0	0,0	0	0,0	0	0,0
Skilled (Levels 3-5)	8	0	0,0	0	0,0	0	0,0
Highly skilled production (Levels 6-8)	40	1	2,5	0	0,0	0	0,0
Highly skilled supervision (Levels 9-12)	36	4	2,7	0	0,0	0	0,0
Senior Management Service Band A	23	2	8,7	0	0,0	0	0,0
Senior Management Service Band B	11	0	0,0	0	0,0	0	0,0
Senior Management Service Band C	3	0	0,0	0	0,0	0	0,0
Senior Management Service Band D	0	0	0,0	0	0,0	0	0,0
Total	121	7	3.3	0	0,0	0	0,0

1. Number of posts on approved establishment exclude posts that are not supposed to be evaluated by the Department such as Ministry support posts and posts graded through OSD.

2. Number of posts evaluated divided by Total Number of post multiplied by 100

3. Number of posts Downgraded divided by Total Number of Post multiplied by 100

Table 3.4.2 Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2024 and 31 March 2025

Gender	African	Asian	Coloured	White	Total
Female	0	0	0	0	0
Male	0	0	0	0	0
Total	0	0	0	0	0
Employees with a disability					0

*There were no employees whose salaries were upgraded during this 2024/25 reporting period

Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2024 and 31 March 2025

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
-	0	-	-	-
Total number of employees whose salaries exceeded the level determined by job evaluation				None
Percentage of total employed				0,0

* There are no employees whose salaries exceeded the level determined by job evaluation in this reporting period.

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation for the period 1 April 2024 and 31 March 2025

Total number of Employees whose salaries exceeded the grades determine by job evaluation	None
--	------

3.5. Employment Changes

This section provides information on changes in employment over the financial year. Turnover rates provide an indication of trends in the employment profile of the department. The following tables provide a summary of turnover rates by salary band and critical occupations (see definition in notes below).

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2024 and 31 March 2025

Salary band	Number of employees at beginning of period-1 April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate (%)
Lower skilled (Levels 1-2)	0	0	0	0,0
Skilled (Levels 3-5)	6	1	1	7,00
Highly skilled production (Levels 6-8)	39	0	1	19,50
Highly skilled supervision (Levels 9-12)	32	4	4	9,00
Senior Management Service Bands A	24	0	4	6,00
Senior Management Service Bands B	11	0	0	0,0
Senior Management Service Bands C	2	0	0	0,0
Senior Management Service Bands D	1	0	0	0,0
Contracts	35	24	41	1,44
Total	150	30	51	3,75

1. Contracts are fixed-term appointments (including interns) and temporary workers appointed against posts additional to the establishment.

2. Salary band (lower skilled) 1-2 are interns

3. Band A = Salary level 13, Band B = Salary level 14, Band C = Salary level 15, and Band D = Salary level 16

4. Terminations divided by (employment at beginning of period plus Appointments) multiplied by 100

Table 3.5.2 Annual turnover rates by critical occupation for the period 1 April 2024 and 31 March 2025

Critical occupation	Number of employees at beginning of period- April 2024	Appointments and transfers into the department	Terminations and transfers out of the department	Turnover rate
The Department has not identified any critical occupations that need to be monitored.				

The table below identifies the major reasons why staff left the department.

Table 3.5.3 Reasons why staff left the department for the period 1 April 2024 and 31 March 2025

Termination Type	Number	% of Total Termination
Death	2	3,9
Resignation	5	9,8
Expiry of contract	38	74,5
Dismissal – operational changes	0	0,0
Dismissal – misconduct	0	0,0
Dismissal – inefficiency	0	0,0
Discharged due to ill-health	0	0,0
Retirement	2	3,9
Transfer to other Public Service Departments	4	7,8
Other	0	0,0
Total	51	100
Total number of employees who left as a % of total employment		36,4

1. Includes fixed-term contract and temporary employees appointed against positions that are additional to the post establishment.

2. Total employment refers to the number of employees at the end of the reporting period.

3. Terminations exclude fixed-term and temporary employees who were appointed and terminated within the reporting period due to contract expiry and were re-appointed on the same position, as long as they were still employed at the end of the reporting period.

4. Number of employees terminated divide by Total Termination multiplied by 100

Table 3.5.4 Promotions by critical occupation for the period 1 April 2024 and 31 March 2025

Occupation	Employees 1 April 2024	Promotions to another salary level	Salary level promotions as a % of employees by occupation	Progressions to another notch within a salary level	Notch progression as a % of employees by occupation
The Department has not identified any critical occupations that need to be monitored.					

Table 3.5.5 Promotions by salary band for the period 1 April 2024 and 31 March 2025

Salary Band	Employees 1 April 2024	Promotions to another salary level	Salary bands promotions as a % of employees by salary level	Progressions to another notch within a salary level	Notch progression as a % of employees by salary bands
Lower skilled (Levels 1-2)	8	0	0,0	0	0,0
Skilled (Levels 3-5)	22	0	0,0	6	27,3
Highly skilled production (Levels 6-8)	52	0	0,0	27	51,92
Highly skilled supervision (Levels 9-12)	57	0	0,0	29	50,9
Senior Management (Level 13-16)	45	0	0,0	28	62,2
Total	184	0	0,0	90	48.9

1. Promotions to another Salary Level divided by Employment at beginning of period multiplied with 100

2. Progressions to another Notch within Salary Level divided by Employment at the beginning of the period multiplied by 100

3.6. Employment Equity

Table 3.6.1 Total number of employees (including employees with disabilities) in each of the following occupational categories as on 31 March 2025

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	14	0	0	1	17	0	3	1	36
Professionals	19	0	0	1	20	0	1	1	42
Technicians and associate professionals	10	0	0	0	30	0	0	2	42
Clerks	3	0	0	0	9	0	0	1	12
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	0	0	0	0	0	0	0	0	0
Protect rescue social health science supporters	0	0	0	0	0	0	0	0	0
Other	4	0	0	0	11	0	0	0	15
Total	50	0	0	2	87	0	4	5	148
Employees with disabilities	4	0	0	0	0	0	2	1	7

Table 3.6.2 Total number of employees (including employees with disabilities) in each of the following occupational bands as on 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	1	0	0	0	1
Senior Management	14	0	0	1	17	0	3	1	36
Professionally qualified and experienced specialists and mid-management	16	0	0	1	20	0	1	1	39
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	12	0	0	0	27	0	0	2	41
Semi-skilled and discretionary decision making	3	0	0	0	5	0	0	0	8
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	42	0	0	2	70	0	4	4	125

Excludes fixed-term contract and temporary workers appointed against posts additional to the establishment.

Table 3.6.3 Recruitment for the period 1 April 2024 to 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	1
Professionally qualified and experienced specialists and mid-management	1	0	0	0	2	0	0	0	1
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	1	0	0	0	0	0	0	0	1
Semi-skilled and discretionary decision making	1	0	0	0	1	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	2	0	0	0	3	0	0	0	2
Employees with disabilities	1	0	0	0	0	0	0	0	1

Excludes fixed-term contract and temporary workers appointed against posts additional to the establishment.

Table 3.6.4 Promotions for the period 1 April 2024 to 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	0	0	0	0	0	0	0	0	0
Professionally qualified and experienced specialists and mid-management	0	0	0	0	0	0	0	0	0
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	0	0	0	0	0	0	0	0	0
Employees with disabilities	0	0	0	0	0	0	0	0	0

Table 3.6.5 Terminations for the period 1 April 2024 to 31 March 2025

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management	0	0	0	0	0	0	0	0	0
Senior Management	1	0	0	0	2	1	0	0	4
Professionally qualified and experienced specialists and mid-management	1	0	0	0	3	0	0	0	4
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents	0	0	0	0	0	0	0	0	0
Semi-skilled and discretionary decision making	0	0	0	0	0	0	0	0	0
Unskilled and defined decision making	0	0	0	0	0	0	0	0	0
Total	2	0	0	0	5	1	0	0	8
Employees with Disabilities	1	0	0	0	0	0	0	0	0

Excludes fixed-term contract and temporary workers appointed against posts additional to the establishment.

Table 3.6.6 Disciplinary action for the period 1 April 2024 to 31 March 2025

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Hearing	0	0	0	0	1	0	0	0	1

Table 3.6.7 Skills development for the period 1 April 2024 to 31 March 2025

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	7	0	0	0	15	1	4	1	28
Professionals	7	0	0	1	10	0	3	0	21
Technicians and associate professionals	3	0	0	0	1	0	0	0	4
Clerks	6	0	0	0	35	0	0	0	41
Service and sales workers	0	0	0	0	0	0	0	0	0
Skilled agriculture and fishery workers	0	0	0	0	0	0	0	0	0
Craft and related trades workers	0	0	0	0	0	0	0	0	0
Plant and machine operators and assemblers	0	0	0	0	0	0	0	0	0
Elementary occupations	1	0	0	0	1	0	0	0	2
Other	6	0	0	0	9	0	0	0	15
Total	29	0	0	1	77		4		111
Employees with disabilities	1	0	0	0	1	0	1	0	0

1. The other represents contract officials additional to the establishment and interns

3.7. Signing of Performance Agreements by SMS Members

All members of the SMS must conclude and sign performance agreements within specific timeframes. Information regarding the signing of performance agreements by SMS members, the reasons for not complying within the prescribed time frames and disciplinary steps taken is presented here.

Table 3.7.1 Signing of Performance Agreements by SMS members as on 31 Aug 2024

SMS Level	Total number of funded SMS posts	Total number of SMS members	Total number of signed performance agreements	Signed performance agreements as % of total number of SMS members
Director-General	1	1	0	0,0
Salary Level 15	3	2	1	50,0
Salary Level 14	12	12	11	91,7
Salary Level 13	28	28	25	82,3
Total	44	43	37	86,1

1. Total Number of signed Performance Agreements per level divided by Total Number of SMS Members per level multiplied by 100

* Please take note that the total number of SMS must exclude the following members:

- Minister and Deputy Minister are Political Office Bearers and sign their PAs with President

Table 3.7.2 Reasons for not having concluded Performance agreements for all SMS members as on 31 May 2024

Reasons
- One SMS salary 15 member did not submit due to an ongoing dispute concerning the signing of the Performance Agreement. - One SMS salary 14 member submitted after the prescribed deadline of 31 May, however, the due date for submissions of PAs for the 2024-2025 for SMS members was extended to the 31 August 2024, due to the year coinciding with the National and Provincial Elections. - Three SMS salary 13 members submitted after the prescribed deadline of 31 May, however, the due date for submissions of PAs for the 2024-2025 for SMS members was extended to the 31 August 2024, due to year coinciding with the National and Provincial Elections - The Director-General could not submit within the prescribed deadline due to pending preparation and finalisation of the NDP priorities aligned to the 7th administration and subsequently the condonation request was submitted.

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance Agreements as on 31 August 2024

Reasons
There is currently one disciplinary hearing against a DDG who has refused to sign performance agreements since 2021, which is pending.

3.8. Performance Rewards

Table 3.8.1 Performance Rewards by race, gender and disability for the period 1 April 2024 to 31 March 2025

Race and Gender	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within group	Cost (R'000)	Average cost per employee
African					
Male	32	46	69,6	123	3.8
Female	51	79	64,6	233	4.6
Asian					
Male	0	0	0,0	0	0
Female	3	4	75,0	68	22.7
Coloured					
Male	0	0	0,0	0	0
Female	0	0	0,0	0	0
White					
Male	2	2	100,0	32	16.0
Female	2	5	40,0	24	12.0
Total	90	136	66,2	958	10,6

1. Number of beneficiaries divided by Total Employment multiplied by 100

2. Cost divided by Number of beneficiaries multiplied by 100

3. Performance rewards, inter alia, indicate 1,5 % progression to next salary notch within the same salary scale or level

Table 3.8.2 Performance Rewards by salary band for personnel below Senior Management Service for the period 1 April 2024 to 31 March 2025

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Lower Skilled (Levels 1-2)	0	0	0	0	0	0,0
Skilled (level 3-5)	6	11	54,5	13	2.2	288
Highly skilled production (level 6-8)	27	39	69,2	102	3.8	222
Highly skilled supervision (level 9-12)	29	38	76,3	257	8.9	143
Total	62	88	70,5	373	6.0	99

1. Number of beneficiaries divided by Total Employment multiplied by 100

2. Cost divided by Number of beneficiaries multiplied by 100

3. Performance rewards, inter alia, indicates 1,5 % progression to next salary notch within the same salary scale or level

Table 3.8.3 Performance Rewards by critical occupation for the period 1 April 2024 to 31 March 2025

Critical occupation	Beneficiary Profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total Cost (R'000)	Average cost per employee
No critical occupations were identified and monitored during the reporting period					

Table 3.8.4 Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2024 to 31 March 2025

Salary band	Beneficiary Profile			Cost		Total cost as a % of the total personnel expenditure
	Number of beneficiaries	Number of employees	% of total within salary bands	Total Cost (R'000)	Average cost per employee	
Band A	0	23	0	0	0	0,0
Band B	0	11	0	0	0	0,0
Band C	0	2	0	0	0	0,0
Band D	0	1	0	0	0	0,0
Total	0	125	0	0	0	0,0

1. Number of beneficiaries divided by Total Employment multiplied by 100

2. Cost divided by Number of beneficiaries

3.9. Foreign Workers

The tables below summarise the employment of foreign nationals in the department in terms of salary band and major occupation.

Table 3.9.1 Foreign workers by salary band for the period 1 April 2024 and 31 March 2025

Salary band	01 April 2024		31 March 2025		Change	
	Number	% of total	Number	% of total	Number	% Change
No foreign workers were appointed during the reporting period						

Table 3.9.2 Foreign workers by major occupation for the period 1 April 2024 and 31 March 2025

Major occupation	01 April 20YY		31 March 20ZZ		Change	
	Number	% of total	Number	% of total	Number	% Change
No foreign workers were appointed during the reporting period						

3.10. Leave utilisation

The Public Service Commission identified the need for careful monitoring of sick leave within the public service. The following tables provide an indication of the use of sick leave and disability leave. In both cases, the estimated cost of the leave is also provided.

Table 3.10.1 Sick leave for the period 1 January 2024 to 31 December 2024

Salary band	Total days	% Days with Medical certification	Number of Employees using sick leave	% of total employees using sick leave	Average days per employee	Estimated Cost (R'000)
Lower Skills (Level 1-2)	58	56,9	33	8,5	1,76	23
Skilled (Levels 3-5)	73	38,4	28	7,2	2,61	74
Highly skilled production (levels 6-8)	375	42,1	158	35,1	2,37	649
Highly skilled supervision (levels 9 - 12)	211	44,1	93	40,6	2,27	773
Top and Senior management (levels 13-16)	238	32,4	77	19,8	3,09	1254
Total	955	40,7	389	100,0	2,46	2 774

1. Total number of days with medical certificate within the salary band divided by Total days multiplied by 100

2. Number of employees using sick leave within the salary band divided by Total number of employees using sick leave multiplied by 100

3. Total Days divided by Number of employees using sick leave

Table 3.10.2 Disability leave (temporary and permanent) for the period 1 January 2024 to 31 December 2024

Salary band	Total days	% Days with Medical certification	Number of Employees using disability leave	% of total employees using disability leave	Average days per employee	Estimated Cost (R'000)
Lower skilled (Levels 1-2)	0	0,0	0	0,0	0	0
Skilled (Levels 3-5)	17	14,28	1	11,1	17	14
Highly skilled production (Levels 6-8)	12	8,33	1	33,3	70,7	213
Highly skilled supervision (Levels 9-12)	3	33,3	1	11,1	3	10
Senior management (Levels 13-16)	22	18,18	4	44,4	13	329
Total	54	4,25	9	100,0	23,6	567

1. Total number of days with medical certificate within the salary band divided by Total days multiplied by 100

2. Number of employees using disability within the salary band divided by Total number of employees using Disability leave multiplied by 100

3. Total Days divided by Number of employees using Disability leave This table excludes PILIR applications that are still to be considered by the Health Risk Manager

Table 3.10.3 Annual Leave for the period 1 January 2024 to 31 December 2024

Salary band	Total days taken	Number of Employees using annual leave	Average per employee *1
Lower skilled (Levels 1-2)	30	10	33,33
Skilled Levels 3-5)	18	6	33,33
Highly skilled production (Levels 6-8)	145	42	28,97
Highly skilled supervision (Levels 9-12)	131	32	24,43
Senior management (Levels 13-16)	101	32	31,68
Total	425	122	28,71

1. Total Days Taken divided by Number of employees who took leave

2. Annual leave salary bands, Lower Skilled (Level 1-2) is Interns

Table 3.10.4 Capped leave for the period 1 January 2024 to 31 December 2024

Salary band	Total days of capped leave taken	Number of Employees using capped leave	Average number of days taken per employee	Average capped leave per employee as on 31 March 2025
No employee utilised capped leave.	0	0	0	0

Table 3.10.5 Leave payouts for the period 1 April 2024 and 31 March 2025

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2023/24 due to non-utilisation of leave for the previous cycle	0	0	0
Capped leave payouts on termination of service for 2024/25	119	1	0,8
Current leave payout on termination of service for 2024/25	326	4	1,2
Total	445	6	0

Leave payout on termination of service excludes leave gratuity as this is paid from Transfers and Subsidies

3.11. HIV/AIDS & Health Promotion Programmes

Table 3.11.1 Steps taken to reduce the risk of occupational exposure

Units/categories of employees identified to be at high risk of contracting HIV & related diseases (if any)	Key steps taken to reduce the risk
None	-



Table 3.11.1 Steps taken to reduce the risk of occupational exposure

Question	Yes	No	Details, if yes
1. Has the department designated a member of the SMS to implement the provisions contained in Part VI E of Chapter 1 of the Public Service Regulations, 2001? If so, provide her/his name and position.		X	This is no longer a requirement in terms of the Public Service Regulations, 2016 as amended. The DPSA needs to amend the template.
2. Does the department have a dedicated unit or has it designated specific staff members to promote the health and well-being of your employees? If so, indicate the number of employees who are involved in this task and the annual budget that is available for this purpose.	X		One official. This unit is not effective as there is one person appointed to be responsible for both Labour Relations and Employee Health and Wellness. Due to the sheer volume of the work.
3. Has the department introduced an Employee Assistance or Health Promotion Programme for your employees? If so, indicate the key elements/services of this Programme.		X	Normally integrated within the Health and Wellness Programme; however, it was not done during the reporting period.
4. Has the department established (a) committee(s) as contemplated in Part VI E.5 (e) of Chapter 1 of the Public Service Regulations, 2001? If so, please provide the names of the members of the committee and the stakeholder(s) that they represent.	X		An HR Management Committee has been established, comprising- • Mr M Shiviti as the Chairperson; • Ms V Mathobela representing the Office of the Director-General; • Ms D Legwale representing Financial Management; • Ms WR Tshabalala representing Programme 2; • Ms P Reddy representing Programme 3; • Ms P Mabelebele representing Programme 4; • Dr P Sukhraj-Ely representing Programme 4; • Dr B Hlagala representing Programme 5; Nominations from each recognised union.
5. Has the department reviewed its employment policies and practices to ensure that these do not unfairly discriminate against employees on the basis of their HIV status? If so, list the employment policies/practices so reviewed.	X		In the development of HRM policies, it is ensured that no provision or practice amounts to unfair discrimination.
6. Has the department introduced measures to protect HIV-positive employees or those perceived to be HIV-positive from discrimination? If so, list the key elements of these measures.	X		Regardless of a supporting environment, no employee has disclosed their HIV positive result.
7. Does the department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have achieved.	X		Voluntary counselling and testing is conducted in private during EHW events and all results are treated confidentially.
8. Has the department developed measures/indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/indicators.		X	

3.12. Labour Relations

Table 3.12.1 Collective agreements for the period 1 April 2024 and 31 March 2025

Total number of Collective agreements	None
--	-------------

Table 3.12.2 Misconduct and disciplinary hearings finalised for the period 1 April 2024 and 31 March 2025

Total number of Disciplinary hearings finalised	None
--	-------------

One(1) case pending.

Table 3.12.3 Types of misconduct addressed at disciplinary hearings for the period 1 April 2024 and 31 March 2025

Type of misconduct	Number	% of total
Non-signing of Performance Agreement and Incompatibility	1	100
Total	1	100

Table 3.12.4 Grievances logged for the period 1 April 2024 and 31 March 2025

Grievances	Number	% of Total
Number of grievances resolved	2	9
Number of grievances not resolved	20	91
Total number of grievances lodged	22	100

Out of the 20 cases, 10 were resolved at the GPSSBC during conciliation stage. One case remains unresolved, while two are currently being handled internally within the Department.

Table 3.12.5 Disputes logged with Councils for the period 1 April 2024 and 31 March 2025

Disputes	Number	% of Total
Number of disputes upheld	1	100
Number of disputes dismissed	0	0,0
Total number of disputes lodged	1	100

The one upheld matter was referred to labour court for review. 10 of the unresolved grievances were lodged at the GPSSBC for conciliation and which settled at conciliation

Table 3.12.6 Strike actions for the period 1 April 2024 and 31 March 2025

Total number of persons working days lost	0
Total costs working days lost	0
Amount recovered as a result of no work no pay (R'000)	0

Table 3.12.7 Precautionary suspensions for the period 1 April 2024 and 31 March 2025

Number of people suspended	1
Number of people whose suspension exceeded 30 days	1
Average number of days suspended	109
Cost of suspension(R'000)	-



3.13. Skills Development

This section highlights the efforts of the department with regard to skills development.

Table 3.13.1 Training needs identified for the period 1 April 2024 and 31 March 2025

Occupational category	Gender	Number of employees as at 1 April 2024	Training needs identified at start of the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	26	0	30	0	30
	Male	20	0	22	0	22
Professionals	Female	36	0	31	0	31
	Male	21	0	15	0	15
Technicians and associate professionals	Female	32	0	0	0	0
	Male	20	0	1	0	1
Clerks	Female	16	0	44	0	44
	Male	6	0	5	0	5
Service and sales workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	5	0	1	0	1
	Male	3	0	0	0	0
Protect rescue social health science support personnel	Female	0	0	0	0	0
	Male	0	0	0	0	0
Sub Total	Female	114	0	0	0	0
	Male	70	0	0	0	0
Total		184	0	148	0	148

1. Number of employees as at 01 April 2024 includes fixed-term contract and temporary workers appointed against posts additional to the establishment.
2. Learnership refers to the number of people who were appointed for developmental programmes as at the beginning of the financial year.
3. Total planned training excludes learnerships.



Table 3.13.2 Training provided for the period 1 April 2024 and 31 March 2025

Occupational category	Gender	Number of employees as at 1 April 2024	Training provided within the reporting period			
			Learnerships	Skills Programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	26	0	21	0	21
	Male	20	0	7	0	7
Professionals	Female	36	0	13	0	13
	Male	21	0	8	0	8
Technicians and associate professionals	Female	32	0	1	0	1
	Male	20	0	3	0	3
Clerks	Female	16	0	35	0	35
	Male	6	0	6	0	6
Service and sales workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Skilled agriculture and fishery workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Craft and related trades workers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Plant and machine operators and assemblers	Female	0	0	0	0	0
	Male	0	0	0	0	0
Elementary occupations	Female	5	0	10	0	10
	Male	3	0	7	0	7
Protect rescue social health science support personnel	Female	0	0	0	0	0
	Male	0	0	0	0	0
Sub Total	Female	114	0	81	0	81
	Male	70	0	48	0	48
Total		184	0	84	0	84

1. Skills programmes and other short courses are those which are certificated.

2. Other forms of training are non-certificated.

3. One individual can attend more than one training and it will be counted as such.

3.14. Injury on Duty

The following tables provide basic information on injury on duty.

Table 3.14.1 Injury on duty for the period 1 April 2024 and 31 March 2025

Nature of injury on duty	Number	% of total
No injuries on duty were reported.		

3.15. Utilisation of Consultants

The following tables relates information on the utilisation of consultants in the department. In terms of the Public Service Regulations "consultant" means a natural or juristic person or a partnership who or which provides in terms of a specific contract on an ad hoc basis any of the following professional services to a department against remuneration received from any source:

- (a) The rendering of expert advice;
- (b) The drafting of proposals for the execution of specific tasks; and
- (c) The execution of a specific task which is of a technical or intellectual nature but excludes an employee of a department.

Table 3.15.1 Report on consultant appointments using appropriated funds for the period 1 April 2024 and 31 March 2025

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand (R'000)
Audit Committee	4	Ongoing	180 564
Health risk management (SOMA)	1	Ongoing	22 298
Procurement of BBBEE assessment for the Department DWYPD	1		44 402
Qualification Verification SAQA	1	Ongoing	880
TJ Dynamics Policy Assessment for Harnessing Technology and Innovation for Socio Economic Women	1	Ongoing	89 740,
TJ Dynamics Policy Assessment from Harnessing Technology and Innovation for Socio Economics of Women	1	Ongoing	89 740
Evaluation of Effectiveness of Risk Management Committee & Risk Management Unit	1		417 486
Final Deliverable on Analysis of 1st and 2nd draft APP'S 2024/2025 AND Final App 2024/25 of National and Departments	1	Ongoing	107 150
Research on Access to Education support and services for Children and Young people with Disabilities in South Africa Phase-2	1	Ongoing	345 188
TJ Dynamics Policy Assessment for Harnessing Technology and Innovation for Socio Economic of Women	1	Ongoing	134 610
TJ Dynamics Policy Assessment for Harnessing Technology and Innovation for Socio Economic of Women	1	Ongoing	89 740
Final Deliverable on Analysis of 1st and 2nd draft APP'S 2024/2025 and Final App 2024/25 of National and Departments	1	Ongoing	107 150
Rapid Evaluation on Government Policy on PPP WYPD Owned Business	1	Ongoing	92 440
Project Inspection Report Stakeholder Mapping (Rathe Consulting for Monitoring and Evaluation)	1		321 200
DWYPD Rapid Evaluation of PPP on WYPD owned business	3	Ongoing	369 760
Co-Funding Claim for the Implementation Evaluation of the 16 days Campaign	1		500 000
DWYPD Rapid Evaluation of PPP on WYPD owned business	3	Ongoing	369 760
Research report on the Impact of climate change on Persons with Disabilities and inclusion in climate change actions, mitigation and adaptation strategies	1	Ongoing	148 914
Research report on the impact of Climate change on Persons with Disabilities and inclusion in climate change actions, mitigation and adaption strategies	1	Ongoing	148 914
Research report on the impact of Climate change on Persons with Disabilities and inclusion in climate change actions, mitigation and adaption strategies	1	Ongoing	148 914
Rapid Evaluation on Government Policy on PPP WYPD Owned Business	1	Ongoing	92 440
Professional editing formatting, verification of the information for South Africa's country report on the Rights of Persons with Disabilities	2	16 days	178 560
Report on impact climate change on Person with Disabilities in South Africa and their Inclusion in Climate action	1	Ongoing	148 914
Development of socio-economic Empowerment index for the Department of Women, Youth and Persons with Disabilities	1	Ongoing	99 861
Professional editing formatting, verification of the information for South Africa's country report on the Rights of Persons with Disabilities	1	Ongoing	119 040
Development of socio-economic Empowerment index for the Department of Women, Youth and Persons with Disabilities	1	Ongoing	299 582
Research report on the impact of climate change on persons with Disabilities and inclusion	1	Final	297 828
Implementation eval NYP 2020/30 approved inception report and project plan	1	Ongoing	99 300
Procurement of Sign Language Interpreters (SASLI) for National Disability Rights Machinery Meeting 05-06 March 2024	2	6 hours	50 460
Procurement Sign Language Interpreters for the Validation Workshop and the Steering Committee meeting	2	5 hours	8 400
Solar Mama Project media launch briefing at Birchwood Hotel ,26 April 2024 (Sign Language Interpreters	2	2 hours	3 989

Project title	Total number of consultants that worked on project	Duration (work days)	Contract value in Rand (R'000)
Implementation of Economic empowerment of WYPD, 16 May 2024(Sign Language Interpreters)	2	6 hours	9 120
Consultative Disability Rights Reporting meeting 20-21 May 2024(Sign Language Interpreters)	2	2 days	34 560
Monitoring and Evaluation framework design workshop on comprehensive National GBVF prevention strategy at KZN ,14-15 May 2024(Sign Language Interpreters)	2	18 hours	28 704
Agriculture Value Chain Workshop at Mpumalanga (sign Language Interpreters)	2	6 hours	11 416
Launch of the ETDT SETA training pm the empowerment of WYPD (Sign Language Interpreters)	1	4 hours	10 400
Soft Launch of the SANDF-LED national Youth service programme (Sign Language Interpreters)	2	4 hours	7 366
SADC Meeting (sign language Interpreters)	6		36 225
Procurement of Sign Language Interpreters for the Welcoming back of Solar Mama's (Kwareng language Solutions)	2	2 hours	3 136
Procurement of Sign Language Interpretation service for the Launch of Job Shatouring Program	2	5 hours	10 024
Procurement of Sign Language Interpretation for Q2 Implementation of the Economic Empowerment	2	6 hours	10 678
Sign Language Interpreters for the Build-up programme Women: Umanyano at Pofadder, NC	2	3 hours	16 000
Sign Language Interpreters for Sanitary Dignity Programme Workshop	2	6 hours	10 474
Empowerment of Women in the Southern African Countries in the Region scheduled to take place virtually from 21,22 August 2024	4	8 hours	33 260
Procurement of Simultaneous interpretation services for SADC	2	2 days	53 200
Sign Language interpreting for Disability Rights Machinery	2	16 hours	53 260
Procurement of Sing Language interpretation service for extended National Disability Rights Machinery	2	5 hours	8 400
Procurement of Sign Language interpretation Service for the Policy Dialogue on Data for Gender Equality in South Africa	2	2 days	34 940
Procurement of Sign Language interpretation Service for National Youth Machinery meeting	2	2 days	24 947
Procurement of Sign Language interpretation service for the National Youth Machinery meeting	2	2 days	21 741
Procurement of Sign Language interpretation services for Women in Trade Workshop	2	5 hours	11 120
Procurement of Sign Language interpretation on service for Pre-Wecon Webinar	2	2 hours	3 780
Procurement of Sign Language interpretation service for the opening of 16 days Campaign in Rustenburg	4	8 hours	40 712
Procurement of Sing Language interpretation service for Parliamentary debate	1	3 hours	5 220
Procurement of Sign Language for the Bi-Annual National Gender Machinery Hybrid Consultative Seeions	2	2 days	30 100
Sign Language interpretation service (SASLI) for Dram 2024	2	5 hours	7 358
Procurement of sign language interpreters for Webinar on consultation of the discussion paper with SA Law Reform	2	5 hours	10 500
Procurement of sign language Interpretation Service for the Validation workshop at Dirco	1	Ongoing	11 765
Sign language interpreting Services Microsoft Teams	2	4.5 hours	7 250
Sign language interpreters SASLI	2	Ongoing	12 420
Procurement of Sign Language Interpretation Service for Q3 Stakeholder consultation on Implementation of the strategy	2	6 hours	10 678
Procurement of sign language for Quarter 4 Strategy for WYPD	2	Ongoing	12 000
sign	2	2 days	24 638
Procurement of sign language interpreters for the National Disability Rights Machinery 5-7 March 2025	2	48 hours	39 060
Total Amount			5 772

Total number of consultants refers to the number of companies that worked on the projects. In instances where individual consultants were appointed, the number of consultants refers to the number of individual consultants.

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand (R'000)
64	114	Indeterminable	5 772

Indefinable as some of the projects are ongoing and others are conducted by juristic persons and not specific individuals

Table 3.15.2 Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2024 and 31 March 2025

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
Indefinable	-	-	-

Consultant information is not disaggregated in terms of HDI status.

Table 3.15.3 Report on consultant appointments using Donor funds for the period 1 April 2024 and 31 March 2025

Project title	Total Number of consultants that worked on project	Duration (Work days)	Donor and contract value in Rand
Gender Equality and Women Empowerment (GEWE) for South Africa Programme -	32	Indeterminable	17 803 669,00

Total number of projects	Total individual consultants	Total duration Work days	Total contract value in Rand
1	32	Indeterminable	17 803 669,00

Table 3.15.4 Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2024 and 31 March 2025

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that work on the project
-	-	-	-

Consultants were appointed individually as well as an organ of states, therefore the percentage ownership by HDI groups cannot be determined.

3.16. Severance Packages

Table 3.16.1 Granting of employee-initiated severance packages for the period 1 April 2024 and 31 March 2025

Salary band	Number of applications received	Number of applications referred to the MPSA	Number of applications supported by MPSA	Number of packages approved by department
No employee-initiated severance packages granted.				

PART E

PFMA Compliance Report



1. IRREGULAR, FRUITLESS AND WASTEFUL, UNAUTHORISED EXPENDITURE AND MATERIAL LOSSES

1.1. Irregular expenditure

a) Reconciliation of irregular expenditure

Description	2024/25	2023/24
	R'000	R'000
Opening balance	42 341	41 712
Adjustment to opening balance	-	719
Opening balance as restated	42 341	42 341
Add: Irregular expenditure confirmed	-	-
Less: Irregular expenditure condoned	-	-
Less: Irregular expenditure not condoned and removed	-	-
Less: Irregular expenditure recoverable ¹	-	-
Less: Irregular expenditure not recoverable and written off	-	-
Closing balance	42 341	42 341

Include discussion here where deemed relevant.

Reconciling notes

Description	2024/25	2023/24
	R'000	R'000
Irregular expenditure that was under assessment	-	-
Irregular expenditure that relates to the prior year and identified in the current year	-	-
Irregular expenditure for the current year	-	-
Total	-	-



Ms Desree Legwale
Chief Financial Officer

1.2. Fruitless and wasteful expenditure

a) Reconciliation of fruitless and wasteful expenditure

Description	2024/2025	20XX/2023
	R'000	R'000
Opening balance	11 824	11 787
Adjustment to opening balance	-	-
Opening balance as restated	11 824	11 787
Add: Fruitless and wasteful expenditure confirmed	-	37
Less: Fruitless and wasteful expenditure recoverable ²	-	-
Less: Fruitless and wasteful expenditure not recoverable and written off	-	-
Closing balance	11 824	11 824

Include discussion here where deemed relevant.

Reconciling notes

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure that was under assessment	-	-
Fruitless and wasteful expenditure that relates to the prior year and identified in the current year	-	-
Fruitless and wasteful expenditure for the current year	-	37
Total	-	37

b) Details of fruitless and wasteful expenditure (under assessment, determination, and investigation)

Description ³	2024/25	2023/24
	R'000	R'000
Fruitless and wasteful expenditure under assessment	451	-
Fruitless and wasteful expenditure under determination	-	-
Fruitless and wasteful expenditure under investigation	-	-
Total	451	-

There are two (2) cases of fruitless & wasteful expenditure that have been incurred because the relevant venues were booked by the department, but neither of the two (2) conferences/meetings/workshops took place, and both the relevant service providers charged a 100% cancellation fee.

c) Details of fruitless and wasteful expenditure recoverable

Description	2024/2025	2023/2024
	R'000	R'000
Fruitless and wasteful expenditure recoverable	-	37
Total	-	37

1.3. Unauthorised expenditure

a) Reconciliation of unauthorised expenditure

Description	2024/2025	2023/2024
	R'000	R'000
Opening balance	32 774	32 744
Adjustment to opening balance	-	-
Opening balance as restated	32 774	32 774
Add: unauthorised expenditure confirmed	-	-
Less: unauthorised expenditure approved with funding	-	-
Less: unauthorised expenditure approved without funding	-	-
Less: unauthorised expenditure recoverable ²	-	-
Less: unauthorised not recoverable and written off ³	-	-
Closing balance	32 774	32 744

The unauthorised expenditure for four financial years was presented to SCOPA on 20 Sept 2023, awaiting official feedback from the committee through National Treasury.

2. LATE AND/OR NON-PAYMENT OF SUPPLIERS

Description	Number of invoices	Consolidated Value
		R'000
Valid invoices received	1 871	963 307
Invoices paid within 30 days or agreed period	1 842	961 805
Invoices paid after 30 days or agreed period	29	1 503
Invoices older than 30 days or agreed period (<i>unpaid and without dispute</i>)	-	-
Invoices older than 30 days or agreed period (<i>unpaid and in dispute</i>)	1	190

Reasons for payment of invoices outside of 30 days were to manage possible overspending of the vote in March 2024, and the non -availability of responsibility managers to sign off on invoices. One (1) invoice dispute due to the disagreement between the end -user and the supplier on the delivery of the services about the printing of reports.

3. SUPPLY CHAIN MANAGEMENT

3.1. Procurement by other means

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract R'000
Configuration and setup of MS365 for additional mailboxes including services and shared accounts including security and config and provision of 20TB storage with backup services	Jireh Customer Services	Single source appointment	N/A	R961 000.00
Venue for media launch briefing of the solar technology training programme to be held on 26 April 2024 at Birchwood hotel	Birchwood hotel	Single source appointment	N/A	R42 775.00
Integration of CCTV cameras in the building to control room	Thinkerpat	Single source appointment	N/A	R73 669.00
Provide support services for DWYPD on Microsoft exchange and active directory for a period of 3 months	Altron Digital Business	Single source appointment	N/A	R 148 417.45
Upgrade of ERS Biometric system to Fedsure building	ZK Software	Single source appointment	N/A	R 477 254.83
Relocation of the Former Minister Dlamini Zuma from Cape Town to Durban	3G Relocations	Continuation of Services	N/A	R 29 590.00
Procurement of simultaneous interpretation services for SADC virtual meeting on 25 June 2024	Onsite Insight	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 36 225.00
Procurement of training for first aid and fire fighting for the department by Absolute Health Services	Absolute Health Services	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 30 176.00
Procurement of M365 support and managed services for 24 Months	Jireh Customer Services	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 988 000.00
Procurement of TN3270E mainframe emulation software with 25 user licenses and support and maintenance for a period of 24 months for PERSAL AND LOGIS	GP van Niekerk ondernemings	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 69 166.75
Provision for backup and recovery storage for DWYPD	Motiv8 Pty Ltd	Continuation of Services	N/A	R 982 230.56
Addendum: (correction) Procurement of 104 parking bays for staff at Fedsure building	Karabo Parking	Single source appointment	N/A	R 5 934 932.33
Procurement of live streaming through collaboration with Printing SA to conduct women in print series on 01 August 2024 in Cape Town	Printing SA	Single source appointment	N/A	R 150 000.00
Acceptance of Sponsorship and deviating from 3 quotes for Birchwood hotel for catering services for the solar Mama project on 31 July 2024	TTS: Birchwood Hotel	Single source appointment	N/A	R 44 270.00
Procurement of Mobile toilets, chairs and tables for sanitary dignity meeting to be held on 23 August 2024	Events Serve	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 10 063.65
Repairs of the blue lights for the executive vehicle (Minster)	Thru Rainbow (Pty) Ltd	Single source appointment	N/A	R 4 209.00
Venues and Facilities for the training and capacity building of the Lusikisiki GBVF Rapid responds team (RTT) 29-30 October 2024	TTS: Cosy Posy Boutique Hotel	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 42 000.00

Project description	Name of supplier	Type of procurement by other means	Contract number	Value of contract R'000
Procurement of Theatre production for the DDM Presidential Imbizo build-up activity to take place on 05 November 2024 in Durban Playhouse	Durban Playhouse	Single source appointment	N/A	R 30 000.00
Appointment of University of Cape Town to undertake the development of socio-economic empowerment index for the department of women, youth and persons with disabilities	UCT	Single source appointment	N/A	R 998 606.01
Procurement of renewal of 10x Zoom Workplace pro licences and 2x500 webinar	Cloudsol	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 58 045.33
Activation and installation of software for the key cabinets	Malope Monitoring Solutions	Continuation of Services	N/A	R 29 546.95
Maintenance and repairs SLA agreement for key cabinets for a period of 3 years	Malope Monitoring Solutions	Continuation of Services	N/A	R 130 870.00
Appointment of service provider for venue and facilities for the Men unite against GBVF march on 06 December 2024	Ndima Trading Projects and Velvet Rope Lifestyle	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 410 500.00
Procure identity access manager (IAM) and adaudti for exchange online and azure active directory (AD) security and compliance management portal license subscription and software assurance for a period of 24 months	Jireh Customer Services	Continuation of Services	N/A	R 895 000.00
Procurement of DSTV explorer decoders for the Minister and Deputy Minister	MHC	Single source appointment	N/A	R 9 996.00
Hosting the Southern African Regional High-level conference on advancing economies of women in SADC and Africa scheduled to take place 20-21 February 2025. Procurement of Emergency medical services	City of Johannesburg/GP Health	Single source appointment	N/A	R 18 981.00
Upgrade and migrate of the DWYPD website	Thamani Technologies (PTY) Ltd	Continuation of Services	N/A	R 75 267.50
Venue and facilities for Rapid Response Team (RRT) training and capacity building at Raymond Mhlaba local municipality (EC) on 18 March 2025 (60 pax)	TTS: Savoy hotel	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 26 220.00
Payment of maintenance contract for the CCTV cameras for a period of 3 years	Thinkerpat	Single source appointment	N/A	R 239 944.06
Appointment of a safety officer and EMS services for WECONA Presidential annual event to be held on 28 March 2025	Sandlulu Security Services/GP Health	Obtaining less than 3 quotes for amounts > R2,000	N/A	R 8 442.50
Total				12 955 398.92

3.2. Contract variations and expansions

Project description	Name of supplier	Contract modification type (Expansion or Variation)	Contract number	Original contract value	Value of previous contract expansion/s or variation/s (if applicable)	Value of current contract expansion or variation
				R'000	R'000	R'000
Host a development of the comprehensive national GBVF prevention strategy monitoring and evaluation framework workshop on 25-26 June 2024 in East London in EC	TTS: Garden Court EC	Variation	N/A	R66 360.00	N/A	R12 222
Booking of holding room for Minister for women's day celebration on 30 August 2024	TTS: Protea Hotel Hatfield	Variation	N/A	R45 835.00	N/A	R4 320.00
Additional attendees for the national strategic plan on GBVF priorities at Diep in die berg on 11-12 July 2023	TTS: Diep in die Berg	Variation	N/A	R71 300.00	N/A	R65 400.00
Additional attendees for the implementation of economic empowerment strategy for WYPD on 15 August 2024	TTS: Roodevalley hotel	Variation	N/A	R26 400.00	N/A	R8 987.00
Procurement of live streaming for the policy dialogue on data for gender equality in SA	TTS: River meadow manor	Variation	N/A	R 188 000.00	N/A	R22 000.00
Half day Conference for Women in Trade workshop held on 07 November 2024 at RH Hotel, Pretoria	TTS: RH Hotel	Variation	N/A	R 19 050.00	N/A	R20 990.00
TMC Contract for a period of 3 months from 01 March 2025 till 31 May 2025	Tourvest Travel Services	Extension	N/A	R 3 292 049.35	N/A	R240 00.00
Total				R3 708 994.35		R790 864.00

PART F

Financial Information



TABLE OF CONTENTS	PAGE NO.
Appropriation Statement	126
Notes to the Appropriation Statement	133
Statement of Financial Performance	135
Statement of Financial Position	136
Statement of Changes in Net Assets	137
Cash Flow Statement	138
Notes to the Annual Financial Statements (including Accounting Policies)	139
Annexures	165

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Appropriation per programme									
2024/25								2023/24	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Programme									
1. Administration	120 611	-	6 166	126 777	120 113	6 664	94,7%	118 194	110 190
2. Advocacy and Mainstreaming for the Rights of Women	129 308	-	(7 592)	121 716	121 676	40	100,0%	118 853	112 557
3. Monitoring, Evaluation, Research and Coordination	40 519	-	2 768	43 287	40 879	2 408	94,4%	42 761	41 909
4. Rights of Persons with Disabilities	14 406	-	538	14 944	14 528	416	97,2%	12 966	12 866
5. Rights of Youth	715 868	-	(1 880)	713 988	713 823	165	100,0%	714 170	714 103
Total	1 020 712	-	-	1 020 712	1 011 019	9 693	99,1%	1 006 944	991 625
				Final Budget	Actual Expenditure			Final Budget	Actual Expenditure
				R'000	R'000			R'000	R'000
TOTAL (brought forward)									
Reconciliation with the statement of financial performance									
ADD									
Departmental receipts				550				454	
Aid assistance				12 263				65 008	
Actual amounts per statement of financial performance (Total revenue)				1 033 525				1 072 406	
ADD									
Aid assistance					26 860				12 495
Actual amounts per statement of financial performance (Total expenditure)					1 037 879				1 004 120

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Appropriation per economic classification									
2024/25								2023/24	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	209 407	(700)	(810)	207 897	199 824	8 073	96,1%	202 986	190 880
Compensation of employees	135 126	-	(770)	134 356	125 853	8 503	93,7%	129 796	126 353
Goods and services	74 281	(700)	(40)	73 541	73 971	(430)	100,6%	73 190	64 527
Transfers and subsidies	805 675	-	770	806 445	805 902	543	99,9%	800 150	795 136
Provinces and municipalities	18	(10)	-	8	1	7	12,5%	14	2
Departmental agencies and accounts	802 878	-	-	802 878	802 878	-	100,0%	798 342	793 342
Foreign governments and international organisations	1 870	-	-	1 870	1 336	534	71,4%	1 324	1 323
Households	909	10	770	1 689	1 687	2	99,9%	470	469
Payments for capital assets	5 630	700	40	6 370	5 293	1 077	83,1%	3 808	5 609
Machinery and equipment	4 188	803	40	5 031	3 985	1 046	79,2%	3 580	5 381
Intangible assets	1 442	(103)	-	1 339	1 308	31	97,7%	228	228
Total	1 020 712	-	-	1 020 712	1 011 019	9 693	99,1%	1 006 944	991 625

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 1: ADMINISTRATION									
2024/25								2023/24	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Ministry	29 895	2 428	3 802	36 125	31 301	4 824	86,6%	34 749	30 499
2. Departmental Management	20 140	(950)	-	19 190	18 633	557	97,1%	18 781	17 762
3. Corporate Management	37 674	(2 473)	2 364	37 565	36 423	1 142	97,0%	35 550	32 897
4. Financial Management	23 924	(276)	-	23 648	23 510	138	99,4%	20 198	20 041
5. Office Accommodation	8 978	1 271	-	10 249	10 246	3	100,0%	8 916	8 991
Total for sub programmes	120 611	-	6 166	126 777	120 113	6 664	94,7%	118 194	110 190
Economic classification									
Current payments	114 510	(700)	5 356	119 166	113 321	5 845	95,1%	113 899	104 107
Compensation of employees	72 286	-	(2 470)	69 816	63 200	6 616	90,5%	65 325	63 780
Goods and services	42 224	(700)	7 826	49 350	50 121	(771)	101,6%	48 574	40 327
Transfers and subsidies	816	-	770	1 586	1 578	8	99,5%	487	474
Provinces and municipalities	18	(10)	-	8	1	7	12,5%	14	2
Households	798	10	770	1 578	1 577	1	99,9%	470	469
Payments for capital assets	5 285	700	40	6 025	5 214	811	86,5%	3 808	5 609
Machinery and equipment	3 873	803	40	4 716	3 906	810	82,8%	3 580	5 381
Intangible assets	1 412	(103)	-	1 309	1 308	1	99,9%	228	228
Total	120 611	-	6 166	126 777	120 113	6 664	94,7%	118 194	110 190

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 2: ADVOCACY AND MAINSTREAMING FOR THE RIGHTS OF WOMEN									
2024/25								2023/24	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Management: Advocacy and Mainstreaming for the Rights of Women	3 955	21	(137)	3 839	3 829	10	99,7%	3 689	3 650
2. Social Empowerment of Women	18 381	(50)	(5 035)	13 296	13 275	21	99,8%	14 184	13 653
3. Economic Empowerment of Women	8 404	29	(2 420)	6 013	6 004	9	99,9%	5 707	4 981
4. Commission for Gender Equality	98 568	-	-	98 568	98 568	-	100,0%	95 273	90 273
Total for sub programmes	129 308	-	(7 592)	121 716	121 676	40	100,0%	118 853	112 557
Economic classification									
Current payments	30 740	-	(7 592)	23 148	23 108	40	99,8%	23 580	22 284
Compensation of employees	20 058	-	280	20 338	20 331	7	100,0%	19 844	18 919
Goods and services	10 682	-	(7 872)	2 810	2 777	33	98,8%	3 736	3 365
Transfers and subsidies	98 568	-	-	98 568	98 568	-	100,0%	95 273	90 273
Departmental agencies and accounts	98 568	-	-	98 568	98 568	-	100,0%	95 273	90 273
Total	129 308	-	(7 592)	121 716	121 676	40	100,0%	118 853	112 557

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 3: MONITORING, EVALUATION, RESEARCH & COORDINATION									
2024/25								2023/24	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Management: Monitoring, Evaluation, Research & Coordination	3 150	(325)	-	2 825	1 503	1 322	53,2%	2 110	2 051
2. Research and Knowledge Management	8 690	(248)	-	8 442	7 130	1 312	84,5%	6 395	6 033
3. International Relations, Stakeholder Management & Capacity Building	20 305	(281)	2 768	22 792	23 022	(230)	101,0%	25 766	25 589
4. Monitoring & Evaluation: Women, Youth & Persons with Disabilities	8 374	854	-	9 228	9 224	4	100,0%	8 490	8 236
Total for sub programmes	40 519	-	2 768	43 287	40 879	2 408	94,4%	42 761	41 909
Economic classification									
Current payments	38 418	-	2 768	41 186	39 433	1 753	95,7%	41 437	40 586
Compensation of employees	24 405	-	(270)	24 135	22 387	1 748	92,8%	25 905	25 083
Goods and services	14 013	-	3 038	17 051	17 046	5	100,0%	15 532	15 503
Transfers and subsidies	1 981	-	-	1 981	1 446	535	73,0%	1 324	1 323
Foreign governments and international organisations	1 870	-	-	1 870	1 336	534	71,4%	1 324	1 323
Households	111	-	-	111	110	1	99,1%	-	-
Payments for capital assets	120	-	-	120	-	120	-	-	-
Machinery and equipment	120	-	-	120	-	120	-	-	-
Total	40 519	-	2 768	43 287	40 879	2 408	94,4%	42 761	41 909

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 4: RIGHTS OF PERSONS WITH DISABILITIES									
2023/24								2022/23	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Management: Advocacy & Mainstreaming for the Rights of Persons with Disabilities	575	(38)	-	537	505	32	94,0%	480	473
2. Advocacy & Mainstreaming for the Rights of Persons with Disabilities	13 831	38	538	14 407	14 023	384	97,3%	12 486	12 393
Total for sub programmes	14 406	-	538	14 944	14 528	416	97,2%	12 966	12 866
Economic classification									
Current payments	14 256	-	538	14 794	14 500	294	98,0%	12 966	12 866
Compensation of employees	9 924	-	1 690	11 614	11 610	4	100,0%	10 494	10 404
Goods and services	4 332	-	(1 152)	3 180	2 890	290	90,9%	2 472	2 462
Payments for capital assets	150	-	-	150	28	122	18,7%	-	-
Machinery and equipment	120	-	-	120	28	92	23,3%	-	-
Intangible assets	30	-	-	30	-	30	-	-	-
Total	14 406	-	538	14 944	14 528	416	97,2%	12 966	12 866

APPROPRIATION STATEMENT
for the year ended 31 March 2025

Programme 5: RIGHTS OF YOUTH									
2023/24								2022/23	
	Approved Budget	Shifting of Funds	Virement	Final Budget	Actual Expenditure	Variance	Expenditure as % of final Budget	Final Budget	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. Management: Advocacy & Mainstreaming for the Rights of Youth	1 619	662	(36)	2 245	2 230	15	99,3%	-	-
2. Advocacy & Mainstreaming for the Rights of Youth	9 939	(662)	(1 844)	7 433	7 283	150	98,0%	11 104	11 037
3. National Youth Development Agency	704 310	-	-	704 310	704 310	-	100,0%	703 066	703 066
Total for sub programmes	715 868	-	(1 880)	713 988	713 823	165	100,0%	714 170	714 103
Economic classification									
Current payments	11 483	-	(1 880)	9 603	9 462	141	98,5%	11 104	11 037
Compensation of employees	8 453	-	-	8 453	8 325	128	98,5%	8 228	8 167
Goods and services	3 030	-	(1 880)	1 150	1 137	13	98,9%	2 876	2 870
Transfers and subsidies	704 310	-	-	704 310	704 310	-	100,0%	703 066	703 066
Departmental agencies and accounts	704 310	-	-	704 310	704 310	-	100,0%	703 066	703 066
Payments for capital assets	75	-	-	75	51	24	68,0%	-	-
Machinery and equipment	75	-	-	75	51	24	68,0%	-	-
Total	715 868	-	(1 880)	713 988	713 823	165	100,0%	714 170	714 103

NOTES TO THE APPROPRIATION STATEMENT

for the year ended 31 March 2025

1. Details of transfers and subsidies as per Appropriation Act (after Virement)

Details of these transactions can be viewed in the note on Transfers and Subsidies, and Annexure 1A-H of the Annual Financial Statements.

2. Details of specifically and exclusively appropriated amounts voted (after Virement)

Details of these transactions can be viewed in the note on Annual Appropriation to the Annual Financial Statements.

3. Details on payments for financial assets

Details of these transactions can be viewed in the note on Payments for financial assets to the Annual Financial Statements.

4. Explanations of material variances from Amounts Voted (after Virement):

4.1. Per programme

Programme	Final Budget	Actual Expenditure	Variance	Variance as a % of Final Budget
	R'000	R'000	R'000	%
Administration	126 777	120 113	6 664	5,3%
Advocacy and Mainstreaming for the Rights of Women	121 716	121 676	40	0,0%
Monitoring, Evaluation, Research and Coordination	43 287	40 879	2 408	5,6%
Rights of Persons with Disabilities	14 944	14 528	416	2,8%
Rights of Youth	713 988	713 823	165	0,0%
Total	1 020 712	1 011 019	9 693	0,9%

Programme 1: Administration – R6 664 million

The underspending is due to delays in filling vacant posts, largely attributed to the time-consuming process of obtaining concurrence from the Minister for the Public Service and Administration as per the Directive on Control Measures. This affected the timely appointment of critical and support posts across various sub-programmes. Additional delays were caused by dependencies such as unfilled HR posts that impeded job analysis processes. Furthermore, the conclusion of the 6th administration impacted the continuity of support staff in the Ministry, as appointments for the 7th administration were subject to ministerial prerogative, resulting in further delays. Interdepartmental claims for seconded staff were also not finalised by the end of the financial year.

Programme 3: Monitoring, Evaluation, Research and Coordination – R2 408 million

The underspending is due to delays in filling vacant posts, largely attributed to the time-consuming process of obtaining concurrence from the Minister for the Public Service and Administration as per the Directive on Control Measures. This affected the timely appointment of critical and support posts across various sub-programmes. Additional delays were caused by dependencies such as unfilled HR posts that impeded job analysis processes. There was also an under spending under transfers & subsidies due to the fluctuation in the exchange rate for the payment to the Common wealth membership.

Programme 4: Rights of Persons with Disabilities – R416 thousand

The underspending is due to the delay in the finalisation of the printing of the Self Representation Framework that was moved to the 2025/26 financial year, as well as the delay in the delivery of computer equipment at year end.

NOTES TO THE APPROPRIATION STATEMENT
for the year ended 31 March 2025

4.2. Per economic classification

Economic classification	Final Budget	Actual Expenditure	Variance	Variance as a % of Final Budget
	R'000	R'000	R'000	%
Current payments				
Compensation of employees	134 356	125 853	8 503	6,3%
Goods and services	73 541	73 971	(430)	(0,6%)
Transfers and subsidies				
Provinces and municipalities	8	1	7	87,5%
Departmental agencies and accounts	802 878	802 878	0	0,0%
Foreign governments and international organisations	1 870	1 336	534	28,6%
Households	1 689	1 687	2	0,1%
Payments for capital assets				
Machinery and equipment	5 031	3 985	1 046	20,8%
Intangible assets	1 339	1 308	31	2,3%
Payments for financial assets	0	0	0	#DIV/0!
Total	1 020 712	1 011 019	9 693	0,9%

Compensation of Employees – R8 503 million

The underspending is due to delays in filling vacant posts, largely attributed to the time-consuming process of obtaining concurrence from the Minister for the Public Service and Administration as per the Directive on Control Measures. This affected the timely appointment of critical and support posts across various sub-programmes. Additional delays were caused by dependencies such as unfilled HR posts that impeded job analysis processes. Furthermore, the conclusion of the 6th administration impacted the continuity of support staff in the Ministry, as appointments for the 7th administration were subject to ministerial prerogative, resulting in further delays. Interdepartmental claims for seconded staff were also not finalised by the end of the financial year.

Transfers & Subsidies – R543 thousand

The underspending was due to the fluctuation in the exchange rate for the payment to the Commonwealth membership

Payments for Capital Assets – R1 046 million

The underspending was due to the delay in delivery of computer equipment, outstanding invoices for the procurement of cellular devices from the service providers and the reclassification of finance leases to operating leases.

STATEMENT OF FINANCIAL PERFORMANCE
for the year ended 31 March 2025

		2024/25	2023/24
	Note	R'000	R'000
REVENUE			
Annual appropriation	1	1 020 712	1 006 944
Departmental revenue	2	550	454
Aid assistance		12 263	65 008
TOTAL REVENUE		1 033 525	1 072 406
EXPENDITURE			
Current expenditure			
Compensation of employees	4	125 853	126 353
Goods and services	5	73 971	64 527
Aid assistance	3	26 860	12 495
Total current expenditure		226 684	203 375
Transfers and subsidies			
Transfers and subsidies	6	805 902	795 136
Total transfers and subsidies		805 902	795 136
Expenditure for capital assets			
Tangible assets	7	3 985	5 381
Intangible assets	7	1 308	228
Total expenditure for capital assets		5 293	5 609
Payments for financial assets			
TOTAL EXPENDITURE		1 037 879	1 004 120
SURPLUS/(DEFICIT) FOR THE YEAR		(4 354)	68 286
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds		9 693	15 319
Annual appropriation		9 693	15 319
Departmental revenue and NRF receipts	12	550	454
Aid assistance	3	(14 597)	52 513
SURPLUS/(DEFICIT) FOR THE YEAR		(4 354)	68 286

STATEMENT OF FINANCIAL POSITION

as at 31 March 2025

		2024/25 R'000	2023/24 R'000
	Note		
ASSETS			
Current assets		31 918	16 421
Cash and cash equivalents	8	20	10 265
Prepayments and advances	9	1 847	49
Receivables	10	6 209	6 107
Aid assistance receivable	3	23 842	-
TOTAL ASSETS		31 918	16 421
LIABILITIES			
Current liabilities		64 654	49 163
Voted funds to be surrendered to the Revenue Fund	11	9 691	2 319
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	12	18	273
Bank overdraft	13	33 383	-
Payables	14	54	2 643
Aid assistance repayable	3	-	31 665
Aid assistance unutilised	3	21 508	12 263
Non-current liabilities			
Payables	14	-	-
TOTAL LIABILITIES		64 654	49 163
NET ASSETS		(32 736)	(32 742)
	Note	2024/25 R'000	2023/24 R'000
Represented by:			
Recoverable revenue		38	32
Unauthorised expenditure		(32 774)	(32 774)
TOTAL		(32 736)	(32 742)

STATEMENT OF CHANGES IN NET ASSETS

as at 31 March 2025

	Note	2024/25 R'000	2023/24 R'000
Recoverable revenue			
Opening balance		32	27
Transfers:		6	5
Recoverable revenue written off			
Debts revised		6	5
Debts recovered (included in departmental revenue)			
Debts raised			
Closing balance		38	32
Unauthorised expenditure			
Opening balance		(32 774)	(32 774)
Unauthorised expenditure - current year			
Relating to overspending of the vote or main division within the vote			
Incurred not in accordance with the purpose of the vote or main division			
Less: Amounts approved by Parliament/Legislature with funding			
Less: Amounts approved by Parliament/Legislature without funding and derecognised			
Current			
Capital			
Transfers and subsidies			
Less: Amounts recoverable			
Less: Amounts written off			
Closing Balance		(32 774)	(32 774)
TOTAL		(32 736)	(32 742)

CASH FLOW STATEMENT
for the year ended 31 March 2025

		2024/25	2023/24
	Note	R'000	R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts		1 033 449	1 059 350
Annual appropriation funds received	1.1	1 020 712	993 944
Departmental revenue received	2	474	398
Aid assistance received	3	12 263	65 008
Net (increase)/decrease in net working capital		(4 489)	(9 209)
Surrendered to Revenue Fund		(3 126)	(8 742)
Surrendered to RDP Fund/Donor		(31 665)	-
Current payments		(226 684)	(203 375)
Transfers and subsidies paid		(805 902)	(795 136)
Net cash flow available from operating activities	15	(38 417)	42 888
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	7	(5 293)	(5 609)
Proceeds from sale of capital assets	2.3	76	56
Net cash flow available from investing activities		(5 217)	(5 553)
CASH FLOWS FROM FINANCING ACTIVITIES			
Increase/(decrease) in net assets		6	5
Net cash flows from financing activities		6	5
Net increase/(decrease) in cash and cash equivalents		(43 628)	37 340
Cash and cash equivalents at beginning of period		10 265	(27 075)
Cash and cash equivalents at end of period	16	(33 363)	10 265

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

PART A: ACCOUNTING POLICIES

Summary of significant accounting policies The financial statements have been prepared in accordance with the following policies, which have been applied consistently in all material aspects, unless otherwise indicated. Management has concluded that the financial statements present fairly the department's primary and secondary information. The historical cost convention has been used, except where otherwise indicated. Management has used assessments and estimates in preparing the annual financial statements. These are based on the best information available at the time of preparation. Where appropriate and meaningful, additional information has been disclosed to enhance the usefulness of the financial statements and to comply with the statutory requirements of the Public Finance Management Act (PFMA), Act 1 of 1999 (as amended by Act 29 of 1999), and the Treasury Regulations issued in terms of the PFMA and the annual Division of Revenue Act.	
1.	Basis of preparation The financial statements have been prepared in accordance with the Modified Cash Standard.
2.	Going concern The financial statements have been prepared on a going concern basis.
3.	Presentation currency Amounts have been presented in the currency of the South African Rand (R) which is also the functional currency of the department
4.	Rounding Unless otherwise stated financial figures have been rounded to the nearest one thousand Rand (R'000).
5.	Foreign currency translation Cash flows arising from foreign currency transactions are translated into South African Rands using the spot exchange rates prevailing at the date of payment / receipt.
6.	Comparative information
6.1	Prior period comparative information Prior period comparative information has been presented in the current year's financial statements. Where necessary figures included in the prior period financial statements have been reclassified to ensure that the format in which the information is presented is consistent with the format of the current year's financial statements.
6.2	Current year comparison with budget A comparison between the approved, final budget and actual amounts for each programme and economic classification is included in the appropriation statement.
7.	Revenue
7.1	Appropriated funds

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

	Appropriated funds comprises of departmental allocations as well as direct charges against the revenue fund (i.e. statutory appropriation). Appropriated funds are recognised in the statement of financial performance on the date the appropriation becomes effective. Adjustments made in terms of the adjustments budget process are recognised in the statement of financial performance on the date the adjustments become effective. Appropriated funds are measured at the amounts receivable. The net amount of any appropriated funds due to / from the relevant revenue fund at the reporting date is recognised as a payable / receivable in the statement of financial position.
7.2	Departmental revenue Departmental revenue is recognised in the statement of financial performance when received and is subsequently paid into the relevant revenue fund, unless stated otherwise. Departmental revenue is measured at the cash amount received. In-kind donations received are recorded in the notes to the financial statements on the date of receipt and are measured at fair value. Any amount owing to the relevant revenue fund at the reporting date is recognised as a payable in the statement of financial position.
7.3	Accrued departmental revenue Accruals in respect of departmental revenue (excluding tax revenue) are recorded in the notes to the financial statements when: - it is probable that the economic benefits or service potential associated with the transaction will flow to the department; and - the amount of revenue can be measured reliably. The accrued revenue is measured at the fair value of the consideration receivable. Accrued tax revenue (and related interest and / penalties) is measured at amounts receivable from collecting agents. Write-offs are made according to the department's debt write-off policy.
8.	Expenditure
8.1	Compensation of employees
8.1.1	Salaries and wages Salaries and wages are recognised in the statement of financial performance on the date of payment.
8.1.2	Social contributions Social contributions made by the department in respect of current employees are recognised in the statement of financial performance on the date of payment. Social contributions made by the department in respect of ex-employees are classified as transfers to households in the statement of financial performance on the date of payment.
8.2	Other expenditure

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

	Other expenditure (such as goods and services, transfers and subsidies and payments for capital assets) is recognised in the statement of financial performance on the date of payment. The expense is classified as a capital expense if the total consideration paid is more than the capitalisation threshold. Donations made in kind are recorded in the notes to the financial statements on the date of transfer and are measured at cost or fair value.
8.3	Accruals and payables not recognised Accruals and payables not recognised are recorded in the notes to the financial statements at cost or fair value at the reporting date.
8.4	Leases
8.4.1	Operating leases Operating lease payments made during the reporting period are recognised as current expenditure in the statement of financial performance on the date of payment. Operating lease payments received are recognised as departmental revenue. The operating lease commitments are recorded in the notes to the financial statements.
8.4.2	Finance leases Finance lease payments made during the reporting period are recognised as capital expenditure in the statement of financial performance on the date of payment. Finance lease payments received are recognised as departmental revenue. The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions. At commencement of the finance lease term, finance lease assets acquired are recorded and measured at: - the fair value of the leased asset; or if lower, - the present value of the minimum lease payments. Finance lease assets acquired prior to 1 April 2024, are recorded and measured at the present value of the minimum lease payments.
9.	Aid assistance
9.1	Aid assistance received Aid assistance received in cash is recognised in the statement of financial performance when received. In-kind aid assistance is recorded in the notes to the financial statements on the date of receipt and is measured at fair value. CARA Funds are recognised when receivable and measured at the amounts receivable. Aid assistance not spent for the intended purpose and any unutilised funds from aid assistance that are required to be refunded to the donor are recognised as a payable in the statement of financial position.
9.2	Aid assistance paid

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

	Aid assistance paid is recognised in the statement of financial performance on the date of payment. Aid assistance payments made prior to the receipt of funds are recognised as a receivable in the statement of financial position.
10.	Cash and cash equivalents Cash and cash equivalents are stated at cost in the statement of financial position. Bank overdrafts are shown separately on the face of the statement of financial position as a current liability. For the purposes of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held, other short-term highly liquid investments and bank overdrafts.
11.	Prepayments and advances Prepayments and advances are recognised in the statement of financial position when the department receives or disburses the cash. Prepayments and advances are initially and subsequently measured at cost. Prepayments and advances expensed before 1 April 2024 are recorded until the goods, services, or capital assets are received, or the funds are utilised in accordance with the contractual agreement.
12.	Receivables Loans and receivables are recognised in the statement of financial position at cost plus accrued interest, where interest is charged, less amounts already settled or written-off. Write-offs are made according to the department's write-off policy.
13.	Payables Payables recognised in the statement of financial position are recognised at cost.
14.	Capital assets
14.1	Movable capital assets Movable capital assets are initially recorded in the notes to the financial statements at cost. Movable capital assets acquired through a non-exchange transaction is measured at fair value as at the date of acquisition. Where the cost of movable capital assets cannot be determined reliably, the movable capital assets are measured at fair value and where fair value cannot be determined; the movable assets are measured at R1. All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1. Movable capital assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure that is of a capital nature forms part of the cost of the existing asset when ready for use.
14.2	Intangible capital assets Intangible assets are initially recorded in the notes to the financial statements at cost. Intangible assets acquired through a non-exchange transaction are measured at fair value as at the date of acquisition.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

	Internally generated intangible assets are recorded in the notes to the financial statements when the department commences the development phase of the project. Where the cost of intangible assets cannot be determined reliably, the intangible capital assets are measured at fair value and where fair value cannot be determined; the intangible assets are measured at R1. All assets acquired prior to 1 April 2002 (or a later date as approved by the OAG) may be recorded at R1. Intangible assets are subsequently carried at cost and are not subject to depreciation or impairment. Subsequent expenditure of a capital nature forms part of the cost of the existing asset when ready for use.
15.	Provisions and contingents
15.1	Contingent liabilities Contingent liabilities are recorded in the notes to the financial statements when there is a possible obligation that arises from past events, and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department or when there is a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation or the amount of the obligation cannot be measured reliably.
15.2	Capital commitments Capital commitments are recorded at cost in the notes to the financial statements.
16.	Unauthorised expenditure Unauthorised expenditure is measured at the amount of the confirmed unauthorised expenditure. Unauthorised expenditure is recognised in the statement of changes in net assets until such time as the expenditure is either: • approved by Parliament or the Provincial Legislature with funding and the related funds are received; or • approved by Parliament or the Provincial Legislature without funding and is written off against the appropriation in the statement of financial performance; or • transferred to receivables for recovery. Unauthorised expenditure recorded in the notes to the financial statements comprise of • unauthorised expenditure that was under assessment in the previous financial year; • unauthorised expenditure relating to previous financial year and identified in the current year; and • Unauthorised expenditure incurred in the current year.
17.	Fruitless and wasteful expenditure Fruitless and wasteful expenditure receivables are recognised in the statement of financial position when recoverable. The receivable is measured at the amount that is expected to be recovered and is de-recognised when settled or subsequently written-off as irrecoverable.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

	Fruitless and wasteful expenditure is recorded in the notes to the financial statements when and at amounts confirmed, and comprises of: • fruitless and wasteful expenditure that was under assessment in the previous financial year; • fruitless and wasteful expenditure relating to previous financial year and identified in the current year; and • fruitless and wasteful expenditure incurred in the current year.
18.	Irregular expenditure Losses emanating from irregular expenditure are recognised as a receivable in the statement of financial position when recoverable. The receivable is measured at the amount that is expected to be recovered and is de-recognised when settled or subsequently written-off as irrecoverable. Irregular expenditure is recorded in the notes to the financial statements when and at amounts confirmed and comprises of: • irregular expenditure that was under assessment in the previous financial year; • irregular expenditure relating to previous financial year and identified in the current year; and • irregular expenditure incurred in the current year.
19.	Changes in accounting policies, estimates and errors Changes in accounting policies are applied in accordance with MCS requirements. Changes in accounting estimates are applied prospectively in accordance with MCS requirements. Correction of errors is applied retrospectively in the period in which the error has occurred in accordance with MCS requirements, except to the extent that it is impracticable to determine the period-specific effects or the cumulative effect of the error. In such cases the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.
20.	Events after the reporting date Events after the reporting date that are classified as adjusting events have been accounted for in the financial statements. The events after the reporting date that are classified as non -adjusting events after the reporting date have been disclosed in the notes to the financial statements.
21.	Departures from the MCS requirements Management has concluded that the financial statements present fairly the department's primary and secondary information; that the department complied with the Standard except that it has departed from a particular requirement to achieve fair presentation; and the requirement from which the department has departed, the nature of the departure and the reason for departure.
22.	Recoverable revenue Amounts are recognised as recoverable revenue when a payment made in a previous financial year becomes recoverable from a debtor in the current financial year. Amounts are either transferred to the National/Provincial Revenue Fund when recovered or are transferred to the statement of financial performance when written-off.
23.	Related party transactions

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

	Related party transactions within the Minister's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length. The full compensation of key management personnel is recorded in the notes to the financial statements.
24.	Employee benefits The value of each major class of employee benefit obligation (accruals, payables not recognised and provisions) is recorded in the Employee benefits note. Accruals and payables not recognised for employee benefits are measured at cost or fair value at the reporting date. The provision for employee benefits is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

PART B: EXPLANATORY NOTES

1. Annual Appropriation

1.1. Annual Appropriation

Included are funds appropriated in terms of the Appropriation Act (and the Adjustments Appropriation Act) for National Departments (Voted funds) and Provincial Departments:

Programmes	2024/25				2023/24		
	Final Budget	Actual Funds Received	Funds not requested / not received		Final Budget	Appropriation Received	Funds not requested / not received
	R'000	R'000	R'000		R'000	R'000	R'000
Administration	126 777	120 611	6 166		118 194	101 524	16 670
Advocacy and Mainstreaming for the Rights of Women	121 716	129 308	(7 592)		118 853	117 683	1 170
Monitoring, Evaluation, Research and Coordination	43 287	40 519	2 768		42 761	43 424	(663)
Rights of Persons with Disabilities	14 944	14 406	538		727 136	731 313	(4 177)
Rights of Youth	713 988	715 868	(1 880)		-	-	-
Total	1 020 712	1 020 712	-		1 006 944	993 944	13 000

All funds requested and received.

2. Departmental revenue

	Note	2024/25 R'000	2023/24 R'000
Tax revenue			
Sales of goods and services other than capital assets	2.1	145	138
Fines, penalties and forfeits	2.2	118	-
Sales of capital assets	2.3	76	56
Transactions in financial assets and liabilities	2.4	211	260
Total revenue collected		550	454
Less: Own revenue included in appropriation			
Total		550	454

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

2.1. Sales of goods and services other than capital assets

	Note	2024/25 R'000	2023/24 R'000
Sales of goods and services produced by the department		145	138
Sales by market establishment		145	138
Total	2	145	138

2.2. Fines, penalties and forfeits

	Note	2024/25 R'000	2023/24 R'000
Fines		118	-
Total	2	118	0

This fine was for the former Deputy Minister imposed by Parliament

2.3. Sales of capital assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets		76	56
Machinery and equipment		76	56
Total	2	76	56

2.4. Transactions in financial assets and liabilities

	Note	2024/25 R'000	2023/24 R'000
Other receipts including Recoverable Revenue		211	260
Total	2	211	260

2.4.1. Gifts, donations and sponsorships received in-kind (*not included in the main note or sub note*)

	Note	2024/25 R'000	2023/24 R'000
	Annex 1D		
Donations		824	-
Total gifts, donations and sponsorships received in kind		824	-

Refer to Annexure 1D

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

3. Aid assistance

	Note	2024/25 R'000	2023/24 R'000
Opening balance		43 928	(8 585)
Prior period error			-
As restated		43 928	(8 585)
Transferred from statement of financial performance		(14 597)	52 513
Paid during the year		(31 665)	-
Closing balance		(2 334)	43 928

The department surrendered the R31 665 million during the March 2025 as part of the compliance with National Treasury policies. The amount will be re-requested during the 1st quarter of the 2025-26 financial year.

3.1. Analysis of balance by source

	Note	2024/25 R'000	2023/24 R'000
Aid assistance from RDP		(23 842)	31 665
CARA Funds		21 508	12 263
Closing balance	3	(2 334)	43 928

The 2nd drawdown from the CARA allocation of R12.3 million was received in March 2025.

3.2. Analysis of balance

	Note	2024/25 R'000	2023/24 R'000
Aid assistance receivable		(23 842)	-
Aid assistance unutilised		21 508	12 263
Aid assistance repayable		-	31 665
Closing balance	3	(2 334)	43 928

3.3. Aid assistance expenditure per economic classification

	Note	2024/25 R'000	2023/24 R'000
Current		26 860	12 495
Total aid assistance expenditure		26 860	12 495

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

4. Compensation of employees

4.1. Analysis of balance

	Note	2024/25 R'000	2023/24 R'000
Basic salary		86 130	87 042
Performance award		-	68
Service based		22	22
Compensative/circumstantial		1 125	1 280
Other non-pensionable allowances		25 074	26 064
Total		112 351	114 476

4.2. Social contributions

Employer contributions	Note	2024/25 R'000	2023/24 R'000
Pension		10 070	8 401
Medical		3 413	3 457
Bargaining council		19	19
Total		13 502	11 877
Total compensation of employees		125 853	126 353
Average number of employees		150	162

5. Goods and services

	Note	2024/25 R'000	2023/24 R'000
Administrative fees		1 070	914
Advertising		295	375
Minor assets	5.1	8	187
Bursaries (employees)		369	144
Catering		879	353
Communication		2 144	1 967
Computer services	5.2	12 320	8 191
Consultants: Business and advisory services	5.8	5 771	3 039
Legal services		1 088	2 048
Contractors		451	62
Audit cost - external	5.3	4 709	4 295
Fleet services		1 074	867
Consumables	5.4	1 013	1 437
Operating leases		709	-
Property payments	5.5	10 246	8 991
Rental and hiring		26	12

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

Transport provided as part of the departmental activities		-	1 882
Travel and subsistence	5.6	28 393	23 806
Venues and facilities		2 148	3 310
Training and development		649	535
Other operating expenditure	5.7	609	2 112
Total		73 971	64 527

The increase in catering of R526 thousand is linked to more physical events and stakeholder engagements that the department undertook during the period under review.

The increase in Consultants: Business and advisory services is linked to various research projects that was undertaken in the Research unit as well as in the Disability unit that could not happen during the 2023/24 financial year.

5.1. Minor assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets		8	187
Machinery and equipment		8	187
Total	5	8	187

5.2. Computer services

	Note	2024/25 R'000	2023/24 R'000
SITA computer services		5 031	3 975
External computer service providers		7 289	4 216
Total	5	12 320	8 191

The increase is due to the updated SITA annexures and 2 new annexures R & S linked to cloud usage.

5.3. Audit cost - external

	Note	2024/25 R'000	2023/24 R'000
Regularity audits		4 709	4 295
Total	5	4 709	4 295

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

5.4. Consumables

	Note	2024/25 R'000	2023/24 R'000
Consumable supplies		453	719
Uniform and clothing		1	-
Household supplies		44	24
Building material and supplies		9	68
Communication accessories		6	155
IT consumables		193	403
Other consumables		200	69
Stationery, printing and office supplies		560	718
Total	5	1 013	1 437

5.5. Property payments

	Note	2024/25 R'000	2023/24 R'000
Municipal services		1 128	1 158
Property management fees		5 450	5 086
Other		3 668	2 747
Total	5	10 246	8 991

5.6. Travel and subsistence

	Note	2024/25 R'000	2023/24 R'000
Local		19 534	14 339
Foreign		8 859	9 467
Total	5	28 393	23 806

5.7. Other operating expenditure

	Note	2024/25 R'000	2023/24 R'000
Professional bodies, membership and subscription fees		17	27
Resettlement costs		55	42
Other		537	2 043
Total	5	609	2 112

The decrease on "other" is based on less printing of reports as most have been submitted electronically.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

5.8. Remuneration of members of a commission or committee of inquiry (Included in Consultants: Business and advisory services)

Name of Commission / Committee of Inquiry	Note	2024/25 R'000	2023/24 R'000
Audit and Risk Committee		181	424
Total		181	424

The decrease is based on physical meetings that have been replaced with virtual meetings.

6. Transfers and subsidies

	Note	2024/25 R'000	2023/24 R'000
Provinces and municipalities		1	2
Departmental agencies and accounts	Annex 1A	802 878	793 342
Foreign governments and international organisations	Annex 1B	1 336	1 323
Households	Annex 1C	1 687	469
Total		805 902	795 136

7. Expenditure for capital assets

	Note	2024/25 R'000	2023/24 R'000
Tangible capital assets		3 985	5 381
Machinery and equipment		3 985	5 381
Intangible capital assets		1 308	228
Software		1 308	228
Total		5 293	5 609

7.1. Analysis of funds utilised to acquire capital assets - Current year

Name of entity	Voted funds R'000	2024/25 Aid assistance R'000	Total R'000
Tangible capital assets	3 985	-	3 985
Machinery and equipment	3 985	-	3 985
Intangible capital assets	1 308	-	1 308
Software	1 308	-	1 308
Total	5 293	-	5 293

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

7.2. Analysis of funds utilised to acquire capital assets - Prior year

Name of entity	2023/24		
	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible capital assets	5 381	-	5 381
Machinery and equipment	5 381	-	5 381
Intangible capital assets	228	-	228
Software	228	-	228
Total	5 609	-	5 609

7.3. Finance lease expenditure included in Expenditure for capital assets

	Note	2024/25	2023/24
		R'000	R'000
Tangible capital assets		-	617
Machinery and equipment		-	617
Total		-	617

Based on the definition as per MCS chapter 13, the Photocopier leases has been reclassified to operating leases. Leases to the amount of R543 000 for not later than 1 year and R13 000 for leases later than 1 year has been adjusted.

8. Cash and cash equivalents

	Note	2024/25	2023/24
		R'000	R'000
Consolidated Paymaster General Account		-	10 245
Cash receipts		-	-
Cash on hand		20	20
Total		20	10 265

There are no amount of significant cash and cash equivalent balances held by the department that are not available for use.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

9. Prepayments and advances

	Note	2024/25 R'000	2023/24 R'000
Travel and subsistence		71	49
Advances paid (Not expensed)	9.1	1 776	-
Total		1 847	49
Analysis of Total Prepayments and advances			
Current Prepayments and advances		1 847	49
Total		1 847	49

Include discussion here where deemed relevant.

9.1. Advances paid (Not expensed)

2024/25						
		Amount as at 1 April 2024	Less: Amounts expensed in current year	Add / Less: Other	Add Current year advances	Amount as at 31 March 2025
	Note	R'000	R'000	R'000	R'000	R'000
National departments		-	(1 116)	-	2 892	1 776
Total	9	-	(1 116)	-	2 892	1 776

Refer to Annexure 4 for details

2023/24					
	Amount as at 1 April 2023	Less: Amounts expensed in current year	Add / Less: Other	Add Current year advances	Amount as at 31 March 2024
Note	R'000	R'000	R'000	R'000	R'000
National departments	2 360	(2 360)	-	-	-
Total	2 360	(2 360)			

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

10. Receivables

	Note	2024/25			2023/24		
		Current	Non-current	Total	Current	Non-current	Total
		R'000	R'000	R'000	R'000	R'000	R'000
Claims recoverable	10.1	27	-	27	1 696	-	1 696
Recoverable expenditure	10.2	4 321	-	4 321	2 665	-	2 665
Staff debt	10.3	495	-	495	380	-	380
Other receivables	10.4	1 366	-	1 366	1 366	-	1 366
Total		6 209	-	6 209	6 107	-	6 107

10.1. Claims recoverable

	Note	2024/25 R'000	2023/24 R'000
National departments		27	397
Public entities		-	1 299
Total	10	27	1 696

10.2. Recoverable expenditure

	Note	2024/25 R'000	2023/24 R'000
<i>Group major categories, but list material items</i>			
Damages and Losses		881	29
Online Travel Control account		2 128	2 042
Payable Advance Public Corp and Private Entity		712	-
Exchequer Grant		592	588
Salary Pension Fund		8	6
Total	10	4 321	2 665

The increase is on damages and losses of which the department is in process of issuing recovery letters.

10.3. Staff debt

	Note	2024/25 R'000	2023/24 R'000
Cell phone Debt		173	177
Overpaid Salary		87	82
Car Damage		95	-
Sal Tax Debt		56	49
Bursary Debt		84	72
Total	10	495	380

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

10.4. Other receivables

	Note	2024/25 R'000	2023/24 R'000
Fruitless and wasteful expenditure		1 366	1 366
Total	10	1 366	1 366

The fruitless & wasteful expenditure is still with the State Attorney due to the challenges of the existence for the service provider. This matter will be followed up with the State Attorney through Legal Services to finalise the possibility of recovery during the 2025/26 financial year. Should this not be recoverable the matter will be dealt with in accordance with the relevant write-off policies.

11. Voted funds to be surrendered to the Revenue Fund

	Note	2024/25 R'000	2023/24 R'000
Opening balance		2 319	8 455
Prior period error		-	-
As restated		2 319	8 455
Transferred from statement of financial performance (as restated)		9 693	15 319
Voted funds not requested/not received	1.1	-	(13 000)
Paid during the year		(2 321)	(8 455)
Closing balance		9 691	2 319

The difference between the closing balance and the variance on the appropriation statement is due to the rounding figure and the exact amount to be surrendered to National Treasury.

12. Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund

	Note	2024/25 R'000	2023/24 R'000
Opening balance		273	106
Prior period error		-	-
As restated		273	106
Transferred from statement of financial performance (as restated)		550	454
Paid during the year		(805)	(287)
Closing balance		18	273

13. Bank overdraft

	Note	2024/25 R'000	2023/24 R'000
Consolidated Paymaster General account		33 383	-
Total		33 383	-

This is linked to the unauthorised expenditure in the Statement of Changes in Net Assets. The overdraft is due to the overspending that occurred during the 2011/12, 2014/15 & 2019/20 financial years. The request for condonation was tabled to SCOPA through National Treasury on 23 September 2023. The department is still awaiting feedback from SCOPA.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

14. Payables - current

		2024/25	2023/24
	Note	R'000	R'000
Amounts owing to other entities		-	2 315
Advances received	14.1	-	328
Clearing accounts	14.2	54	-
Total		54	2 643

14.1. Advances received

		2024/25	2023/24
	Note	R'000	R'000
Other institutions		-	328
Total	14	-	328

14.2. Clearing accounts

Description		2024/25	2023/24
	Note	R'000	R'000
Salary Income Tax		54	-
Total	14	54	-

15. Net cash flow available from operating activities

		2024/25	2023/24
	Note	R'000	R'000
Net surplus/(deficit) as per Statement of Financial Performance		(4 354)	68 286
Add back non-cash/cash movements not deemed operating activities		(34 063)	(25 398)
(Increase)/decrease in receivables		(102)	(3 292)
(Increase)/decrease in prepayments and advances		(1 798)	2 374
Increase/(decrease) in payables - current		(2 589)	(8 291)
Proceeds from sale of capital assets		(76)	(56)
Expenditure on capital assets		5 293	5 609
Surrenders to Revenue Fund		(3 126)	(8 742)
Surrenders to RDP Fund/Donors		(31 665)	-
Voted funds not requested/not received		-	(13 000)
Net cash flow generated by operating activities		(38 417)	42 888

16. Reconciliation of cash and cash equivalents for cash flow purposes

		2024/25	2023/24
	Note	R'000	R'000
Consolidated Paymaster General account		(33 383)	10 245
Cash on hand		20	20
Total		(33 363)	10 265

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

19. Accruals and payables not recognised

19.1. Accruals

Listed by economic classification	Note	2024/25		2023/24
		30 Days	30+ Days	Total
		R'000	R'000	R'000
Goods and services		994	149	1 143
Capital assets		30	-	30
Total		1 024	149	1 173

Listed by programme level	Note	2024/25	2023/24
		R'000	R'000
Administration		1 130	3 150
Advocacy and Mainstreaming the Rights of Women		27	15
Monitoring, Evaluation, Research and Coordination		10	1 466
Rights of Persons with Disabilities		6	(2)
Rights of Youth		-	-
Total		1 173	4 629

19.2. Payables not recognised

Listed by economic classification	Note	2024/25		2023/24
		30 Days	30+ Days	Total
		R'000	R'000	R'000
Goods and services		5 087	5 926	11 013
Capital assets		-	390	390
Total		5 087	6 316	11 403

Listed by programme level	Note	2024/25	2023/24
		R'000	R'000
Administration		7 340	3 961
Advocacy and Mainstreaming the Rights of Women		895	140
Monitoring, Evaluation, Research and Coordination		2 803	660
Rights of Persons with Disabilities		317	477
Rights of Youth		48	-
Total		11 403	5 238

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

20. Employee benefits

	Note	2024/25 R'000	2023/24 R'000
Leave entitlement		6 438	6 234
Service bonus		2 756	2 693
Capped leave		629	831
Total		9 823	9 758

The department can reliably measure the long-term portion of the long service awards.

In terms of the leave entitlement determination read in conjunction with the departmental policy, leave credits for the previous cycle will be forfeited on 30 June 2025 if not utilised. Therefore, the leave liability will decrease and that means no payment will be made for unutilised leave.

21. Lease commitments

21.1. Operating leases

	Specialised military equipment R'000	Land R'000	2024/25 Buildings and other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year	-	-	4 466	543	5 009
Later than 1 year and not later than 5 years	-	-	7 210	13	7 223
Total lease commitments	-	-	11 676	556	12 232

	Specialised military equipment R'000	Land R'000	2023/24 Buildings and other fixed structures R'000	Machinery and equipment R'000	Total R'000
Not later than 1 year	-	-	4 194	-	4 194
Later than 1 year and not later than 5 years	-	-	11 676	-	11 676
Total lease commitments	-	-	15 870	-	15 870

Based on the definition as per MCS chapter 13, the Photocopier leases has been reclassified to operating leases. Leases to the amount of R543 000 for not later than 1 year and R13 000 for leases later than 1 year has been adjusted.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

21.2. Finance leases

	2024/25				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	-	-
Later than 1 year and not later than 5 years	-	-	-	-	-
Total lease commitments	-	-	-	-	-

	2023/24				
	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
	R'000	R'000	R'000	R'000	R'000
Not later than 1 year	-	-	-	682	682
Later than 1 year and not later than 5 years	-	-	-	567	567
Total lease commitments	-	-	-	1 249	1 249

22. Unauthorised, Irregular and Fruitless and wasteful expenditure

	Note	2024/25	2023/24
		R'000	R'000
Fruitless and wasteful expenditure - current year		-	36
Total		-	36

23. Related party transactions

The NYDA is a South African-based agency established primarily to tackle challenges that the nation's youth are faced with. The NYDA was established by an Act of parliament, Act no 54 of 2008. Although the NYDA is reporting to the Minister in the Presidency for Women, Youth and Persons with Disabilities, the NYDA also submits an independent set of Annual Financial Statements (AFS) to the Auditor-General of South Africa (AGSA).

24. Key management personnel

	2024/25	2023/24
	R'000	R'000
Political office bearers	4 101	4 912
Officials:		
Level 15 – 16	8 928	10 042
Level 14 (including the CFO)	15 962	16 886
Family members of key management personnel	-	-
Total	28 991	31 840

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

25. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025

	2024/25				
	Opening balance	Value adjustments	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	35 772	-	4 427	(1 704)	38 495
Transport assets	6 871	-	-	-	6 871
Computer equipment	16 607	-	1 913	(396)	18 124
Furniture and office equipment	8 928	-	233	(512)	8 649
Other machinery and equipment	3 366	-	2 281	(796)	4 851
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	35 772	-	4 427	(1 704)	38 495

The opening balance on the total moveable tangible asset is R35 772 million. The total amount on the assets register reflects as R35 770, a R2 thousand difference. This is due to R1 thousand less on the opening balance of Transport assets on the note, R1 thousand more on the opening balance of Computer Equipment on the note, R1 thousand more on the opening balance of Furniture & Office Equipment on the note and R1 thousand more on the opening balance of Other Machinery and Equipment on the note. This is due to the rounding off on the template on which the asset register is compiled.

Movable Tangible Capital Assets under investigation

	Note	Number	Value R'000
Included in the above total of the movable tangible capital assets per the asset register that are under investigation:			
Machinery and equipment		197	3 366
Total		197	3 366

Assets under investigation relates to asset that could not be located during asset verification. The process of investigation is ongoing.

25.1. MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024

	2023/24				
	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT	30 790	-	6 704	(1 722)	35 772
Transport assets	5 209	-	1 662	-	6 871
Computer equipment	13 834	-	4 318	(1 545)	16 607
Furniture and office equipment	8 620	-	485	(177)	8 928
Other machinery and equipment	3 127	-	239	-	3 366
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	30 790	-	6 704	(1 722)	35 772

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

25.2. Minor assets

MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2025

	2024/25						
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	5 254	-	-	5 254
Value adjustments							-
Additions	-	-	-	17	-	-	17
Disposals	-	-	-	(392)	-	-	(392)
Total Minor assets	-	-	-	4 879	-	-	4 879

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
Number of R1 minor assets	-	-	-	57	-	-	57
Number of minor assets at cost	-	-	-	2 027	-	-	2 027
Total number of minor assets	-	-	-	2 084	-	-	2 084

Minor capital assets under investigation

	Note	Number	Value R'000
Included in the above total of the minor capital assets per the asset register that are under investigation:			
Machinery and equipment		311	626
Total		311	626

Assets under investigation relates to asset that could not be located during asset verification. The process of investigation is ongoing.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

MOVEMENT IN MINOR CAPITAL ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2024

	2023/24						
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	4 742	-	-	4 742
Prior period error				-			-
Additions	-	-	-	837	-	-	837
Disposals	-	-	-	(325)	-	-	(325)
Total Minor assets	-	-	-	5 254	-	-	5 254

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
Number of R1 minor assets	-	-	-	57	-	-	57
Number of minor assets at cost	-	-	-	2 027	-	-	2 027
Total number of minor assets	-	-	-	2 084	-	-	2 084

25.3. Movable capital assets written off

MOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2025

	2024/25						
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological l assets	Finance lease assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Assets written off	-	-	-	889	-	-	889
Total movable assets written off	-	-	-	889	-	-	889

MOVABLE CAPITAL ASSETS WRITTEN OFF FOR THE YEAR ENDED 31 MARCH 2024

	2023/24						
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Finance lease assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000	R'000
Assets written off	-	-	-	1 945	-	-	1 945
Total movable assets written off	-	-	-	1 945	-	-	1 945

NOTES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

26. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 20 25

	2024/25			
	Opening balance	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000
SOFTWARE	1 903	1 303	-	3 206
TOTAL INTANGIBLE CAPITAL ASSETS	1 903	1 303	-	3 206

26.1. MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 20 24

	2023/24				
	Opening balance	Prior period error	Additions	Disposals	Closing balance
	R'000	R'000	R'000	R'000	R'000
SOFTWARE	1 675	-	228	-	1 903
TOTAL INTANGIBLE CAPITAL ASSETS	1 675	-	228	-	1 903

27. Broad Based Black Economic Empowerment performance

Information on compliance with the B-BBEE Act is included in the annual report under the section titled B-BBEE Compliance Performance Information.

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 1A

STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

Departmental Agency or Account	2024/25					2023/24		
	TRANSFER ALLOCATION					TRANSFER		
	Adjusted Budget R'000	Roll overs R'000	Adjustments R'000	Total Available R'000	Actual transfer R'000	% of available funds transferred %	Final Budget R'000	Actual transfer R'000
Commission for Gender Equality	98 568	-	-	98 568	98 568	100.0%	95 273	90 273
National Youth Development Agency	704 310	-	-	704 310	704 310	100.0%	703 066	703 066
Tshwane Municipality	-	-	-	-	-	-	17	3
TOTAL	802 878	-	-	802 878	802 878		798 356	793 342

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 1B

STATEMENT OF TRANSFERS TO FOREIGN GOVERNMENT AND INTERNATIONAL ORGANISATIONS

Foreign government / International organisation	2024/25				2023/24			
	TRANSFER ALLOCATION			Total Available	EXPENDITURE			Actual transfer
	Adjusted Budget R'000	Roll overs R'000	Adjustments R'000		Actual transfer R'000	% of available funds transferred %	Final Budget R'000	
Transfers								
Commonwealth	1 870	-	-	1 870	1 336	71.4%	1 324	1 323
TOTAL	1 870	-	-	1 870	1 336		1 324	1 323

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 1C
STATEMENT OF TRANSFERS TO HOUSEHOLDS

Household	2024/25					2023/24			
	TRANSFER ALLOCATION			EXPENDITURE					
	Adjusted Budget R'000	RollOvers R'000	Adjustments R'000	Total Available R'000	Actual transfer R'000	% of available funds transferred %	Final Budget R'000	Actual transfer R'000	
Transfers									
Leave Gratuity	909	-	780	1 689	1 294	76.6%	470	469	
Severance Package	-	-	-	-	378	-	-	-	
Cash Donation - Bereavement	-	-	15	15	15	100%	-	-	
TOTAL	909	-	795	1 704	1 687		470	469	

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 1D
STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED

Name of organisation	Nature of gift, donation or sponsorship	2024/25 R'000	2023/24 R'000
<u>Received in kind</u>			
Donations			
Touchroad International Holdings Group Ltd	Juice machines	824	-
Total donations		824	-
TOTAL GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED		824	-

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 1E
STATEMENT OF AID ASSISTANCE RECEIVED

Name of donor	Purpose	Opening balance R'000	Revenue R'000	Expenditure R'000	Paid back on / by 31 March R'000	Closing balance R'000
Aid assistance received in cash						
European Union	Improvement of capabilities of the South African State to be gender-responsive	31 665	-	23 842	31 665	(23 842)
Criminal Asset Recovery Account (CARA)	Roll-out of the NSP on GBVF Pillar 2: Prevention and restoration of Social Fabric	12 263	12 263	3 018	-	21 508
TOTAL AID ASSISTANCE RECEIVED		43 928	12 263	26 860	31 665	(2 334)

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS
for the year ended 31 March 2025

ANNEXURE 2
STATEMENT OF CONTINGENT LIABILITIES AS AT 31 MARCH 2025

Nature of liability	Opening balance 1 April 2024 R'000	Liabilities incurred during the year R'000	Liabilities paid / cancelled / reduced during the year R'000	Liabilities recoverable (Provide details hereunder) R'000	Closing balance 31 March 2025 R'000
Claims against the department					
T Mxenge vs Dept of Women, Youth and Persons with Disability	7 000	-	-	-	7 000
TOTAL	7 000	-	-	-	7 000

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

ANNEXURE 3 INTER-ENTITY ADVANCES PAID

ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL	
	31/3/2025	31/03/2024	31/3/2025	31/03/2024	31/3/2025	31/03/2024
	R'000	R'000	R'000	R'000	R'000	R'000
NATIONAL DEPARTMENTS						
Government Communications Information Systems	-	-	1 584	-	1 584	-
Office of the Premier: Mpumalanga	-	-	144	-	144	-
Department of International Relations and Cooperation	-	-	48	-	48	-
TOTAL	-	-	1 776	-	1 776	-

ANNEXURES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2025

ANNEXURE 4 ANALYSIS OF PREPAYMENTS AND ADVANCES

Name of Entity	Sector of the entity	Description of the item paid for	Classification category	Total Contract Value R'000	Balance outstanding as at 31 March 2024 R'000	Total amount prepaid /advanced in the current year R'000	Less: goods, services or capital assets received in the current year R'000	Add/Less: Other R'000	Balance outstanding as at 31 March 2025 R'000
Advances									
Department of Government Communication and Information System	National Government	Media buying for GBVF projects	National Departments	2 700	2 700	-	(1 116)	-	1 584
Office of the Premier - Mpumalanga	Provincial Government	16 Days of Activism	Province Department	144	144	-	-	-	144
Department of International Relations	National Government	69 CSW New York	National Departments	48	48	-	-	-	48
TOTAL PREPAYMENTS AND ADVANCES				2 892	2 892	-	(1 116)	-	1 776

[illegible]

RP385/2025
ISBN: 978-1-83491-364-3

Department of Women, Youth and Persons with Disabilities

Physical Address:
268 Lillian Ngoyi Street
Fedsure Building
1st Floor
Pretoria
0001

Postal Address:
Private Bag X931, Pretoria, 0001

Switchboard:
012 359 0000

Webside:
www.dwypd.gov.za