



**PREPARATION FOR BUDGET REVIEW AND RECOMMENDATION REPORT 2014:
PC ON WOMEN IN THE PRESIDENCY**

13 October 2014

1. Introduction

This document has been compiled for the Portfolio Committee of Women in the Presidency in preparation for the Budget Review and Recommendation Report (BRRR) process in 2014. The analysis of the Annual Report 2013/2014 for the Department of Women, Children and People with Disabilities¹ forms an integral part of the Committee's consideration for the BRRR and as such has also been drawn on. In addition, reflecting on the 2013 BRRR is also important in order for the Committee to assess the Department's progress insofar as having implemented the recommendations by the former Committee. Each of these aspects are now discussed hereafter and includes some key questions for consideration.

2. Key issues – Annual Report 2013/2014

- **Mandate, Mission, Vision:** The mandate, mission and vision of the Department in the Annual Report of 2013/2014 reflects the programmes pertaining to children and persons with disabilities as the reshuffling of Cabinet had only taken place hereafter. Notwithstanding this, it would be important for the Committee to ascertain what if any changes to the mandate, mission and vision is envisaged for the Department of Women in the Presidency for the MTEF period.
- **Transitional arrangements:** The Minister and the Director General (DG) makes reference to key activities in the Child Rights and Rights of Persons with Disabilities Programmes (3 & 4) in the opening remarks of the Annual Report 2013/2014 but it is unclear as to what the hand over process is to the Department of Social Development in this regard nor what assurance there would be that all initiatives will be continued.
- **Structure of Department:** The Annual Report 2013/2014 reflects the organisational structure that includes Children's Rights and Responsibilities and Rights of People with Disabilities, however it would be important for the Committee to ascertain what if any changes are envisaged for the Department of Women in the Presidency in the new MTEF cycle.
- **Unmet Targets:** The annual report analysis provides details as to which of the targets have not been met. It would be important for the Committee to ascertain, what plans and timeframes are in place to address all unmet targets bearing in mind what the Department had presented to the Committee in terms of the Quarter 1 briefing for 2014/2015.
- **WEGE Bill:** The Minister and the DG makes reference to the Women Empowerment and Gender Equality Bill as approved and finalised by the National Assembly and the National Council of Provinces (NCOP). And as such this will require the Department to introduce processes and procedures for developing regulations, guidelines and

¹ Levendale, C. (2014) An Analysis Of The Annual Report Of The Department Of Women, Children And People With Disabilities 2013/14

measures for compliance and non-compliance. However, it is important to note that the NCOP had proposed amendments to the Bill and thus the NA would need to reconsider what has been proposed in order to finalise it. Moreover, in a prior briefing with the Committee, the Minister had indicated that the Department would be consulting further on the Bill before reintroducing it to Parliament. It would therefore be important for the Committee to ascertain clearly from the Department what the status is of the Bill at present.

- **Campaigns:** The Department places much emphasis on campaigns, awareness raising and advocacy as markers of success. It would be important for the Committee to ascertain how the Department determines what the measures of success are in terms of the impact of such initiatives and how the value for money is ascertained.
- **Investigations:** The Annual Report 2013/2014 refers to Claims against the Department (Annex 3B), p 139 and p 154. It would be important for the Committee to gain clarity from the Department in this regard and ascertain what if any remedial action is still required. Furthermore, the Annual Report 2013/2014 refers to the Fluxmans Report as a process that's been completed with a briefing to the former Portfolio Committee in the 4th Parliament. However, it is important to note that the former Minister had indeed briefed the former Committee in November 2013, however at the time indicate that there were processes still underway in relation to matters of the Fluxmans Report which had to be completed. To this end, it would be important for the current Committee to ascertain what if any outstanding matters there are in relation to the Fluxmans Report.
- **Donor activity:** The Annual Report 2013/2014 provides an overview of donor funding for various initiatives related to the Children's Rights and the Rights of People with Disabilities Programme. Given the transfer of functions in this regard to the Department of Social Development, it would be important for the Committee to ascertain what the process is for handover of donor activities and reports in this regard.

3. Review of BRRR 2013

This section provides a synopsis of the recommendations made in the 2013 BRRR and highlights issues for consideration in preparation for the 20144 BRRR.

Table 1: Reflection of 2013 BRR

2013 Recommendation	Questions for consideration
<p>Financial performance</p> <p>a) It is encouraged that the Department submit monthly reports to the Committee as this will aid with oversight.</p> <p>b) All outstanding matters related to the Turn-Around Strategy must be reported on to the Committee on a monthly basis.</p> <p>c) The Department must implement and adhere to stringent daily and monthly</p>	<p>Monthly Reporting</p> <p>a) Why has the Department been unable to adhere to the request to submit monthly reports to the Portfolio Committee?</p> <p>Turn-around Strategy (TAS)</p> <p>b) What if any are the outstanding matters of the TAS? By when will these be fully implemented?</p> <p>Financial management</p>

2013 Recommendation	Questions for consideration
<p>financial controls.</p> <p>d) The Department must ensure that all funds that are appropriated are utilised optimally to avoid under or over-expenditure.</p> <p>e) The Department is requested to provide the Committee with regular reports for activities that incur Travel and subsistence costs. These initiatives should clearly indicate the purpose of the trip, the size of the delegation, the cost incurred, the outcomes of the trip and an action plan as to how resolutions will be implemented.</p>	<p>c) What measures has the Department implemented to ensure that is able to adhere to stringent daily and monthly controls?</p>
<p>Human Resource</p> <p>a) All key funded vacancies must be filled.</p> <p>b) The Department's skills audit must be completed by December 2013 and an action plan of what is required to address the skills deficit must be developed before the end of this financial year. This must be submitted as part of the Department's Annual Performance Plan and revised Strategic Plan to National Treasury for the coming financial year.</p> <p>c) The Committee reiterated the importance of compliance with the Public Finance Management Act and National Treasury Regulations by the Department and that failure of officials in this regard must be dealt with expeditiously.</p> <p>d) Given the Auditor General's findings pertaining to the lack of internal controls and non-compliance with laws and regulations as required by Treasury Regulations, training is essential for staff and communicating policies and procedures to ensure that all staff are aware of these.</p> <p>e) The Department must have a personal development plan that is linked to a performance contract for all staff.</p> <p>f) Funding for personal development must be increased and should not be used for any other purpose but what it was intended for and ring-fenced.</p> <p>g) The Department must ensure that key vacancies within the core Programmes (2, 3</p>	<p>Vacancies</p> <p>a) By when will the existing vacancies be filled?</p> <p>b) Does the Department envisage any new positions?</p> <p>Skills Audit</p> <p>c) What is the status of the skills audit? What capacity does the reformed Department of Women require to operate optimally in order to give effect to its mandate?</p> <p>Compliance with policy and laws</p> <p>d) How has the Department dealt with officials that have not complied with the PFMA and National Treasury Regulations?</p> <p>e) How has the Department dealt with the training of staff and communicating policies to ensure adherence?</p> <p>Performance Development Plan</p> <p>f) Do all staff have a performance development plan that is linked to their performance contract? If not why not.</p> <p>g) How many staff have benefitted from funds allocated for personal development?</p> <p>Support staff vs Core staff inequity</p> <p>h) How has the Department dealt with the inequity between support staff (mostly located in Programme 1: Administration) vs core staff (located in Programme 2, 3 & 4)?</p>

2013 Recommendation	Questions for consideration
<p>& 4) are filled. In terms of the revised human resource structure that would be submitted to the Minister of Public Service and Administration, the Department must address the inequity between support and core staff ratio. The policy development, research, institutional support and capacity development, stakeholder engagement and advocacy initiatives currently located in Programme 1 and costed for should be mainstreamed and relocated into Programmes 2, 3 and 4 respectively in order to enhance the performance of the core programmes</p>	
<p>Infrastructure</p> <p>a) The Department should continue its discussion with the Minister of Public Works to expedite all matters related to accommodation of all staff within one building.</p> <p>b) All outstanding matters as noted in the Committee's oversight report pertaining to the visit to the Department's offices should be addressed.</p>	<p>a) Are all staff accommodated in one building? What if any are the challenges experienced in accommodating staff for the Department of Women in the Presidency?</p>
<p>Performance of Programme 1</p> <p>a) The Committee reiterated that more needs to be done to improve the image of the Department through marketing.</p>	<p>What has the Department done to improve its image?</p>
<p>Collaboration</p> <p>a) The Department (WEGE Programme 2) must strengthen collaboration with the Commission for Gender Equality to avoid the duplication of activities.</p> <p>b) The Department must strengthen collaboration with the Public Service Commission and the Department of Public Service and Administration.</p> <p>c) Collaboration between programmes within the Department must be strengthened and this must be clearly articulated in the next Annual Performance Plan.</p>	<p>CGE</p> <p>a) What has the Department done to avoid duplication of activities?</p> <p>PSC</p> <p>b) How has the Department strengthened collaboration with the PSC and the DPSA?</p> <p>WEGE, CRR, RPD</p> <p>c) How has the Department ensured improved collaboration between the programmes?</p>
<p>Monitoring and evaluation</p> <p>a) The Department must disseminate gender</p>	<p>a) Has the Department been able to conduct gender audit reports and disseminate the findings?</p>

2013 Recommendation	Questions for consideration
<p>audit reports and make findings available.</p> <p>b) The Department must disseminate monitoring reports on Government's compliance with the 2% employment equity target for persons with disabilities.</p>	<p>b) What mechanisms has the Department utilised to ensure that reports are disseminated widely?</p> <p>c) What has been the impact of these reports?</p>
<p>Implementation of policies</p> <p>a) The Department must devise an action plan that clearly outlines by when and how the key policies that have been developed will be disseminated to all Organs of State. All Government Departments must be provided with an indication of how the policies should be implemented and what type of information the Department would require for monitoring and evaluation in this regard.</p> <p>b) The Department must clearly identify what the proposed outcomes and key performance indicators are for each campaign it intends embarking on. This should be established at the beginning of the financial year with estimated costs for each initiative. All campaigns must be evaluated and reports developed. An assessment of all campaigns must be done on annual basis to determine the impact.</p>	<p>Integrated Monitoring and Evaluation Strategy, Mainstreaming Framework, Advocacy Strategy & Institutional Support and Capacity Building</p> <p>a) Was a dissemination plan devised? If not why not.</p> <p>b) Have the policies been disseminated to all Organs of State? If not why not</p> <p>c) Was a strategy devised to assist Organs of State as to how the policies should be implemented and what information is required?</p> <p>National Plan of Action for Children, Draft National Disability Rights Policy, National Policy for Women's Empowerment and Gender Equality</p> <p>a) Have the aforementioned policies been costed? If not why not</p> <p>b) By when will the disability policy and women's empowerment and gender equality policy be finalised?</p> <p>c) What is the relation between the National Gender Policy Framework and the National Policy for Women's Empowerment and Gender Equality?</p>
<p>Treaty compliance framework and timeframes</p> <p>a) The Department must ensure that a plan is in place and communicated with Departments well in advance as to what information is required in the form of data/indicators in preparation for the upcoming country reports. This plan must be made available to the Committee and reflect in the next Annual Performance Plan and revised Strategic Plan.</p> <p>b) The Department must make every effort to ensure compliance with treaty deadlines.</p> <p>c) The Department should submit country reports to Parliament in advance to enable adequate time for the Committee to engage with the content.</p>	<p>a) What measures has the Department implemented to ensure that it receives all information from Organs of State when compiling country reports?</p> <p>b) What are the time frames for submission of country reports for the MTEF period?</p> <p>c) How will the Department ensure that it adheres to country report submission deadlines to the UN and AU?</p>

2013 Recommendation	Questions for consideration
<p>National Council on Gender-Based Violence</p> <p>a) The administration and co-ordinating functions of the Council should remain within Programme 1: Administration and National Treasury should ensure that adequate funding is allocated in order to function optimally.</p> <p>b) The content matters currently residing within the Council that pertain to the research, development of the national plan to deal with gender-based violence, monitoring and evaluation of the plan as well as advocacy initiatives should be mainstreamed into Programme 2, 3 and 4</p>	<p>Location</p> <p>a) What decision has been made regarding the location of the NCGBV? Will it remain with the Department of Women or relocated? If the latter applies where will it be relocated to?</p> <p>b) Besides the establishment of the Chief Executive Office, what else has the Council achieved in the 2013/2014 financial year?</p> <p>c) What has been the outcome of the tasks requested by the Minister of Women in the Presidency insofar as the form, function and location of the NCGBV is concerned as report to the PC on Women in the last briefing on the first quarterly report for 2014/2015?</p> <p>Funding</p> <p>d) What is the funding status of the NCGBV?</p> <p>Mainstreaming</p> <p>e) How has the Department been able to mainstream the research, development of the plan, monitoring and evaluation and advocacy initiatives into Programme 2, 3 and 4? Has this been successful? If not why not</p>