



THE YEAR OF OR TAMBO:
WOMEN UNITED IN MOVING
SOUTH AFRICA FORWARD

DEPARTMENT OF WOMEN
ANNUAL REPORT

2016/17



women

Department:
Women
REPUBLIC OF SOUTH AFRICA



Life and legacy of
OR TAMBO.
100 YEARS



Annual Report 2016/17 - Department of Women: Vote 13

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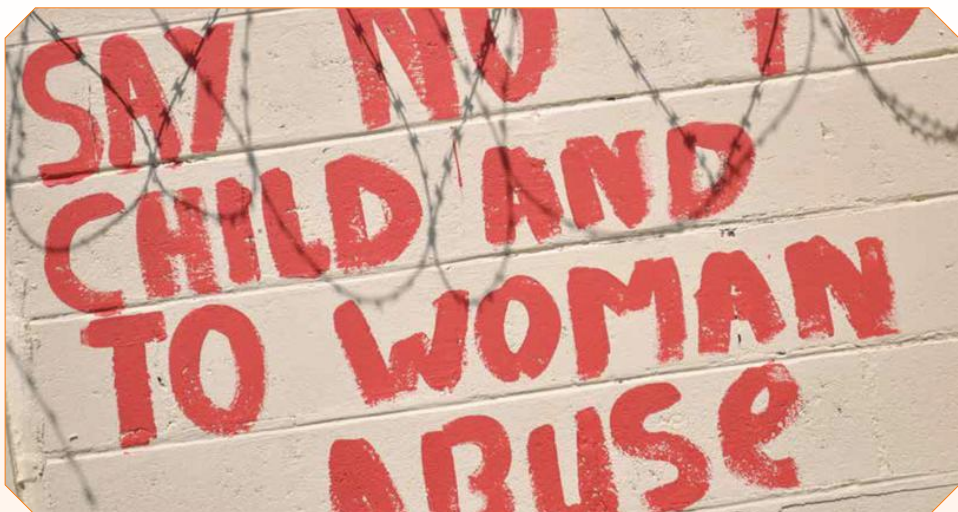
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PART A: GENERAL INFORMATION



DEPARTMENT GENERAL INFORMATION

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1. LIST OF ABBREVIATIONS/ACRONYMS

AGSA	Auditor General of South Africa
AO	Accounting Officer
APP	Annual Performance Plan
AU	African Union
BAS	Basic Accounting System
CEDAW	United Nations Convention for the Elimination of all forms of Discrimination against Women
CEO	Chief Executive Officer
CFO	Chief Financial Officer
DAFF	Department of Agriculture, Forestry and Fisheries
DBC	Departmental Bargaining Chamber
DG	Director-General
DPME	Department of Planning, Monitoring and Evaluation
DPSA	Department of Public Service and Administration
DRDLR	Department of Rural Development and Land Reform
DSD	Department of Social Development
DOL	Department of Labour
DoRA	Division of Revenue Act
DoW	Department of Women
ECD	Early Childhood Development
EXCO	Executive Committee
GBV	Gender-Based Violence
GRB	Gender-Responsive Budgeting
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
HR	Human Resources
ICT	Information and Communication Technology
IKM	Information and Knowledge Management
IPOA	Integrated Plan of Action
M&E	Monitoring and Evaluation
MP	Member of Parliament
MPAT	Management Performance Assessment Tool
MTEF	Medium-Term Expenditure Framework
MTSF	Medium-Term Strategic Framework
NCGBV	National Council Against Gender Based Violence
NDP	National Development Plan
OHS	Occupational Health and Safety
PFMA	Public Finance Management Act
PSCBC	Public Service Co-ordinating Bargaining Council
SADC	Southern African Development Community
SCM	Supply Chain Management
SDG	Sustainable Development Goals
STEM	Science, Technology, Engineering and Mathematics
SDIP	Service Delivery Improvement Plan
UN	United Nations
VAWC	Violence Against Women and Children

2. FOREWORD BY THE MINISTER



Ms Susan Shabangu, MP
Minister in The Presidency Responsible for Women

It gives me pleasure to table the Annual Report of the Department of Women (the Department), which marks the end of the 2016/17 financial year. In the year under review South Africa celebrated the 60th Anniversary of the Women's March to the Union Buildings in Pretoria. More than 20 000 women marched to the Union Buildings on 9 August 1956 in protest against the extension of pass laws to women.

During the third year of its existence, the Department managed to build a solid foundation for the advancement of its mandate as a custodian of gender equality and women's empowerment. The Department continued to focus on its strategy for the advancement of women through the socio-economic empowerment of women by influencing government departments to adopt gender-sensitive planning and monitoring the implementation thereof.

During the 2016/17 financial year, the main focus was on monitoring women's access to basic services and the ability of women-owned enterprises to access government business. The Department is also at

an advanced stage with respect to the finalisation of the development of a monitoring framework/tool that will ensure that there are gender-compliance indicators.

For the financial year 2017/2018, the Department will be engaging the Department of Justice and Constitutional Development to address some of the deficiencies of the Promotion of Equality and Prevention of Unfair Discrimination Act of 2000. This is necessary to prevent and prohibit unfair discrimination and hate speech against and the harassment of women.

During the period under review we refined our Strategic Plan 2015–2020, our strategic objectives and our five-year targets as set out in the tabled APP 2017/18 as Annexure, to ensure more focus on improving the lives of women. It is important to note that these refinements should be read in conjunction with the Strategic Plan 2015–2020 as this was not a replacement but an improvement to ensure alignment and compliance. Let me take this opportunity to thank the Director-General and her team for their continued support and their sterling work in repositioning the Department to meet its new mandate.

A handwritten signature in black ink, appearing to read 'S Shabangu'.

Ms Susan Shabangu, MP
Minister in The Presidency Responsible for Women
28 July 2017

3. REPORT OF THE ACCOUNTING OFFICER



Jenny Schreiner
Director-General

Subsequent to the Department's transformation process during 2015/16, it embarked on a drive to stabilise its operations. This included the implementation of systems in support of delivering on its mandate. The Department further refined the Annual Performance Plan for 2016/17 to ensure it aligns with the Nine-Point Plan and as per the directive from the President to monitor the extent to which the economic cluster is promoting the economic empowerment of women in the country.

The Department published errata on several of the key performance indicators and targets in the 2016/17 Annual Performance Plan to refocus the work of Programmes 2 (Social Transformation and Economic Empowerment) and 3 (Policy, Stakeholder Coordination and Knowledge Management). This inter alia led to 61% of the planned targets not being achieved during the period under review.

In the last six (6) months of the year under review, the Department, under the leadership of the acting Chief Financial Officer with additional financial technical expertise, was able to improve its financial management significantly and it will continue to do so in the next financial year. This enabled the Department to clear historical financial challenges emanating from previous financial years.

The Department's operations continue to be hampered by an inadequate resource allocation. The challenge remains to maintain a balance between effective administration and the ability to deliver on the core functions. The Department also experienced critical vacancies at senior management level, including the head of Programme 2 (Social Transformation and Economic Empowerment) and the Chief Financial Officer, which impacted severely on its ability to meet performance and compliance requirements.

Departmental receipts

The Department earned revenue on the sale of disposed capital assets, from the recovery of previous year expenditures and from the collection of insurance payments and garnishee orders on behalf of third parties. In 2016/17, these earnings amounted to R576 000, as set out below:

- Departmental receipts

Departmental Receipts	2016/2017			2015/2016		
	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	34	21	13	32	17	15
Sale of capital assets	-	298	(298)			
Financial transactions in assets and liabilities	272	257	15	-	25	(25)
Total	306	576	(270)	32	42	(10)

General review of the state of financial affairs

- Programme Expenditure

Programme name	2016/2017			2015/2016		
	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	88 680	88 459	221	82 910	84 902	(1 992)
Social Transformation and Economic Empowerment	80 468	79 548	920	83 423	83 152	271
Policy Stakeholder Coordination and Knowledge Management	27 739	26 732	1 007	22 769	20 312	2 457
Total	196 887	194 739	2 148	189 102	188 366	736

The Department received a final appropriation of R196,9 million for the 2016/17 financial year. The appropriation included a transfer amount of R69,9 million for the Commission for Gender Equality (CGE). The expenditure incurred during 2016/17 amounted to R194,7 million, which is 98.9% of the final appropriation.

The Department recorded a net saving of R2,1 million on its budget for 2016/17, as reflected in the table above. The net saving was mainly on Compensation of Employees.

In comparison, in the 2015/16 financial year the Department received a final appropriation of R189,1 million. Expenditure incurred was R188,4 million, which translates to 99.6% of the 2015/16 final appropriation.

- Virements/Roll-overs

During the 2016/17 financial year the Department applied virement as part of the reprioritisation of funds aimed at covering budget shortfalls in programmes or economic classifications.

National Treasury approved a virement from Compensation of Employees savings towards the defrayment of overspending on Transfers and Subsidies as a result of the payment of leave gratuities. Savings on Goods and Services within Programme 2 were applied towards spending pressures under the same item within Programme 3. Savings under Capital (Machinery and Equipment) within Programme 3 were applied towards spending pressures under the same line item within Programme 1.

Virement per Programme			Virement per Economic Classification		
From	To	Amount R`000	From	To	Amount R`000
Programme 1	Programme 3	1 070	Compensation of Employees	Compensation of Employees	1 070
Programme 1	Programme 1	236	Compensation of Employees	Transfers and Subsidies	236
Programme 1	Programme 2	66	Compensation of Employees	Transfers and Subsidies	66
Programme 1	Programme 3	41	Compensation of Employees	Transfers and Subsidies	41
Programme 2	Programme 3	4 000	Goods and Services	Goods and Services	4 000
Programme 3	Programme 1	500	Machinery and Equipment	Machinery and Equipment	500
Total		5 913			5 913

- **Aid Assistance (General Budget Support)**

The Department received funding support of R11 152 million from the National Treasury's general budget support for the 2016/17 financial year. The allocation is based on outcomes relating to the creation of awareness about the reduction of gender-based violence. The Department spent R9 719 million during the year under review and has requested a no-cost extension from the National Treasury which would allow the Department to spend the balance available on this allocation during the 2017/18 financial year.

- **Unauthorised, irregular, and fruitless and wasteful expenditure**

Improved and strict budgetary controls ensured that the Department did not incur any unauthorised expenditure during the year under review.

As reported on page 10 of the 2015/16 annual report, the Department embarked on a resolution process regarding cases of irregular as well as fruitless and wasteful expenditures. This process resulted in the following in respect of previously reported irregular expenditure:

- (i) Consultations with the National Treasury and the AGSA resulted in corrections to prior year figures totalling R12 889 000.
- (ii) An amount of R22766 000 was derecognised as not condoned and not recoverable.
- (iii) An amount of R804 000 had been condoned and was therefore derecognised.

Irregular expenditure to the amount of R6 305 000 was identified during the year under review and occurred as a result of non-compliance with Supply Chain Management (SCM) requirements. These cases are under investigation and the appropriate consequence management sanctions will be introduced against responsible officials.

The fruitless and wasteful expenditure of R2.02 million referred to on page 10 of the 2015/16 annual report was corrected in the current year following consultations and feedback from the AGSA.

Fruitless and wasteful expenditure to the amount of R12 501 000 relating to duplicate billing and interest charges in respect of travel services provided was identified and relates to previous financial years (2011–2014). The amount was transferred to Receivables for recovery.

Improvements within the SCM arena, including enforcing compliance and strengthening awareness, are still in progress at the time of writing this report.

- **Future plans of the Department**

In the year under review, the following strategic objectives were prioritised in the revised Strategic Plan 2015–2020, which was tabled in 2016:

- Promotion of strategic leadership; good governance; and the effective, efficient and economical use of public resources for the socio-economic empowerment of women and the promotion of gender equality;
- Promotion of gender mainstreaming of socio-economic and governance programmes such that they accelerate a just and equitable society for women;
- Promotion of gender knowledge and analysis of policy and policy implementation for the socio-economic empowerment of women; and
- Promotion of monitoring, evaluation and reporting systems as a mechanism for ensuring timely interventions aimed at the socio-economic empowerment of women and gender equality.

Future plans to ensure that the socio-economic empowerment and rights of women and the promotion of gender equality are mainstreamed across all sectors of society include:

- Engendering the Nine-Point Plan to ensure an explicit gender dimension focusing on four (4) priorities, namely Ownership and Management Control; Skills Development; Development Finance and Enterprise Development; and Access to Credit, Land and Property;
- Monitoring the inclusion of women in broader economic plans of government and the implications for women of such plans;

- Promoting public participation through improved stakeholder engagement, outreach and advocacy work; and
- Improving partnerships with departments and relevant stakeholders to enhance the effectiveness of and access to government programmes for justice for, and the safety and security of, women.

- **Public-Private Partnerships**

The Department has not entered into any public-private partnerships in the year under review.

- **Discontinued Activities / Activities to be Discontinued**

In the year under review, the Department tabled an erratum in Programmes 2 and 3 to the Annual Performance Plan (APP) 2016/17 to correct some of the wording in a target in International Relations, since the Department does not domesticate the international instruments requirements but instead facilitates the development of the reports. This change had no financial implications.

The socio-economic empowerment and transformation targets for intervention mechanisms relating to women's care responsibilities and women's unpaid work were discontinued and replaced by the establishment of the Sanitary Dignity task team to facilitate the coordination of Sanitary Dignity provision to indigent women and girls, which led to the development of a policy framework to inform the provision by government.

The targets in the Research and Policy Development on Benefits to Women of Government Incentive Schemes in land reform and Agri-Parks programmes as they relate to the Nine-Point Plan as initially planned were discontinued and refocused to conducting an analysis of all thematic programmes in the Nine-Point Plan. The total Goods and Services budget for the sub-programme was R435 000:

- R178 242.75 was spent on office management, including minor assets, communication, business advisory services and consumables.

- R117 136.17 was spent on travel, accommodation and subsistence for the National Dialogues and the SADC meeting held in Botswana.
- R139 581.87 was spent on Printing of the Summary Report of the Status of Women in the South African Economy.

- **New or Proposed Activities**

The Department proposed the following new activities:

- Establishment of inter-departmental task team; preparation of project plan; and consultation with external stakeholders in Sanitary Dignity Indaba; and
- Two desktop research and analytical reports on the social impact of the Nine-Point Plan on women's socio-economic empowerment and gender equality.

There were no financial implications to the new activities.

- **Supply Chain Management**

The Department did not accept any unsolicited bid proposals for the year under review.

As mentioned earlier, improvements within the SCM arena are still in progress at the time of writing this report:

- (i) The SCM policy is in the process of being reviewed in order to ensure, inter alia, its alignment with the National Treasury Instructions and the Preferential Procurement requirements.
- (ii) Standard operating procedures will be developed and implemented to ensure compliance with the requirements during the evaluation process.
- (iii) Demand management planning is being improved.
- (iv) SCM training will be prioritised.

- **Gifts and Donations Received in Kind from Non-Related Parties**

The Department, as part of its programmes to benefit women, received a number of sponsorships from non-governmental organisations. Details are available in Annexure 1C to the Annual Financial Statements.

- **Exemptions and deviations received from the National Treasury**

The Department did not request any exemption and/or deviation approvals from the National Treasury during the financial year under review.

- **Events after the reporting date**

The Department concluded work done on the contingent asset reported in the previous financial year as resulting in fruitless and wasteful expenditure, which was transferred to Receivables for recovery as mentioned above.

- **Other**

The Department remains committed to improve on the audit outcomes in the coming financial year and is in the process of implementing increased oversight and monitoring mechanisms over the implementation of audit action plans.

Acknowledgement

I would like to thank Minister Shabangu for her guidance and unwavering support to the Department during the year under review. I would also like to thank all employees for the hard work they have invested in taking the Department forward.



Jenny Schreiner
Accounting Officer
Department of Women
Date: 28 July 2017

4. STATEMENT OF RESPONSIBILITY AND CONFIRMATION OF ACCURACY FOR THE ANNUAL REPORT

To the best of my knowledge and belief, I confirm the following:

All information and amounts disclosed throughout the annual report are consistent.

The annual report is complete, accurate and is free from any omissions.

The annual report has been prepared in accordance with the guidelines on the annual report as issued by National Treasury.

The Annual Financial Statements (Part E) have been prepared in accordance with the modified cash standard and the relevant frameworks and guidelines issued by the 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 that has been designed to provide reasonable assurance as to the integrity and reliability of the performance information, the human resources information and the Annual Financial Statements.

The external auditors are 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 resources information and the financial affairs of the Department for the financial year ended 31 March 2017.

Yours faithfully



Jenny Schreiner
Accounting Officer
Department of Women
Date: 28 July 2017

6. STRATEGIC OVERVIEW

6.1 Vision

A society that realises the socio-economic empowerment of women and the advancement of gender equality.

6.2 Mission

Accelerate socio-economic transformation for women empowerment and the advancement of gender equality.

6.3 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 and 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.

7. LEGISLATIVE AND OTHER MANDATES

The Department derives its mandate from the Constitution of the Republic of South Africa (the Constitution). The Constitution champions the achievement of equality, including gender equality, throughout its provisions and particularly section 9 thereof. Section 9 of the Constitution creates the basis for the obligation of the public sector, the private sector and civil society to eliminate and remedy gender, race and social inequalities.

Section 9(2) of the Constitution guarantees the full and equal enjoyment of all rights and freedoms by people of all genders. It furthermore provides that legislative and other measures designed to protect or advance persons or categories of persons disadvantaged by unfair discrimination, may be taken to promote the achievement of equality.

Section 9(3) 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”.

The Constitution defines in detail the vision of a society that the country strives towards – the “creation of a united, democratic, non-racial, non-sexist and prosperous South Africa”. The Constitution guarantees equal and inalienable rights to all citizens, and provides the mandate for both government and civil society to uphold the values of equality and remedy the heritage of inequality, discrimination and oppression.

The Constitution also provides the foundation for the promotion and protection of the rights of all South Africans and sets out the inter-changeable roles of the various institutions of government in achieving this. South Africa adopted the principle of mainstreaming of the rights of women across all legislation, policies, programmes and budgets post-1994. As such, various institutions responsible for promoting and monitoring the realisation of the socio-economic empowerment of women towards a gender equal society are required to ensure adherence to gender mainstream principles.

Other Mandates

South Africa is a signatory to several regional and international commitments on women's empowerment and gender equality. These include the following:

- United Nations Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) (December 1995), signed in 29 January 1993 and ratified in December 1995
- Beijing Declaration and Platform for Action, signed in September 1995
- African Union Heads of States' Solemn Declaration on Gender Equality in Africa, adapted and ratified in August 2004
- Optional Protocol to the African Charter on Human and People's Rights on the Rights of Women in Africa (AU Women's Protocol) (December 2004), ratified on 17 December 2004
- Commonwealth Plan of Action for Women's Empowerment and Gender Equality 2005–2015, adopted in 2005
- SADC Protocol on Gender and Development (2012), ratified in 2011
- Sustainable Development Goals – Agenda 2030 (SDGs) (2015)

The Constitution neither states very clearly nor implies in the last part of the Preamble that the Constitution is a commitment to comply with international law and human rights standards. There is alignment between the Constitution and international instruments.

Therefore, by adopting these instruments for the advancement of the socio-economic empowerment of women in the country, Government committed itself to their full and effective implementation at the national level.

The National Development Plan (the NDP)

The NDP aims to eliminate poverty and reduce inequality by 2030 through uniting South Africans, unleashing the energies of its citizens, growing an inclusive economy, building capabilities, and enhancing the capability of the state and leaders working together to solve complex problems. The following NDP chapters are particularly relevant to the mandate of the Department:

Chapter 3 Economy and Employment

Chapter 4 Economy infrastructure – the foundation of social and economic development

Chapter 6 An integrated and inclusive rural economy

Chapter 9 Improving education, training and innovation

Chapter 10 Promoting health

Chapter 11 Social protection

Chapter 12 Building safer communities

Chapter 13 Building a capable and developmental state

Chapter 15 Transforming society and uniting the country

Women make up a large percentage of the poor, particularly in rural areas. The NDP takes gender into account by proposing a range of measures to advance women's equality. The following is recommended in the NDP:

- Public employment should have a specific focus on unemployed women.
- Transformation of the economy should involve the active participation and empowerment of women.
- There should be support for women leadership in all sectors of society.
- Measures should be put in place for women to gain access to basic services.
- Women should have no fear of crime – and should feel protected by the law.
- There should be nutrition intervention for pregnant women.
- Women should have access to antiretroviral treatment and effective routine micro-biocides.

The Department, in implementing its programmes, has aligned its indicators to respond and contribute to the principles of the NDP.

Since 1994, the principle of 'gender equality' has influenced legislation development and policy formulation in all sectors. The law reform processes undertaken since 1994 have resulted in the production of an unprecedented body of laws and policies, annexed hereto as Annexure A, which the Department has to monitor and the impact of which on women the Department has to evaluate.

8. ORGANISATIONAL STRUCTURE

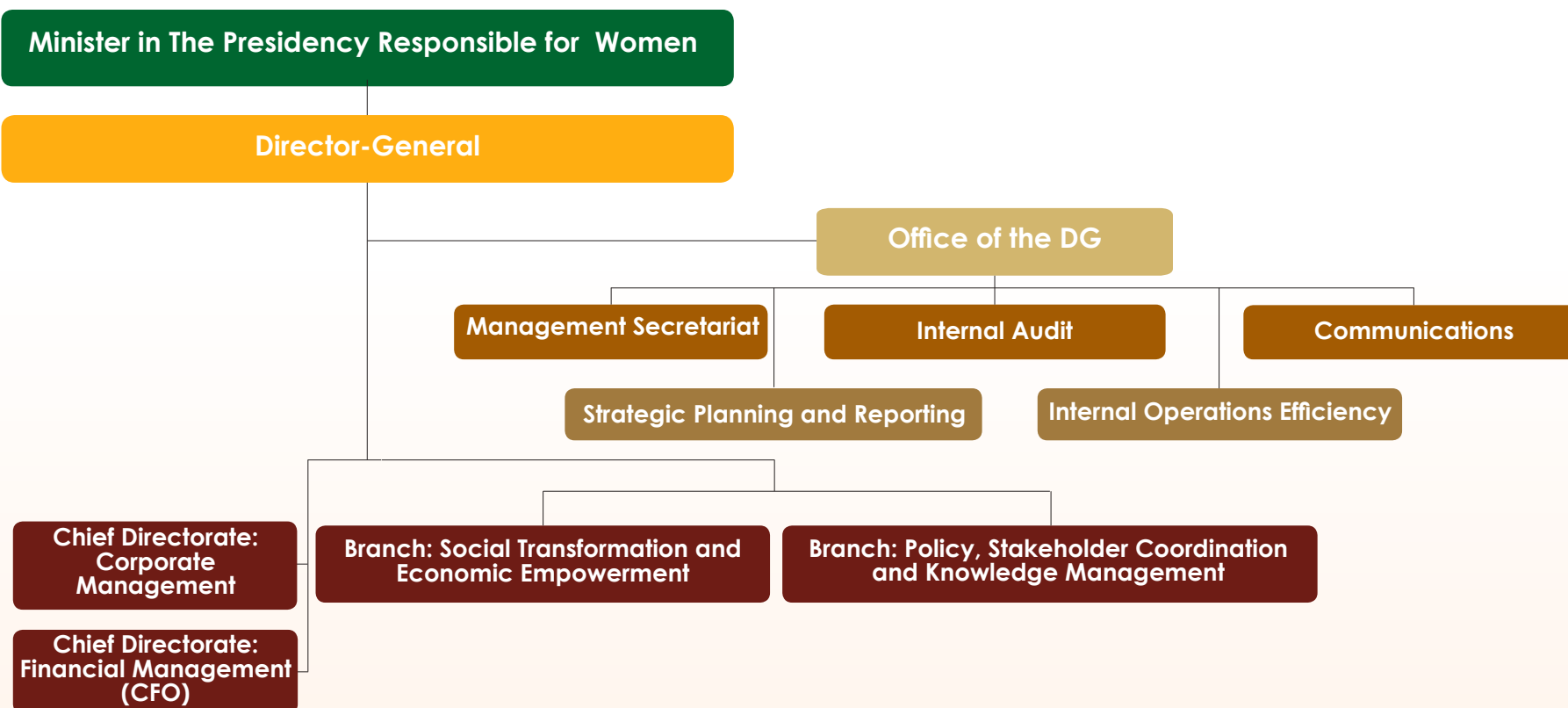
The budget programme structure approved in the 2015/16 financial year has been implemented in the year under review with the aim to lead, coordinate and oversee the transformation agenda on women's socio-economic empowerment, rights and equality, through the following programmes:

- **Programme 1** – Administration (by providing strategic leadership, management and administrative support services to the Department);

- **Programme 2** – Social Transformation and Economic Empowerment (by facilitating and promoting the attainment of women's socio-economic empowerment and gender equality); and
- **Programme 3** – Research, Policy Coordination and Knowledge Management (by undertaking research, policy analysis, knowledge management, monitoring, evaluation, outreach and stakeholder coordination for women's socio-economic empowerment and gender equality).

The Department's 2015–2020 Strategic Plan and Annual Performance Plan (APP) 2016/17 identified performance indicators according to the new budget programme structure.

Organisational Structure



9. ENTITIES

The Commission for Gender Equality (the CGE) is one of the state institutions seized with the task of strengthening constitutional democracy in the Republic of South Africa (section 181(1)(d) of the Constitution). In terms of section 181(2) of the Constitution, read with section 10(1)(a) of the Commission for Gender Equality Act, 1996 (Act No. 39 of 1996), the CGE is independent and subject only to the Constitution and the law, and it must be impartial and must exercise its powers without fear, favour or prejudice.

The relationship between the Minister in the Presidency Responsible for Women and the Commission for Gender Equality (CGE) is administrative in nature due to the following reasons:

- (i) 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.
- (ii) The administration of the Commission on Gender Equality Act was assigned by the President to the Minister in the Presidency Responsible for Women; 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 audit conclusion on the performance against predetermined objectives is included in the report to management.

Refer to page 102 of the Report of the Auditor General, published as Part E: Financial Information.

2. OVERVIEW OF DEPARTMENTAL PERFORMANCE

2.1 Service Delivery Environment

The Department is operating in an environment (South Africa) where the scourge of abuse and killing of women and girls is on the increase and the incidence of social problems such as poverty, inequality and unemployment are unacceptably high. South Africa has been faced with the challenge of increasing brutality and violence against women and children in the country. These brutalities rank as the highest form of betrayal of women and children: to be killed by men – often their boyfriends, fathers, husbands or uncles – who are supposed to love them.

Of particular concern to the Department of Women is that, post the apartheid era in South Africa, women have remained in an inequitable economic position. Their status in the country's economy needs to be addressed as a matter of urgency, more especially if the country seeks to see itself as an equitable and equal society. The unfavourable economic position of women is further compounded by deep social and economic divisions. Drawing from the Employment Equity Commission Report 2016–17, the gender parity ratio in top management across the combined public and private sectors is 78% men to 22% women, decreasing through each skill level up to 59.3% men to 40.7% women at the unskilled level.

This has given rise to the President giving direction on the matter to the effect that the empowerment of women be centrally placed within government's plans and in particular within the Nine-Point Plan to further grow the country's economy.

Subsequent to this, the Department of Women was tasked to regularly report to cabinet on the progress made in this regard. Therefore, it would be an explicit intention of the Department that the outputs and outcomes of government's programmes and policies, and the legislative frameworks of sister departments be influenced by this prerogative to empower women in every component of the Nine-Point Plan.

The Local Government Election in 2016 has resulted in a change in women in leadership within public life. The results of the 2016 local government elections show that women representation in local government has increased from 38% of elected councilors in 2011 municipal elections to 41%, following the 3 August 2016 municipal elections. The table below provides data on gender and local government election results from 1995 to 2016. As reflected below, there is an increase in the percentage of women on party proportional representation lists (48%); however, no change was recorded on ward list which remained at 33% compared to the 2011 elections.

Women's representation in Local Government 2016

Year	% Women Ward	% Women PR	% Women overall
1995	11%	28%	19%
2000	17%	38%	29%
2006	37%	42%	40%
2011	33%	43%	38%
2016	33%	48%	41%

The representation of women in Cabinet level following the 2014 general election stands at approximately 41% of MPs in the National Assembly; in the NCOP, 35.84% of seats were occupied by women; in provincial legislatures, 37% of seats were occupied by women.

The priority of the Department had to be refocused to promote women's socio-economic empowerment and gender equality across all sectors of society. The Department has determined that there is sufficient policy and legislation to address gender equality, and has resolved instead to focus on policy and legislative implementation review and gap analysis. This includes monitoring the advancement of the socio-economic empowerment of women in the implementation of the Nine-Point Plan and in the implementation of strategy to eliminate and prevent violence against women and children. The Department continues to seek creative ways to do more with limited resources in the face of competing demands.

The overarching outcome that the Department must achieve is an informed society that upholds the socio-economic empowerment of women and gender equality, and implements gender-sensitive policies.

The strategic objectives that have been prioritised in the revised Strategic Plan 2015–2020, which was tabled in March 2016, are listed on page 11 in Accounting Officer's report.

The particular responsibility given to the Minister is to lead on the gender dimension of Outcome 14:

Social Cohesion and Sub-Outcome 2: Equal opportunities, inclusion and redress, with reference to:

- Changing attitudes and behaviour in relation to gender issues and xenophobia; and
- Increased progress towards gender equality.

During the period under review, the Department conducted awareness raising and outreach initiatives which included national and community dialogues and campaigns on women's social participation, women's economic empowerment and inclusion, violence against women and children, and gender-based violence.

The Department monitors the implementation of the Presidential Directive to ensure the inclusion of women in the broader economic plans of government, the implications for women of individual government ESEID departments' operational and spending plans, as well as the gender dimension of the Nine-Point Plan and the Operation Phakisa initiatives launched and still to be launched. The Department also enables the monitoring of progress on the implementation of the recommendations of the Status of Women in the Economy Report by the relevant departments in the Economic Cluster.

With regard to the commitments South Africa has made through international instruments, the Department monitors and reports to various international bodies on progress made in the socio-economic empowerment of women and advocacy against, and the prevention and elimination of, gender-based violence.

2.2 Service Delivery Improvement Plan

The Department is not mandated to deliver services directly to the public, but works in partnership with other government departments, civil society and the private sector to promote the socio-economic empowerment of women. The Department has indicated to the Department of Public Service and Administration that, due to the nature of its mandate and functions, the SDIP template provided is not suitable for its requirements. The Department has customised the SDIP template to its mandate and functions.

In the course of its engagement with the DPME on MPAT 2016, the issue of the SDIP format was considered. Subsequent to that, the Department engaged with the DPSA and ongoing work is being done in relation to the service delivery model and SDIP.

Main Services and Standards

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
Develop intervention mechanisms for gender mainstreaming to achieve women's socio-economic empowerment and transformation, and gender equality	Government (national and provincial) Non-government (business communities, civil society, women groups, gender organisations and labour)	Intervention plans Discussion documents and literature reviews	The Department will facilitate the engendering of socio-economic empowerment plans (Nine-Point Plan, oceans economy, business and financial sectors)	Two workshops were held to unpack the Nine-Point Plan (9PP) with DoW practitioners, both facilitated by Economic Development Department (EDD) official/s and the EDD Minister during the 2016/17 and 2017/2018 financial years. The workshops' objectives were to capacitate DoW practitioners to ensure that the socio-economic empowerment plans of government departments and state-owned enterprises are engendered through the 9PP interventions and increase the capacity of the DoW to monitor implementation across the targeted sectors of the economy, i.e. oceans, business and financial sectors etc. for financial year 2016/17 going forward. Report on how government departments are mainstreaming 9PP interventions in the implementation of identified programmes/projects is being produced.
Promote gender-sensitive research and conduct policy gender analysis	Government (national and provincial) Non-government (business communities, civil society, women groups, gender organisations and labour)	Conduct research on women's socio-economic rights Policy analysis	The Department will analyse and coordinate policies and programmes	The Research and Policy Analysis unit provided analysis on the National Sanitation Policy (May 2016); Overview of Trends in EE Report 2015–16 (May 2016); Green Paper on International Migration (September 2016); Diagnostic Review of VAWC (September 2016); National Youth Service Framework (April 2016); and White Paper on Police (April 2016). The RPA unit conducted desktop research on government incentive schemes; progress made on benefits to women in the 9PP from Cabinet Progress Reports (Q3 and Q4); and desktop research on women in local government elections (September 2016), amongst other adhoc pieces of research as required by the different units in the DoW.

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
Monitor and evaluate progress made in improving the socio-economic status of women, which includes facilitating stakeholder (domestic, regional and international) coordination to ensure women's socio-economic empowerment and gender equality, conduct outreach initiatives and dialogues to promote women's socio-economic empowerment and gender equality, and gather information	Government Private sector Civil society International development partners	Facilitate/Provide information and disaggregated data that show trends, patterns and progress Assess the impact of government's programmes on women's socio-economic empowerment and gender equality	The Department will gather, collect and make accessible gender knowledge and information. We commit to facilitating and providing quarterly/regular, updated, verifiable, and credible disaggregated data, information and impact assessments on progress made with women's socio-economic empowerment/transformation.	Two reports were developed: SADC Ministers Responsible for Gender/Women's Affairs Report <ul style="list-style-type: none"> • South Africa's Fifth Periodic Report on CEDAW Four outreach initiatives and nine community mobilisations were conducted to promote women's socio-economic empowerment and gender equality. <ul style="list-style-type: none"> • Report on social cohesion and moral generation within the context of Africa Month: 11 May 2016 • Take a Girl Child to Work: 26 May 2016 • Northern Cape Youth Summit: 9–11 June 2016 • Intergenerational Report: 26–27 June 2016 • National Women's Day: 09 August 2016 • International Mandela Day: 21 July 2016 • Herstory: 29 July 2017 • National Prayer Day: 4 August 2016 • Youth consultation with Queenstown district of Methodist Church: 2 October 2016 • Orlando East and Sidebeng: Report on DoW's engagement with the Elderly: 28 October 2016 • Youth development and career expo: 19 November 2016 • 16 Days of Activism campaigns and National Dialogues in Limpopo Province • Report on the pilot dialogue for Mpumalanga dialogue: 21 February 2017 • International Women's Day: 08 March 2017

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
Facilitate strategic relations	<p>International development partners</p> <p>Other countries</p> <p>Public service and private sector</p> <p>Civil society</p>	<ul style="list-style-type: none"> • Bilateral and multilateral relations • Intergovernmental relations • Coordination and depository of reports to DIRCO • Implementation protocols • Compliance reporting • Domesticating 	<p>Timeous and widely consulted reporting</p> <p>Approved reports</p> <p>SOP</p>	<p>CSW consultative meeting with civil society organisation was held on 9 November 2016</p> <ul style="list-style-type: none"> • Consultation meeting with DIRCO on 61st session of the CSW was held on 23 November 2016 • Inter-departmental meeting on the African Union 2017 theme was held on 7 December 2016 • Inter-departmental task team meeting on international reporting was held on 20 October 2016 • Participated in the national workshop on the domestication of the Sustainable Development Goals Indicators on 1 and 2 December 2016 • Participation in the SADC Consultative Workshop on UN Resolution 1325 on 25 and 26 November 2016 • STEE and M&E participation in the SADC Workshop to validate the SADC Monitoring and Evaluation System and roll-out of the SADC Guidelines on Gender-Responsive Budgeting on 28 to 30 November 2016 • Bilateral meeting between Minister and Ambassador from Mexico • Inter-departmental meeting on W20 on 9 May 2016; Profiling of the civilian component of South Africa on 12 May 2016 • Treaty Obligation on 18th May 2016 • SADC Ministerial Committee of the Organ (MOC) and the Extra-Ordinary MCO Meeting on 10 June 2016 • 24 November 2016: participated in the Inter-Departmental Meeting convened by DIRCO on Demographic Dividend • On 17 January 2017, participated in the AU Inter-Departmental meeting in preparation for 9th African Union Pre-Gender Summit that took place from 22 to 27 January 2017 in Addis Ababa, Ethiopia.

Main services	Beneficiaries	Current/actual standard of service	Desired standard of service	Actual achievement
<p>Coordination of multilateral engagements Negotiation and implementation of bilateral cooperation</p> <p>Consultative stakeholder engagements</p>	<p>International organisations</p> <p>International development partners</p> <p>Foreign governments</p> <p>Public service and private sector</p> <p>Civil society</p>	<p>International treaties and conventions</p> <p>Participation in regional and international platforms</p> <p>Bilateral agreements and MOUs</p> <p>Participation in strategic bilateral platforms, i.e. JCCs</p> <p>BNCs SOMs</p> <p>Gender Focal Points (GFPs)</p> <p>Implementation protocols</p>	<p>The Department will develop reports timeously and ensure they are widely consulted on in compliance with international treaties and conventions.</p> <p>The Department will conduct consultative stakeholder/gender Focal Points workshops.</p>	<p>Two reports were developed:</p> <ul style="list-style-type: none"> SADC Ministers Responsible for Gender/ Women's Affairs Report South Africa's Fifth Periodic Report on CEDAW <p>Four outreach initiatives and nine community mobilisations were conducted to promote women's socio-economic empowerment and gender equality.</p> <ul style="list-style-type: none"> Report on social cohesion and moral generation within the context of Africa Month: 11 May 2016 Take a Girl Child to Work: 26 May 2016 Northern Cape Youth Summit: 9–11 June 2016 Intergenerational Report 26–27 June 2018 National Women's Day: 09 August 2016 International Mandela Day: 21 July 2016 Herstory: 29 July 2017 National Prayer Day: 4 August 2016 Youth consultation with Queenstown district of Methodist Church: 2 October 2016 Orlando East and Sidebeng: Report on DoW engagement with the Elderly: 28 October 2016 Youth development and career expo: 19 November 2016 16 Days of Activism campaigns and national dialogues in Limpopo Province Report on the pilot dialogue for Mpumalanga dialogue: 21 February 2017 International Women's Day: 08 March 2017

2.3 Organisational environment

During the period under review, the DoW was restructured, both organisationally and financially, over three programmes:

Programme 1: Administration, managed by three (3) organisational divisions, including the Office of the DG, Division: Corporate Management; and the Division: Finance and Supply Chain Management

Programme 2: Social Transformation and Economic Empowerment, managed by Branch: Social Transformation and Economic Empowerment

Programme 3: Policy, Stakeholder Coordination and Knowledge Management, managed by Branch: Policy, Stakeholder Coordination and Knowledge Management.

The Department monitored the implementation of the Presidential Directive to ensure the inclusion of women in broader economic plans of government, the implications for women of individual government ESEID departments' operational and spending plans, and that the Nine-Point Plan and the Operation Phakisa initiatives launched have an explicit gender dimension.

Through its work and commitments of international instruments, the Department monitored and reported to various international bodies on progress made in the socio-economic empowerment of women and advocacy against gender-based violence. The Department also monitored progress on the implementation of the recommendations of the Status of Women in the Economy Report by the relevant departments.

In the period under review, the Department contributed to Outcome 14 on promoting social cohesion and nation building through a number of sustained and visible outreach initiatives or campaigns. Six outreach initiatives or gender campaigns were conducted, namely:

- Women's month, including National Women's Day
- Girl Learner and Young Women Work Exposure Programme
- 16 Days of Activism for No Violence Against Women and Children

- National Dialogues and Advocacy Programme
- International Women's Day
- #365 Days Campaign for a Non-Violent South Africa

In response to SONA priorities for the year under review, the Department in its planned programmes has paid special attention to the eradication of inequalities and all related intolerances in our country by strengthening and supporting initiatives on awareness raising and monitoring of gender-based violence, including social cohesion and nation-building initiatives. The departmental focus is on gender mainstreaming and ensuring the financial inclusion of women in the economy.

During the year under review, the Department issued errata on two targets in Programme 2 and three targets in Programme 3 in the Annual Performance Plan (APP) 2016/17 to ensure that the socio-economic empowerment of women is redirected to the development of the Framework for Sanitary Dignity and refocused by conducting an analysis of all programmes in the Nine-Point Plan, ensuring that those targets are relevant to the Department with no encroachment into other departments' space. Out of 36 (thirty-six) planned targets for the year, only 14 (fourteen), i.e. 39%, of the targets were achieved while 22 (twenty-two), or 61%, were not achieved.

During the year under review, lessons learnt from the DoW pilot on national dialogues on gender-based violence in the Limpopo Province have revealed details of social challenges confronting our communities in relation to violence against women and children. The preliminary findings indicated, amongst other things, that elderly women who stay alone are soft targets for criminals and rapists; children are particularly vulnerable due to the extent of child-headed households, child neglect, incest and the children being sold to older men; the prevalence of domestic violence and conflict over protection orders and perceived conjugal rights; and intimate-partner femicide. The findings also indicated causal connections between violence against women and children and substance abuse, conflict between parents, attitudes towards women and gender stereotypes, and unemployment poverty and exploitation. Findings were also made on the impact of service delivery by social and criminal justice cluster departments.

In the coming financial year the Department will engage more on national dialogues with the objective of strengthening community participation and to address the magnitude of violence against women – to understand its manifestations and causes and to enhance community action. A further focus will be put on, amongst other things, government's implementation of the Nine-Point Plan in unblocking obstacles to the financial inclusion and empowerment of women. Elements of the Nine-Point Plan that the programme will be focusing on include monitoring ownership and management control; development finance and enterprise development; and access to credit, land and property.

2.4 Key policy developments and legislative changes

There have been no policy or legislative changes in the reporting period.

3. STRATEGIC OUTCOME-ORIENTED GOALS

Programme 1: Administration

Strategic Outcome-Oriented Goal 1	Promotion of strategic leadership; good governance; effective, efficient and economical use of public resources for the socio-economic empowerment of women; and gender equality
Goal Statement	A Department that implements prescripts and plans that support the socio-economic empowerment of women and promote gender equality

Programme 2: Social Transformation and Economic Empowerment

Strategic Outcome-Oriented Goal 2	Promotion of gender mainstreaming of socio-economic and governance programmes such that they accelerate a just and equitable society for women
Goal Statement	A Department that ensures that policies and programmes across all sectors are engendered

Programme 3: Policy, Stakeholder and Knowledge Management

Strategic Outcome-Oriented Goal 3	Promotion of gender knowledge and research, policy analysis, monitoring and evaluation for the socio-economic empowerment of women; and advocacy and information sharing in outreach campaigns and stakeholder engagement with respect to women's socio-economic empowerment and gender equality
Goal Statement	Engendered information and knowledge on evidence-based research with monitoring and evaluation systems that track progress on women's socio-economic empowerment and gender equality; and outreach initiatives that are informed by and inform society on women's socio-economic empowerment and gender equality

Highlights of significant achievements

- Organisational structure redesigned based on new mandate and revised strategic intentions
- Developed a business case on Sanitary Dignity Framework
- Developed a Draft Toolkit Dashboard for reporting and measuring the economic empowerment of women throughout the Nine-Point Plan
- Developed a business case on Women's Financial Inclusion Framework
- Developed a business case on GRB
- Produced a pilot report on national dialogues in Limpopo
- The Minister in the Presidency Responsible for Women, Minister Susan Shabangu, in partnership with Cell C, hosted the Take a Girl Child to Work initiative on 26 May 2016, at the Union Buildings, Tshwane. Invited 60 girls from various secondary schools in Gauteng to job shadow her for the day. The 60 girls symbolised the 60th anniversary of the Women's March to the Union Buildings in 1956.
- Hosted the Intergenerational Conversation from 26–27 June 2016 at Constitution Hill, Braamfontein. The rationale for the proposed "Intergenerational Conversation" was to enable young women to ensure public engagement with the female leaders of 1976 with the aim of finding common and sustainable solutions in building the future that they want.

- As part of the 60th anniversary of the Women's March, the Department held its Mandela Day at Naauwpoort village, Ngaka Modiri Molema, North West on 21 July 2016. The Mandela Day in Naauwpoort also served as a follow-up to the commitment made during the launch of 16 Days of Activism at Naauwpoort village on 25 November 2015 where the Minister indicated that she would come back to ensure that all the cases of gender-based violence in the area are resolved.
- 2016 marked the 60th Anniversary of the 1956 Women's March to the Union Buildings. This was commemorated through a month-long series of activities in August 2016 and culminated on 9 August in a very successful women's parade and a main event where over 40 000 women were addressed by the President. During this main event, the Department hosted a very successful women's exhibition. The exhibition for 2016 was based on the promotion of women vendors/entrepreneurs/women-owned small businesses.
- On 04 August 2016 the Department held a National Day of Prayer as a build-up to the 60th Anniversary of the Women's March, at Mankweng Sportsfield, Mankweng, Polokwane, Limpopo.
- The Department ran a 16 Days of Activism campaign in Limpopo on the 25th of November at Lebowakgomo Civic Centre in Polokwane, Limpopo, where H.E. President Zuma launched the National Dialogues on Gender-Based Violence.
- On 26 November 2016 the Department, the South African Chapter of the International Association of Women and the South African Women Lawyers hosted the National Dialogues with the South African Women Lawyers Association on issues affecting communities and requiring the attention of lawyers. The South African Family Law dialogue was meant to assess the effectiveness of laws in promoting and protecting the rights of women.
- Human Rights Day was commemorated in Limpopo on 9 December 2016; the day was used to close the National Dialogues that were held in Limpopo as well as craft a way forward in terms of programmes that emanated from the dialogues.

- The Department entered into a partnership with the Ekurhuleni Artisans and Skills Development Centre, which formed part of the stakeholders during the dialogues; 25 unemployed youth were identified in all five districts of Limpopo and are undergoing training. Upon completion of the training they will be provided with equipment to do entrepreneurial artisan work in their various communities.

4. PERFORMANCE INFORMATION BY PROGRAMME

The tables below provide the Annual Performance Reporting as at 31 March 2017 against the three budget programme structures:

Programme 1: Administration;

Programme 2: Social Transformation and Economic Empowerment; and

Programme 3: Research, Policy Coordination and Knowledge Management.



PROGRAMME 1: ADMINISTRATION



PROGRAMME 1: ADMINISTRATION

Programme Purpose: To provide strategic leadership, management and administrative support services to the Department

Sub-Programmes: Departmental Management; Financial Management; and Corporate Management

Programme Strategic Objectives: Effective leadership and oversight; sound financial management; and strengthen good governance for the Department to deliver on its mandate.

Sub-programme Strategic Objectives:

Departmental Management: Strengthened good governance that ensures the DoW delivers on its mandate

Financial Management: Improved strategic financial management system in DoW, enabling delivery on the mandate

Corporate Management: Effective and appropriate Human, ICT and Physical Resource management, enabling delivery on its mandate.

Service delivery achievements

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

Programme 1: Administration							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Sub-programme: Departmental Management							
Strategic objective: Strengthened good governance to ensure the DoW delivers on its mandate							
Approved risk plan and quarterly risk mitigation reports	-	Not Achieved	Not Achieved	Conduct annual risk assessment/ review	Achieved: annual risk assessment/ review conducted	No deviation	-
	-	Not Achieved	Achieved	Produce a 3-year rolling strategic risk management plan	Achieved: 3-year rolling strategic risk management plan produced	No deviation	-
	-	Achieved	Achieved	Produce annual risk implementation plan	Achieved: annual risk implementation plan produced	No deviation	-

Programme 1: Administration

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Approved Internal Audit Plan, quarterly monitoring of reports and internal audit reports against the plan	-	New Target	Achieved	Produce a 3-year rolling strategic internal audit plan and submit to the Audit Committee for approval by 30 June 2016	Achieved: 3-year rolling strategic internal audit plan produced and submitted to the Audit Committee for approval by 30 June 2016	No deviation	-
	-	Not Achieved	Achieved	Quarterly audit implementation reports approved by Executive Authority	Achieved: Quarterly audit implementation reports approved by Executive Authority	No deviation	-
DoW strategic and annual plans developed	-	Achieved	New Target	Strategic Plans and APP developed as prescribed by the relevant planning frameworks	Achieved: The Department developed the 2017/18 APP with an annexure to changes in the Strategic Plan 2015-2020	No deviation	-
Quarterly performance review conducted	-	New Target	New Target	Conduct quarterly performance review as prescribed by the relevant planning frameworks	Achieved: Quarterly performance reviews as prescribed by the relevant planning were conducted	No deviation	-
Improved departmental MPAT scores	-	Achieved	Achieved	Compliance with all MPAT required standards	Achieved: MPAT scores improved	No deviation	-

Programme 1: Administration							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Sub-programme: Financial Management							
Strategic objective: Improved strategic financial management system in the DoW, enabling delivery of its mandate							
% of invoices paid within 30 days	-	Not Achieved	Not Achieved	100% payment of all valid invoices within 30 days	Not Achieved: 10% of all valid invoices were not paid within the 30 days	3 502 (100%) invoices received, paid (90%) and (10%) were paid outside of 30 days.	The register for the control and management of invoice tracking has been revised and improved; Invoices with queries are followed up to ensure compliance as far as possible; and consequence management has been implemented to managers who were found to have contributed towards the delay in finalisation of the report.
Financial statements and reports	-	New Target	Achieved	Obtain an unqualified audit opinion and no material findings on financial statements annually	Achieved: 2015/16 unqualified audit opinion attained.	No deviation	-

Programme 1: Administration							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Sub-programme: Corporate Management							
Strategic objective: Effective HR and ICT Management to enable DoW to deliver on its mandate and functions							
Reduced vacancy rate	-	New Target	Achieved	Maintain a vacancy rate of less than 10% annually	Achieved: Vacancy rate as on 31 March 2017 was 5.7% of funded posts	No deviation	-
% of disciplinary cases finalised within the time frame	-	New Target	New Target	100% of all disciplinary cases resolved within 90 days of the cases being initiated	Not Achieved: 50% disciplinary case is still in process.	Delays attributed to disciplinary hearing processes	The Department is working closely with the DPSA and OPSC to address the matter. Fixed-term contractor appointed from 2017/01/03 to provide technical support for the labour cases.
% of achievement of ICT system's availability	-	New Target	Achieved	Achieve an average of 95% of ICT system's availability on an annual basis measured by reports produced quarterly as generated by the system	Achieved: 95% No network downtime experienced	No deviation	-
% of business systems implemented	-	New Target	Not Achieved	85% of ICT business applications developed on annual basis	Achieved: 85% of ICT business applications developed on annual basis	No deviation	-

Strategy to overcome areas of under performance

Department under programme 1, out of 14 planned annual targets achieved 12 (86%) and did not achieve 2. The not achieved targets were: 100% payment of all valid invoices within 30 days, and Disciplinary cases resolved within 90 days. Out of 3 502 invoices received the department managed to pay 91% within 30 days. Some of the cases were not finalised and those finalised were not resolved within 90 days.

In order for the department to ensure that going forward will perform or achieve two underperformed targets has developed the following strategies/plans:

- The register for the control and management of invoice tracking has been revised and improved.
- Instruction note 34 is reported to Management through the IYM process.
- Invoices with queries are followed up to ensure compliance as far as possible.
- Consequence Management through warning letters have been implemented.
- A fixed-term contractor has been appointed in 2017 to provide technical support for the labour cases with the purpose of resolving the cases within 90 days as required.

Changes to planned targets

In Programme 1 there were no changes in the performance indicator or targets during the reporting period.

Programme 1: Sub-programme budget and actual expenditure

Programme Name	2016/2017			2015/2016		
	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
Administration	R'000	R'000	R'000	R'000	R'000	R'000
Ministry	20 670	21 284	-614	21 373	21 487	-114
Departmental Management	22 619	22 451	168	14 001	13 998	3
Corporate Management	20 944	20 458	486	25 613	28 041	-2 428
Financial Management	12 822	12 642	180	10 549	10 002	547
Office Accommodation	11 625	11 624	1	11 374	11 374	-
Total	88 680	88 459	221	82 910	84 902	-1 992

2016/2017				2015/2016		
Programme Name	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure
Economic Classification	R'000	R'000	R'000	R'000	R'000	R'000
Compensation of Employees	49 950	49 028	922	46 534	48 504	-1 970
Goods and Services	35 353	36 049	-696	33 413	33 485	-72
Transfers and Subsidies	238	245	-7	450	452	-2
Capital Payments	3 139	3 078	61	2 513	2 461	52
Payment for Financial Assets	-	59	-59	-	-	-
Total	88 680	88 459	221	82 910	84 902	-1 992



PROGRAMME 2: SOCIAL TRANSFORMATION AND ECONOMIC EMPOWERMENT (STEE)



PROGRAMME 2: SOCIAL TRANSFORMATION AND ECONOMIC EMPOWERMENT (STEE)

Programme Purpose: To facilitate and promote the attainment of women's socio-economic empowerment and gender equality.

Sub-Programmes: Social Empowerment and Transformation; Economic Empowerment and Transformation; and Governance Transformation, Justice and Security

Programme Strategic Objectives: Oversight of the implementation of policies/programmes for women's empowerment and economic participation; and oversight of the implementation of mechanisms that promote women empowerment and social transformation

Sub-programme Strategic Objectives:

- **Social Empowerment and Transformation:** Intervention mechanisms on policies and programme implementation for mainstreaming the economic empowerment and participation of women towards economic transformation and development
- **Economic Empowerment and Participation:** Intervention mechanisms for gender mainstreaming for women's social empowerment and participation developed
- **Governance Transformation, Justice and Security:** Mechanisms for engendered transformation through advancing measures for the empowerment of women towards a just society developed

Service delivery achievements

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

Programme 2: Social Transformation and Economic Empowerment							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Sub-programme: Social Empowerment and Transformation							
Strategic objective: Intervention mechanisms for gender mainstreaming for women's social empowerment and participation developed							
Intervention mechanisms to support women's socio-economic empowerment through assessment of childcare provision	-	New Target	New Target	Intervention mechanisms for women's social participation and empowerment engendered (focused on women's care responsibilities: concept document on childcare as support developed)	Not Achieved: Consultation document on the provision of childcare best practices was developed.	Firstly, during the midterm review the target was reviewed on the basis that the capacity of the component has been internally transferred leaving the sub-programme with no senior manager at all. Secondly, mid-term review determined that the development of the Sanitary Dignity Policy Framework was more critical at that point than continuing with this work. Department have also took step further to employ a director on contract to deal with the project of Sanitary Dignity.	Erratum was issued to replace the target.

Programme 2: Social Transformation and Economic Empowerment

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Intervention mechanisms for women's socio-economic empowerment through improved recognition of women's productive contribution to household and community carework	-	New Target	New Target	Intervention mechanisms for women's social participation and empowerment engendered (focus on unpaid care work: concept document on improved recognition of women's productive contribution to household and community care work developed)	Not Achieved: Consultation document of household and community care work developed	Firstly, during the midterm review the target was reviewed on the basis that the capacity of the component has been internally transferred leaving the sub-programme with no senior manager at all. Secondly, mid-term review determined that the development of the Sanitary Dignity Policy Framework was more critical at that point than continuing with this work. Department have also took step further to employ a director on contract to deal with the project of Sanitary Dignity	Erratum was issued to replace the target.

Programme 2: Social Transformation and Economic Empowerment

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Framework for the Sanitary Dignity Campaign Coordinated	-	New Target	New Target	Establishment of interdepartmental task team; preparation of project plan; consultation with external stakeholders in Sanitary Dignity Indaba	Not Achieved: Interdepartmental task team established and Sanitary Dignity Project plan developed	The date for the National Sanitary Dignity Indaba clashed with the Ministers trip to the AU Pre-Summit Gender meeting and therefore we had to rescheduled pending approval of the concept document and confirmation of a suitable date to hold the Indaba as the Minister was intrinsically involved in CSW Consultative preparations which were scheduled for the month of Feb and March 2017. Cabinet and Parliamentary processes also required the Minister's attention and such engagements took place in Cape Town during the period.	The National Sanitary Dignity Indaba to be held in the 1st quarter 2017/18

Programme 2: Social Transformation and Economic Empowerment							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Sub-programme: Economic Empowerment and Participation							
Strategic objective: Intervention mechanisms for women's economic empowerment mainstreamed into the Nine-Point Plan							
Improved women's socio-economic empowerment through engendering government's Nine-Point Plan.	-	New Target	New Target	Report on Interventions to ensure economic empowerment of women in the Nine-Point Plan	Not Achieved: Draft Report on Interventions to ensure economic empowerment of women in the Nine-Point Plan developed	Draft Report on Interventions to ensure economic empowerment of women in the Nine-Point Plan to be consulted internally before approval. There was a delay in finalising consultations due non availability of critical stakeholders.	Report to be finalised in 2017/18 financial year.
Women's Financial Inclusion discussion paper	-	New Target	New Target	Discussion paper on Women's Financial Inclusion	Not Achieved: Draft Discussion paper on Women's Financial Inclusion developed.	Draft Discussion paper on Women's Financial Inclusion still needs to be consulted. There was a delay in finalising consultations due non availability of critical stakeholders.	Women`s Financial Inclusion Target to be finalised in 2017/18 financial year.

Programme 2: Social Transformation and Economic Empowerment							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Sub-programme: Governance Transformation, Justice and Security							
Strategic objective: Mechanisms for engendered transformation through advancing measures for the empowerment of women towards a just society developed							
Strategy for gender mainstreaming and GFPs	-	New Target	Not Achieved	Framework on strategy for gender mainstreaming and GFPs	Not Achieved: The draft Discussion document on strategy for gender mainstreaming and GFPs developed.	The draft cab memo still needs further consultations before the proposals can constitute a framework. There were some challenges which led to a DG DoW to DG DPSA letter was written to resolve them.	The framework on gender mainstreaming and GFPs will be finalized in 2017/18 financial year.

Programme 2: Social Transformation and Economic Empowerment

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
GRB framework developed.	-	Not Achieved	Not Achieved	GRB framework developed	Not Achieved: Business Case and concept document on Gender Responsive Budgeting developed Phase one (internal meetings)of the conceptualisation process conducted. Phase two (consultations with National treasury, Stats SA and DPME)of the conceptualisation process conducted	Following DoW internal meetings on Gender Responsive Budgeting conceptualisation, a business case was developed to inform the development of a framework.	Business Case developed and development of GRB framework was put on holdpending phase three(Meeting with GRB experts) of the conceptualisation process, for finalisation in 2017/18 financial year.
Discussion paper towards a national prevention strategy for the IPOA on VAWC	-	New Target	New Target	Discussion paper on prevention strategy for the IPOA on VAWC	Not Achieved: Analysis on Best Practice model for the management of VAW was developed Discussion document on GBV prevention developed	The work done on the two indicators is being incorporated in the IPOA its finalisation will happen within the dialogues as per the Errata.	The work done on the two indicators is being incorporated in the IPOA during 2017/18 FY within the new target (Concept document on dialogues towards a national prevention strategy for the IPoA on VAWC approved)

Programme 2: Social Transformation and Economic Empowerment							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Discussion paper towards an Integrated Prevention Strategy for integrated plan of action (IPOA) on Violence Against Women and Children (VAWC) developed	-	New Target	New Target	Concept document on dialogues towards a national prevention strategy for the IPOA on VAWC approved	Not Achieved: Draft concept document on prevention strategy for the IPOA on VAWC developed	The draft concept document on prevention strategy for the IPOA on VAWC was developed within the draft report on Limpopo Dialogues pilot project.	The target will be finalised upon completion of the National Dialogues in 2017/18 financial year in outstanding Provinces.
Assessing the impact of the implementation of the Sexual Offences Act	-	New Target	Not Achieved	Analysis report of best practices on integrated services for survivors of sexual offences as part of monitoring the impact of the Sexual Offences Act	Not Achieved: Draft analysis report of best practices on integrated services for gender based violence (GBV) survivors as part of monitoring the impact of the Sexual Offences Act is developed	The analysis report of best practices on integrated services for gender based violence (GBV) survivors as part of monitoring the impact of the Sexual Offences Act is developed within the national dialogues report it will be finalised when other provincial dialogues are finalised.	The target will be finalised upon completion of the National Dialogues to continue in 2017/18 financial year in outstanding Provinces.

Strategy to overcome areas of under performance

Department under Programme 2 did not achieve any of its nine planned annual targets. To ensure that going forward the areas of under achievement are overcome, Department has developed following plans:

- Staff from the Department of Traditional Affairs have been partially seconded to assist in developing the National Policy Framework on Sanitary Dignity.
- The department has identified operational planning weaknesses, which when addressed will significantly improve the management of performance.
- The delivery by programme 2 will be positively impacted on by the finalization of the M&E Framework.

Changes to planned targets

In Programme 2, during the year under review, the Department made errata in the Annual Performance Plan (APP) 2016/17 to ensure that the socio-economic empowerment of women is redirected to the development of the Framework for the Sanitary Dignity and refocus in conducting an analysis of all programmes in the Nine Point plan. Ensure that those targets are relevant to DoW with no encroachment into other departments' space Performance Indicator: "Intervention mechanisms to support women's socio-economic empowerment through assessment of child care provision" was discontinued and replaced with "Framework for the Sanitary Dignity Campaign Coordinated". There was also wording changes in the last target of gender based violence however the output of the target is the same.

Table below provides reasons per performance indicator or targets changed during the reporting period:

KEY PERFORMANCE INDICATOR OLD	KEY PERFORMANCE INDICATOR NEW	AMENDED TARGET (OLD)	NEW TARGET	REASON
PROGRAMME 2				
Intervention mechanisms to support women's socio-economic empowerment through assessment of child care provision	Framework for the Sanitary Dignity Campaign Coordinated.	Consultation report on childcare provision interventions (DSD ECD Policy and Implementation plan) produced.	Establishment of interdepartmental task team; preparation of project plan ; consultation with external stakeholders in Sanitary Dignity Indaba	The Socio-economic empowerment of women is redirected to the development of the Framework for the Sanitary Dignity. The Childcare provision is left to Department of Social Development. Meanwhile the Department continued to work with Department of Labour on Women's Unpaid Work.
Intervention mechanisms for women's socio-economic empowerment through improved recognition of women's productive contribution to household and community care work				

Programme 2: Sub-programme budget and actual expenditure

2016/2017				2015/2016		
Programme Name	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
Social Transformation & Economic Empowerment	R'000	R'000	R'000	R'000	R'000	R'000
Management STEE	4 082	3 769	313	2 826	3 278	-452
Social Empowerment and Transformation	3 157	2 845	312	12 217	11 948	269
Economic Empowerment & Participation	1 476	1 299	177	-	-	-
Governance Transformation, Justice & Security	1 862	1 744	118	691	237	454
Commission for Gender Equality	69 891	69 891	-	67 689	67 689	-
Total	80 468	79 548	920	83 423	83 152	271

2016/2017				2015/2016		
Programme Name	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure
Economic Classification	R'000	R'000	R'000	R'000	R'000	R'000
Compensation of Employees	7 265	7 306	-41	4 672	4 672	-
Goods and Services	2 824	2 157	667	10 723	10 723	-
Transfers and Subsidies	69 957	69 957	-	67 689	67 689	-
Capital Payments	422	128	294	339	68	271
Total	80 468	79 548	920	83 423	83 152	271



PROGRAMME 3: RESEARCH, POLICY COORDINATION AND KNOWLEDGE MANAGEMENT



PROGRAMME 3: RESEARCH, POLICY COORDINATION AND KNOWLEDGE MANAGEMENT

Programme Purpose: To undertake research, policy analysis, knowledge management, monitoring, evaluation, outreach and stakeholder coordination for women's socio-economic empowerment and gender equality.

Sub-Programmes: Research and Policy Analysis; Information and Knowledge Management; Stakeholder Coordination and Outreach; and Monitoring and Evaluation.

Programme Strategic Objectives: Evidence based research to inform the planning and effective implementation of policies and programmes for women's socio-economic empowerment, conduct analysis and coordination of policies to inform measures for women's economic empowerment and gender equality and manage information and knowledge on women's socio-economic empowerment and rights.

Sub-programme Strategic Objectives:

Research and Policy Analysis: Engendered research and policies that benefit and empower women socio-economically.

Information and Knowledge Management: Effective Information and knowledge gateway on socio-economic empowerment of women and gender equality developed.

Stakeholder Coordination and Outreach: Coordination of stakeholders (domestic, regional and international) that promotes women's socio-economic empowerment and gender equality.

Outreached initiatives on women's socio-economic empowerment and gender equality conducted.

Monitoring and evaluation: M&E report on the progress made in improving the socio-economic status of women produced.

Service delivery achievements

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

Programme 3: Policy, Stakeholder Coordination and Knowledge Management							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Sub-programme: Research and Policy Analysis							
Strategic objective: Engendered research and policies that benefit and empower women socio-economically.							
Research on the specific areas related to the Nine-Point Plan to inform measures for the promotion of women socio-economic empowerment and gender equality	-	New Target	New Target	Research analytical report on land reform and Agri-Parks programmes developed	Not Achieved: Literature review was undertaken and a draft document developed. Engagements with DAFF and DRDLR were initiated and a roundtable discussion document was developed in preparation for the process. However round table could not take place.	These targets required in-depth research and analysis which required requisite capacity of which was inadequate in the unit. The work entailed detailed literature scanning, analysis and data gathering which was initiated but could not be completed in the targeted time. The performance indicator and target for 3 rd and 4 th quarter were discontinued and replaced with one annual target to cover the thematic areas of the nine point plan.	The Department focused on conducting an analysis of the socio-economic empowerment of women in the thematic areas of the Nine Point Plan as per the Presidential directive instead of benefits to women of government incentive schemes in land reform and Agri-Parks programmes as related to the Nine Point Plan only as initially planned. The focus is to conduct an analysis of all programmes in the Nine Point plan. The 3 targets under Policy Analysis were combined into one to cover the whole nine point plan.

Programme 3: Policy, Stakeholder Coordination and Knowledge Management							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Research strategy on women's socio-economic empowerment in relation to the Nine-Point Plan developed	-	New Target	New Target	Five-Year research strategy on women's socio-economic empowerment and gender equality in relation to the Nine-Point Plan developed and implemented	Not Achieved: Research Strategy and agenda was drafted and submitted	Same as above	Same as above
Gender analysis of policies related to the Nine-Point Plan conducted	-	New Target	New Target	Two gender policy papers on benefits to women of government incentive schemes in land reform and Agri-Parks programmes as related to the Nine-Point Plan developed	Not Achieved: Literature review was initiated and draft report was developed and submitted, which included other incentives scheme together with Agriparks and land reform.	Same as above	Same as above

Programme 3: Policy, Stakeholder Coordination and Knowledge Management

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Number of desktop research and analytical reports on the Social impact of the Nine-Point Plan on women's socio-economic empowerment and gender equality developed	-	New Target	New Target	Two desktop research and analytical reports on social impact of the nine point plan on women`s socio-economic empowerment and gender equality developed	Not Achieved: Draft desktop research and analytical reports on socio-economic empowerment of women in the thematic areas of the Nine-Point Plan developed	Draft desktop research and analytical reports on socio-economic empowerment of women in the thematic areas of the Nine-Point Plan developed, however the data collection matrix need to be finalised in conjunction with monitoring and evaluation process.	The department will produce reports on progress made on women's economic empowerment in the Economic Cluster Departments.

Sub-programme: Information and Knowledge Management

Strategic objective: Knowledge gateway to socio-economic empowerment of women and gender equality established

Information and knowledge gateway to socio-economic empowerment of women and gender equality developed.	-	Not Achieved	Not Achieved	Phase one of IKM strategy implemented (audits on IKM) related to the Nine- Point Plan conducted	Not Achieved: IKM Strategy was drafted but was not approved because it needed further consultation Intranet repository developed	In mid-year performance review it was determined that given the limited resources of the department the approach to IKM was premature for department`s size and so the focus should be on information availability and communication thereof.	The structural changes will be addressed in the HR Plan amendments and budget programme structure in 2017/18 financial year.
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Programme 3: Policy, Stakeholder Coordination and Knowledge Management							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Sub-programme: Stakeholder Coordination and Outreach							
Strategic objective: Coordination of stakeholders (domestic, regional and international) that promote women's socio-economic empowerment and gender equality.							
Outreach initiatives on women's socio-economic empowerment and gender equality conducted.							
Number of reports on the domestication of international commitments (SDGs, SADC, AU, and UN)	-	Not Achieved	Achieved	Three reports on the domestication of international commitments (SDGs, SADC, AU, and UN)	Not Achieved: The action plan for resolution 1325 approved by the Director-General Preparation meeting for Gender 2063 Summit	The concept document about international instrument implementation was not developed as yet due to intensive consultation process that was required before its development. However during mid-term review the target was reworked.	Erratum was issued to replace the target.
Number of International Commitments reports facilitated and developed (Solemn Declaration, SADC, AU and UN) (UN)	-	Not Achieved	Achieved	Three international instruments reports facilitated and developed (Solemn Declaration, SADC, AU and UN)	Not Achieved: Two reports on international instruments and obligations developed	Two reports (SADC Ministers Responsible for Gender/Women's Affair report and South African's 5 th Periodic Report on CEDAW) developed and Report on Solemn Declaration which has to be updated and statistics verified.	One draft reports (Solemn Declaration Report) will be finalised in the 2 nd quarter 2017/18 financial year.

Programme 3: Policy, Stakeholder Coordination and Knowledge Management

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Number of outreach initiatives on women (including young women) for the socio-economic empowerment of women and the promotion of human rights in line with the MTSF outcomes	-	Achieved	Achieved	Four outreach initiatives on women (including young women) for the empowerment of women and the promotion of human rights conducted per annum.	Achieved: Four outreach: 1. intergenerational dialogue ; 2. National Women's Day: 09 August 2016; 3. 16 Days of activism campaigns and national dialogues; and 4. International Women's Day: 08 March 2017.	The Outreach initiatives were a build up to the 1956 March theme for Women's month the Department had to conduct build up initiatives.	The department utilised partnerships and Aid assistance to perform the build-up initiatives.

Programme 3: Policy, Stakeholder Coordination and Knowledge Management

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Number of community mobilization initiatives conducted on socio-economic issues affecting women such as gender-based violence, social cohesion, nation building and other related intolerances	-	New Target	Achieved	Nine community mobilization initiatives conducted on socio-economic issues affecting women such as gender-based violence, social cohesion, nation building and other related intolerances per year	Achieved: Community mobilization: -Community mobilization on social cohesion and moral regeneration within the context of Africa Month: 11 May 2016- Take a girl child to work: 26 May 2016 -Northern Cape Youth Summit: 9-11 June 2016 -International Mandela Day: 21 July 2016 including local businesses -National Prayer Day: 4 August 2016 -Youth consultation with Queenstown district of the Methodist Church: 2 October 2016 -Report on the pilot dialogue for Mpumalanga: 21 February 2017 -Limpopo Youth development and career expo : 19 November 2016	Performed more than expected with an addition of one of Her story behind bars because there was an opportunity to conduct it.	-

Programme 3: Policy, Stakeholder Coordination and Knowledge Management

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
					<ul style="list-style-type: none"> - Her story behind bars programme 60th Anniversary of women's march builds up programme: 29 July 2016 - Orlando East and Sedebeng report on Department of Woman engagement with the elderly on socio-economic issues including gender based violence: 28 October 2016 and 10 November 2016 		

Sub-programme: Monitoring and Evaluation

Strategic objective: M&E report on the progress made in improving the socio-economic status of women produced.

Establishment of the M&E system	-	New Target	New Target	M&E system developed	Not Achieved: M&E System could not be completed in the absence of the M&E Framework.	In mid-term review it became clear that the Sub-programme did not have the capacity to develop M&E Framework therefore the department had to look at the option of outsourcing the development of a Framework.	M&E Experts were appointed to finalise the drafting of M&E Framework in 1 st quarter of 2017/18
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Programme 3: Policy, Stakeholder Coordination and Knowledge Management

Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Number of reported cases by nature of gender-based violence analysed	-	New Target	New Target	Reported cases by nature of gender based violence analysed by justice cluster	Not Achieved: Draft report on reported cases by nature of gender based violence analysed by justice cluster developed but not approved	Draft report on reported cases by nature of gender based violence analysed by justice cluster was not approved because it did not meet the required standard hence was sent back to be further reworked.	Target will be finalised in 2nd quarter 2017/18 financial.
Number of strategic planning documents of the economic cluster departments analysed	-	New Target	New Target	Two reports on the analysis of strategic planning documents of the economic cluster departments developed	Not Achieved: 1 draft report on the analysis of strategic planning documents of the economic cluster departments developed in quarter 2	One Draft on the analysis of strategic planning documents of the economic cluster departments developed. The second report could not be developed due to a decision not for the department to analyse the APPs instead to programmes of the Department.	Evaluation reports on key programmes of departs will be produced in 2017/18 FY

Programme 3: Policy, Stakeholder Coordination and Knowledge Management							
Performance Indicator	Actual Achievement 2013/2014	Actual Achievement 2014/2015	Actual Achievement 2015/2016	Planned Target 2016/2017	Actual Achievement 2016/2017	Deviation from planned target to Actual Achievement 2016/2017	Comment on deviations
Number of impact assessment reports on progress made on women's economic empowerment in the economic cluster departments	-	New Target	Not Achieved	Two impact assessment reports on progress made on women's economic empowerment in the economic cluster departments	Not Achieved: 1 Draft report on impact assessment on women economic empowerment developed.	The draft report was not approved because it did not meet the required standard hence was sent back to be further reworked.	To be conducted in 3 rd quarter 2017/18
Women empowerment M&E frameworks developed	-	New Target	New Target	Women empowerment M&E frameworks approved and implemented	Not Achieved: Draft framework developed. M&E System could not be completed in the absence of the M&E Framework.	In mid-term review it became clear that sub-programme did not have the capacity to develop M&E Framework therefore the department had to look at the option of outsourcing the development of a Framework.	M&E Experts to be appointed in 1 st quarter of 2017/18 for the development of the framework.

Strategy to overcome areas of under performance

Department under programme 3 did not achieve all its thirteen planned M&E annual targets, achieved 2 (15%). To ensure that going forward the areas of under achieved are overcome, Department has developed following plans:

- M&E Experts were appointed to finalise the draft M&E Framework.
- The department has identified operational planning weaknesses, which when addressed will significantly improve the management of performance.

Changes to planned targets

As indicated in the Accounting Officer's report page 8 in programme 3, during the reporting period three Performance Indicators and Targets were collapsed and replaced with one KPI: "Desk top Research on the Social impact of the Nine-Point Plan on women's socio-economic empowerment and gender equality".

Table below provides reasons per performance indicator or targets changed during the reporting period:

KEY PERFORMANCE INDICATOR OLD	KEY PERFORMANCE INDICATOR NEW	AMENDED TARGET (OLD)	NEW TARGET	REASON
PROGRAMME 3				
Research Social impact of the Nine-Point Plan on women's socio-economic empowerment and gender equality	Desk top Research on the Social impact of the Nine-Point Plan on women's socio-economic empowerment and gender equality	Research Analytical Report on the social impact of poverty and inequality on the lives of women in the country developed	Desk top Research and analytical report on socioeconomic empowerment of women in the thematic areas of the Nine Point Plan developed	The Department is conducting an analysis in the socio-economic empowerment of women in the whole Nine Point Plan as per the Presidential directive instead of benefits to women of government incentive schemes in land reform and Agri-Parks programmes as related to the Nine Point Plan only as initially planned. The focus is to conduct an analysis of all programmes in the Nine Point plan. The 3 targets under Policy Analysis were collapsed into one to cover the whole nine point plan.
Research strategy on women's socio-economic empowerment in relation to the Nine-Point Plan developed and implemented	Desk top Research on the Social impact of the Nine-Point Plan on women's socio-economic empowerment and gender equality	Research coordinating mechanism for the implementation of the research strategy established	Desk top Research and analytical report on socioeconomic empowerment of women in the thematic areas of the Nine Point Plan developed	Same as above.
Policy analysis on measures to promote women's socio-economic empowerment and gender equality within the 9 point plan	Desk top Research on the Social impact of the Nine-Point Plan on women's socio-economic empowerment and gender equality	Two gender policy papers on benefits to women of government incentive schemes in land reform and Agri-Parks programmes as related to the Nine Point Plan	Desk top Research and analytical report on socioeconomic empowerment of women in the thematic areas of the Nine Point Plan developed	Same as above.

Programme 3: Sub-programme budget and actual expenditure

2016/2017				2015/2016		
Programme Name	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/Under Expenditure
Policy, Stakeholder and Knowledge Management	R'000	R'000	R'000	R'000	R'000	R'000
Management PSKM	5 378	5 356	22	3 960	4 268	-308
Research and Policy Analysis	3 328	3 005	323	3 575	3 503	72
Information and Knowledge Management	1 624	1 050	574	760	752	8
Stakeholder Coordination and Outreach	13 297	13 293	4	9 836	8 634	1 202
Monitoring and Evaluation	4 112	4 028	84	4 638	3 155	1 483
Total	27 739	26 732	1 007	22 769	20 312	2 457

2016/2017				2015/2016		
Programme Name	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure	Final Appropriation	Actual Expenditure	(Over)/ Under Expenditure
Economic Classification	R'000	R'000	R'000	R'000	R'000	R'000
Compensation of Employees	15 055	14 287	768	12 877	10 467	2 410
Goods and Services	12 528	12 321	207	9 217	9 574	-357
Transfers and Subsidies	41	40	1	30	29	1
Capital Payments	115	84	31	645	242	403
Total	27 739	26 732	1 007	22 769	20 312	2 457

Consensus
oriented

Transparent

Participatory

Good
Governance

Responsive

itable

PART C: GOVERNANCE



1. INTRODUCTION

Commitment by the department to maintain the highest standards of governance is fundamental to the management of public finances and resources. Users want assurance that the department has good governance structures in place to effectively, efficiently and economically utilize the state resources, which is funded by the tax payer.

2. RISK MANAGEMENT

- The department has an approved Risk Management Strategy, Policy, Risk Management Implementation Plan and Fraud Policy.
- The department has conducted annual risk assessment in order to determine the effectiveness of its risk management strategy and to identify new risks.
- The department has a Risk Mitigation Committee that is formally appointed by the Director General; this Committee has formal Terms of Reference that regulate its affairs.
- The Committee is chaired by the Chief Director in the Office of the Director General (Strategic Management). The Committee comprises of 6 Chief Directors and select directors who represent some operational support functions within the department, namely Director Internal Audit, Auxiliary Services and Security Management.
- As required by the Public Finance Management Act No 1 of 1999, as amended, the department has an established Audit and Risk Committee which advises the Accounting Officer in fulfilling her mandate as required by the Public Finance Management Act.
- The Committee discharges its responsibilities under the direction of five independent members including the Chairperson.
- During the 2016/17 financial year risks were identified and mitigation plans were put in place, these had not yielded the desired impact in the overall achievement of targets and performance of the department as verified and reported.

- The department is going to ensure that risk management is embedded in the planning processes of the department; risks are going to be aligned with the operational plans and APP targets.
- Meetings held during the financial year 2016/17 are listed below:
 - 28 June 2016 ordinary 1st quarter RMC meeting (deferred from 15 June 2016)
 - 03 February 2017 ordinary 3rd quarter RMC meeting.
 - 15 May 2017 ordinary 4th quarter RMC meeting (deferred from 12 April 2017)

These meetings had an average attendance of 85%.

3. FRAUD AND CORRUPTION

The department has an approved Fraud Prevention plan and Strategy, including a Whistle-Blowing Policy as well as a Fraud Prevention Policy.

The department has established an Ethics Committee in line with Chapter 2, Part 3, regulation 23(2) of the Public Service Regulations 2016, in order to ensure the integration and alignment of ethics management in the department with the risk aversion and fraud prevention strategies. This Committee is chaired by the Chief Director: Office of the Director General (Strategic Management)

The Committee comprises the following additional members

- a) Chief Director: Corporate Management;
- b) Senior Legal Admin Officer;
- c) Director Internal Operations Efficiency;
- d) Branch Coordinator Social Transformation and Economic Empowerment;
- e) Branch Coordinator Policy Stakeholder Coordination and Outreach and Knowledge Management.

All these members were formally appointed by the Director-General and they are regulated by an approved Terms of Reference.

The department has an e-mail facility to report fraud and corruption on the intranet/website and this is supported by the whistle blowing policy.

No cases have been reported through this facility.

4. MINIMISING CONFLICT OF INTEREST

For the period under review, all senior managers were required to disclose particulars of their registrable interests in respect of the previous financial year to the Executive Authority. The Department again had a 100% compliance response in this regard. Potential conflicts of interest were referred to the Directorate: Internal Audit for investigation. In addition, no employees were permitted to perform or engage themselves to perform remunerative work outside their employment in the Department, except with the written permission of the Executive Authority. Only one senior manager was given such authorisation. In terms of the 2016 Public Service Regulations, all employees had to disclose within one month of the commencement of the Regulations whether they were conducting business with an organ of state or were a director of a company that conducted business with the organ of state, and within six months had to cease conducting business with the organ of the state or resign as an employee, or resign as a director of a company that conducts business with an organ of state.

5. CODE OF CONDUCT

The Department has its own Code that is modelled on the Public Service Code of Conduct. The Code is included in compulsory induction programmes and is available on the Intranet. Any breach of the Code is considered to constitute misconduct. An Ethics Committee has been established which is chaired by the Chief Director in the Office of the Director-General to provide oversight on ethics management in the Department.

6. HEALTH SAFETY AND ENVIRONMENTAL ISSUES

The Occupational Health and Safety Act 1993 (Act 85 OF 1993) provides for the health and safety of employees at the work place. In addressing the requirements of the said Act, the Occupational Health and Safety Committee has been established, OHS Representatives have been trained on first aid level 1 & 2 and seven (7) additional first aid kits and a fire blanket have been purchased. OHS Representatives are required to monitor and report on OHS related matters on a monthly basis. The evacuation drill took place in November 2016 to ascertain the readiness with which employees may evacuate the Building during emergency situations.

7. PORTFOLIO COMMITTEE MEETINGS

No.	Date	Description
1.	12 – 13 April 2016	Workshop to deal with Strategic Plan 2015 – 2020 and Annual Performance Plan 2016/17
2.	24 May 2016	The South Africa's 5th periodic Report on the Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women 2009 – 2014 presentation
3.	30 August 2016	4th Quarterly Report for 2015/16 and 1st Quarter Report for 2016/17 presentations
4.	11 October 2016	Annual Report presentation
5.	08 November 2016	2nd Quarter Report for 2016/17 presentation and an update on the 16 Days of Activism Campaign
6.	15 November 2016	2 nd Quarter Report for 2016/17 presentation and an update on the 16 Days of Activism Campaign
7.	07 March 2017	3 rd Quarter Report for 2016/17 presentation

8. SCOPA RESOLUTIONS

There were no Scopa resolutions during the financial year under review.

9. PRIOR MODIFICATIONS TO AUDIT REPORTS

The Department received an unqualified audit opinion in the previous financial year. The following matters were emphasised by the Auditor-General in its prior report:

Subject	Details	Response by the department	Resolved Yes/No
Predetermined objectives	a. Usefulness of reported performance information – important reported objectives were not consistent with those in the approved strategic and annual performance plan	The inconsistency was due to the mid-term review of the APP 2016/17. The Department has addressed this matter and correct reporting is monitored.	Yes
Compliance with legislation	a. Budgets – effective steps were not taken to prevent unauthorized expenditure amounting to R2 237 000	a. Monthly Budget Committee meetings chaired by the Accounting Officer and implementation of strict budgetary control and reporting measures	Yes
	b. Financial statements, performance and annual reports – the financial statements were not prepared in accordance with the prescribed financial reporting framework and material audit adjustments were required	b. Financial statements have been prepared in accordance with the prescribed financial reporting framework, duly reviewed by senior finance officials and independently checked by internal audit. Training on Modified Cash Accounting Standards scheduled for June 2017	Yes
	c. Procurement and contract management – non-compliance to prescribed supply chain management (SCM) requirements resulted in irregular expenditure	c. SCM and Financial compliance checklists have been introduced to ensure compliance to all regulatory requirements and to detect instances of non-compliance. SCM training scheduled for July 2017	In progress
	d. Expenditure management – effective steps were not taken to prevent irregular expenditure amounting to R8 556 198 and fruitless and wasteful expenditure amounting to R2 020 435	d. SCM and Financial compliance checklists have been introduced to ensure compliance to all regulatory requirements and to detect instances of non-compliance. The reported Fruitless and wasteful expenditures were corrected in the prior year figures after feedback from the AGSA that confirmed that the expenditures should not be classified as such	In progress

Subject	Details	Response by the department	Resolved Yes/No
Internal control	<p>a. The accounting officer and senior management did not exercise adequate oversight responsibility regarding financial, performance reporting and compliance</p> <p>b. The action plan was not adequately monitored to address internal and external audit findings and recommendations</p> <p>c. Leadership has not addressed non-compliance by initiating investigations to determine who should be held accountable</p> <p>d. Financial and performance management - non-compliance with laws and regulations could have been prevented had compliance been properly reviewed and monitored by senior management</p>	<p>a. Review, quality control and oversight processes have been implemented to address the reported shortcomings</p> <p>b. Progress on action plan is reported on a quarterly basis, monitored by the Audit and Risk Committee and verified by Internal Audit</p> <p>c. Irregular expenditure cases are being investigated by the Director Finance appointed on contract until the end of August 2017</p> <p>d. SCM and Financial compliance checklists have been introduced to ensure compliance to all regulatory requirements.</p>	<p>Ongoing process</p> <p>In progress</p> <p>In progress</p> <p>Ongoing process</p>
Investigations	<p>a. An independent consulting firm performed an investigation on alleged misconduct and irregularities relating to the travel agent's contract, the performance contract of the previous Director-General and the procurement of goods and services for Women's day. The report was finalized in April 2016 and the Department was in the process of implementing the report's recommendations</p>	<p>a. The recommendations are still being implemented</p>	<p>In progress</p>

10. INTERNAL CONTROL UNIT

The DoW did not have an Internal Control Unit. Emanating from the restructuring process that took place in the DoW a directorate called Directorate: Internal Operations Efficiency was established. The Directorate: Internal Operations Efficiency is entrusted to ensure that, through facilitation and coordination, efficient and effective systems of internal controls are developed and maintained in DoW.

The Directorate is still at initial stage. During the period under review it has established a partnership with the DPSA to improve compliance with the DPSA prescripts. It has been instrumental in the development of the DoW MPAT Improvement Plan on the key performance areas that did not perform well. It has also monitored the progress made in implementing the corrective action on all areas that did not perform acceptable during the 2016 MPAT review. The Directorate has developed and implemented a policy and compliance register to ensure that all policies are updated and all compliance issues in DoW are address.

11. INTERNAL AUDIT AND AUDIT COMMITTEES

- **Key activities and objectives of the Internal Audit**

The Internal Audit component provides independent and objective assurance to management and the Audit and Risk Committee on the effectiveness of governance, risk management and internal control systems in order to assist the Department to achieve its objectives.

- **Summary of audit work done**

A Rolling Three-Year Internal Audit Strategic Plan and the Annual Internal Audit Coverage Plan were developed and approved.

Internal Audit (IA) implemented its annual risk-based audit plan for 2016/17 as part of the three-year rolling plan as approved by the Department of Women Audit and Risk Committee. Eleven planned and four ad hoc reviews were completed during the financial year. Internal audit reports emanating from the audits were presented to the Audit and Risk Committee.

Internal Audit Charter and the Audit and Risk Committee Charter were reviewed and approved during the financial year.

- **Key activities and objectives of the Audit Committee**

The Audit and Risk Committee acts as an independent and non-executive advisor to the Minister and the Director-General on corporate governance matters and to assist them in securing transparency and accountability. Activities of the Audit and Risks Committee include assisting the management to discharge its responsibility in relation to the following areas:

- Reporting of financial information;
- Reporting of Performance information;
- Application of accounting policies;
- Financial management;
- Internal control system;
- Risk management system;
- Policies and procedures and business practices;
- Safeguarding of departmental assets;
- Compliance with applicable laws, regulations, standards and best practice guidelines;
- Facilitating communication between the management and the internal and external auditors;
- Facilitating the maintenance of the independence of the internal and external auditors;
- Providing a structured reporting line for internal audit and facilitating the independence of the internal auditor

- Attendance of Audit Committee meetings by Audit Committee members

No.	Date of the meeting	Adv. W Huma (Chairperson)	Ms C Phetwe	Mr. T Mofokeng	Prof. DP van der Nest	Ms R Dinga
1.	03 May 2016	Present	Present	Present	Present	Present
2.	16 May 2016	Present	Present	Absent	Present	Absent
3.	25 May 2016	Present	Present	Present	Present	Absent
4.	30 May 2016	Present	Present	Present	Present	Present
5.	27 July 2016	Present	Present	Present	Present	Present
6.	15 August 2016	Present	Present	Present	Present	Present
7.	27 October 2016	Present	Present	Absent	Present	Present
8.	13 December 2016	Present	Present	Present	Absent	Present
9.	26 January 2017	Present	Present	Absent	Present	Present
10.	13 February 2017	Present	Present	Present	Present	Present
11.	22 February 2017	Present	Present	Present	Present	Absent
12.	24 March 2017	Present	Present	Present	Present	Present

The table below discloses relevant information on the Audit Committee members:

Name	Qualifications	Internal or external	If internal, position in the department	Date appointed	Date Resigned	No. of Meetings attended
Adv. W Huma	LLB, LLM (Bachelor of Laws)	External	N/A	21 November 2015	N/A	12
Ms C Phetwe	B Com, Advanced CFE	External	N/A	21 November 2015	N/A	12
Mr. T Mofokeng	B Tech, CIA, CCSA	External	N/A	01 April 2015	N/A	9
Prof. DP van der Nest	B Com, CA (SA), CIA	External	N/A	01 May 2015	N/A	11
Ms R Dinga	B Com, Dip HE, B Com Hon, M Com, D Tech	External	N/A	01 April 2015	N/A	9

12. AUDIT COMMITTEE REPORT

Audit and Risk Committee Report

We are pleased to present our report for the Department of Women for the financial year ending 31 March 2017.

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 and Treasury Regulation 3.1.13. The Audit and Risk Committee also reports that it has adopted appropriate formal terms of references 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 Audit and Risk 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) (i) 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 Controls

Audit and Risk Committee monitored the internal audit assessment of the design, implementation and effectiveness of the Department of Women's system of internal controls, including internal financial controls during the financial year ended 31 March 2017. The established processes in the Department of Women are the source or basis in which the Audit and Risk

Committee obtain assurance on the appropriateness and effectiveness of internal controls from internal audit and the Management of the Department. This was achieved through a quarterly reporting process to the Audit and Risk Committee, as well as the identification of corrective actions and recommended enhancements to the controls and processes.

Internal Audit reported on quarterly basis on the adequacy and effectiveness of internal controls and compliance with legal and regulatory responsibilities as well as reliability of performance and financial information of the Department.

Management reported on financial and human resource management, corrective action taken on matters raised by both internal and external audit, information technology, performance information and legal matters relating to the Department of Women.

The Audit and Risk Committee considered and monitored the internal audit assessment of the design, implementation and effectiveness of the Department of Women's system of internal controls during the financial year ended 31 March 2017. Based on the results of the assessment, as well as information and explanations given by management and discussions with the external auditors on the results of their audit, the Committee is of the opinion that the system of internal control in the Department of Women requires significant improvement.

Internal Audit

The Audit and Risk Committee reviewed and approved the annual internal audit plan for 2016/2017 and monitored performance of Internal Audit against the plan on a quarterly basis. Internal Audit Unit did not implement the entire annual internal audit plan as approved by the committee. Internal Audit Unit is not well capacitated and as a result the unit was not operating optimally as expected.

Risk Management

The Audit and Risk Committee reviewed the Department of Women's policies, strategies and plans on risk management and found them to be adequate. The official who was responsible for risk management in the Department of Women for the larger part of 2016/2017 financial year had no previous experience of risk management. On the advice of the Audit and Risk Committee the Department of Women requested and obtained assistance on risk management from one of the government departments. The Audit and Risk Committee monitored the achievement of internal risk management milestones through the review of quarterly progress reports against the risk management implementation plan. The Audit and Risk Committee's view is that risk management in the Department of Women requires immediate and serious attention of management.

In-Year Management and Quarterly Reports

The Audit and Risk Committee monitored and reviewed the quarterly reports prepared and issued by the Accounting Officer of the Department to the National Treasury as part of its oversight responsibilities as required by the PFMA. The Audit and Risk Committee is satisfied with the content of these reports and has observed, however, there is still room for improvement.

Evaluation of Financial Statements and Performance Information

The Audit and Risk Committee has:

- Reviewed and discussed the unaudited annual financial statements to be included in the annual report with the AGSA, Accounting Officer and Management;

- Reviewed the Department's compliance with legal and regulatory provisions;
- Reviewed the information on the predetermined objectives to be included in the annual report;
- Reviewed the financial statements for any significant adjustments resulting from the audit; and
- Reviewed the Auditor-General's management report and Management's response thereto.

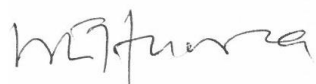
Auditor General's Report

The Audit and Risk Committee has met and discussed with the Auditor General of South Africa their report to ensure that there are no unresolved issues. It has noted with concern the increase in the number of the findings that were not resolved adequately by the Department of Women in the previous financial year. Management has assured the Audit and Risk Committee that they will address all findings raised in previous financial years and the current financial year. The Audit and Risk Committee continues to monitor the action plan prepared by Management to address all these findings to ensure that they are all addressed timely and adequately.

Conclusion

Having considered, analysed, reviewed and debated information provided by management, internal audit and external audit, the Audit and Risk Committee is not satisfied that internal controls of the Department of Women were working as intended in all material aspects throughout the year under review.

The Audit Committee concurs and accepts the conclusion of the Auditor-General on the annual financial statements and is of the opinion that the audited annual financial statements be accepted and read together with the report of the Auditor-General.



Advocate William Huma
Chairperson of the Audit Committee
Department of Women
28 July 2017



PART D: HUMAN RESOURCE MANAGEMENT



1. INTRODUCTION

The format for the information contained in this annual report has been prescribed by the Minister for Public Service and Administration for all departments in the public service; it represents the status of human resources in the Department of Women for the 2016/17 financial year for the period 01 April 2016 to 31 March 2017.

2. OVERVIEW OF HUMAN RESOURCES

During the 2015/16 financial year, the Department finalised its organisational transformation process and institutionalised its revised delivery model. Despite reduced baseline allocations for the compensation of employees, structures were nonetheless established to promote effective governance and accountability and ensure adequate segregation of functions.

The reduced baseline allocation undoubtedly had a negative effect on the ability of the core programmes to increase the scope of their delivery and this inability is reflected in the non-achievement of many of their performance targets. While the Department has an approved establishment of 132 posts, 30 of these (22.7%) remain unfunded due to budgetary restraints – of which 53% are within the core programmes.

Of the 105 funded posts, 99 posts (94.7%) were filled, resulting in a vacancy rate of 5.7% which is well within the norm for the public service. The vacancies are in various phases of recruitment processes. Included in the filled posts were three posts that were created additional to the establishment as interim arrangement following the organisational transformation process in which posts had been abolished following the downgrading of Corporate Management from a Branch to a Chief Directorate. Whereas the Auditor-General had found during the previous audit that the expenditure related to those incumbents constituted fruitless and wasteful expenditure, the AGSA advised management on 31 March

2017 to no longer recognise the related payments as fruitless and wasteful expenditure and make the necessary disclosures in the 2016/17 annual financial statements in the respect of the prior period error. Accordingly the transformation process and related transitional arrangements have been finalised.

The performance agreements of all employees of the Department were aligned with the revised mandate of the Department and for the year under review were assessed against the organisational performance of the transformed Department.

Insofar as increased MTEF baseline allocations have been allocated to the Department to build capacity in core programmes, additional amounts of R11,6 million will be available in 2018/19 and R12,3 million in 2019/20 for this purpose. The Department is engaging with the DPSA to revise its service delivery model to adequately define the services that it delivers. This, together with strategic planning objectives, will inform the business case for capacity growth within the core programmes for which the additional funding has been ring-fenced. The DPSA shall also be involved in the organisational design processes to ensure concurrence with amendments to the organisational design and post establishment. It will be ensured that these processes are finalised within the first three quarters of the financial year in order that recruitment and selection processes can be undertaken and finalised for implementation by 01 April 2018.

3. HUMAN RESOURCE OVERSIGHT STATISTICS

This report outlines the following key information on the human resource of the Department for the 2016/17 financial year.

3.1 Personnel Related Expenditure

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

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

Table 3.1.1 Personnel expenditure by programme for the period 1 April 2016 to 31 March 2017

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	88 459	49 028	357	2 393	55.4	533
STEE	9 657	7 306	-	10	75.7	487
PSCKM	26 732	14 287	-	461	53.4	595
TOTAL	124 848	70 621	357	2 864	56.6	539

1. Includes all current and former employees who received compensation, including the Minister and contract workers.
2. Expenditure for Programme 2 excludes transfers made to CGE.
3. Personnel expenditure includes manual debits and credits made on BAS.
4. Personnel expenditure includes payment for the former CEO of the NCGBV from 2013/14 due to the closure of the donor-funded project.

Table 3.1.2 Personnel costs by salary band for the period 1 April 2016 to 31 March 2017

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)	758	1.1	6	126
Skilled (level 3-5)	2,684	3.8	13	206
Highly skilled production (levels 6-8)	9,383	13.3	35	268
Highly skilled supervision (levels 9-12)	14,183	20.1	28	507
Senior management (levels 13-16)	43,613	61.7	49	890
Total	70,621	100.0	131	539

1. Includes all current and former employees who received compensation, including the Minister and contract workers.
2. Personnel expenditure includes manual debits and credits made on BAS.
3. Personnel expenditure includes payment for the former CEO of the NCGBV from 2013/14 due to the closure of the donor-funded project.

Table 3.1.3 Salaries, Overtime, Home Owners Allowance and Medical Aid by programme for the period 1 April 2016 to 31 March 2017

Programme	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as % of personnel costs	Amount (R'000)	Overtime as % of personnel costs	Amount (R'000)	HOA as % of personnel costs	Amount (R'000)	Medical aid as % of personnel costs
Administration	42,914	60.8	281	0.4	500	0.7	1,374	2.0
STEE	6,488	9.2	1	0.0	74	0.1	150	0.2
PSCKM	12,511	17.7	2	0.0	159	0.2	431	0.6
Total	61,913	87.7	284	0.4	733	1.0	1,955	2.8

1. Includes manual debits and credits made on BAS.
2. Does not include other expenditure such as pension, DBC and leave gratuities.
3. Salaries include payment for the former CEO of the NCGBV from 2013/14 due to the closure of the donor-funded project.

Table 3.1.4 Salaries, Overtime, Home Owners Allowance and Medical Aid by salary band for the period 1 April 2016 to 31 March 2017

Salary Bands	Salaries		Overtime		Home Owners Allowance		Medical Aid	
	Amount (R'000)	Salaries as % of personnel costs	Amount (R'000)	Overtime as % of personnel costs	Amount (R'000)	HOA as % of personnel costs	Amount (R'000)	Medical aid as % of personnel costs
Lower skilled (level 1-2)	508	0.7	12	0.0	79	0.1	95	0.1
Skilled (level 3-5)	1,961	2.8	55	0.1	120	0.2	182	0.3
Highly skilled production (levels 6-8)	7,703	10.9	132	0.2	374	0.5	662	0.9
Highly skilled supervision (levels 9-12)	12,090	17.2	85	0.1	115	0.2	486	0.7
Senior management (level 13-16)	39,651	56.1	-	-	45	0.1	530	0.8
Total	61,913	87.7	284	0.4	733	1.0	1,955	2.8

1. Includes all current and former employees who received compensation, including the Minister and contract workers.
2. Includes manual debits and credits made on BAS.
3. Does not include other expenditure such as pension, DBC and leave gratuities.
4. Salaries include payment for the former CEO of the NCGBV from 2013/14 due to the closure of the donor-funded project.

3.2 Employment and Vacancies

The tables in this section summarise the position with regard to employment and vacancies. Note that the number of filled posts is in relation to the actual number at the end of the reporting period, and do not refer to movements that occurred within the period of reporting.

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;
- critical occupations.

Table 3.2.1 Employment and vacancies by programme as on 31 March 2017

Programme	Number of posts on approved establishment	Number of posts filled	Vacancy rate (%)	Number of employees additional to the establishment
Administration	71	68	4.2	6
Social Transformation and Economic Empowerment	13	10	23.1	2
Policy, Stakeholder Coordination and Knowledge Management	21	21	-	1
Total	105	99	5.7	9

Vacancy rate calculated against all funded vacancies.

Table 3.2.2 Employment and vacancies by salary band as on 31 March 2017

Salary Bands	Number of posts on approved establishment	Number of posts filled	Vacancy rate (%)	Number of employees additional to the establishment
Lower skilled (1-2)	3	3	-	-
Skilled (3-5)	10	10	-	2
Highly skilled production (6-8)	32	32	-	-
Highly skilled supervision (9-12)	24	24	-	2
Senior management (13-16)	36	30	16.7	5
Total	105	99	5.7	9

Vacancy rate calculated against all funded vacancies.

Table 3.2.3 Employment and vacancies by critical occupations as on 31 March 2017

Occupation	Number of posts on approved establishment	Number of posts filled	Vacancy rate (%)	Number of employees additional to the establishment
Clerks	45	45	-	3
Elementary Occupations	3	3	-	-
Legislators, Senior Officials and Managers	36	30	16.7	5
Plant and Machine Operators and Assemblers	2	2	-	-
Professionals	17	17	-	1
Technician and Associated Professionals	2	2	-	-
TOTAL	105	99	5.7	9

Vacancy rate calculated against all funded vacancies.

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 timeframes and disciplinary steps taken.

Table 3.3.1 SMS post information as on 31 March 2017

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	-	-
Salary level 15	5	3	60.0	2	40.0
Salary level 14	10	7	70.0	3	30.0
Salary level 13	20	19	95.0	1	5.0
Total	36	30	83.3	6	16.7

Excludes one SMS member currently appointed against a level 11 post

Table 3.3.2 SMS post information as on 1 April 2016

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	-	-
Salary level 15	5	5	100.0	-	-
Salary level 14	9	8	88.9	1	11.1
Salary level 13	19	19	100.0	-	-
Total	34	33	97.1	1	2.9

Table 3.3.3 Advertising and filling of SMS posts for the period 1 April 2016 to 31 March 2017

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	-	-	-
Salary level 15	1	-	-
Salary level 14	2	-	-
Salary level 13	1	-	-
Total	4	-	-

Table 3.3.4 Reasons for not having complied with the filling of funded vacant SMS posts – advertised within 6 months and filled within 12 months after becoming vacant for the period 1 April 2016 to 31 March 2017

Reasons for vacancies not advertised within six months
Not applicable.
Reasons for vacancies not filled within twelve months
Not applicable. None of the posts have been vacant for more than 12 months.

Table 3.3.5 Disciplinary steps taken for not complying with the prescribed timeframes for filling SMS posts within 12 months for the period 1 April 2016 to 31 March 2017

Disciplinary steps taken
Not applicable.

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 2016 to 31 March 2017

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)	3	3	100.0	-	-	-	-
Skilled (levels 3-5)	10	9	90.0	-	-	-	-
Highly skilled production (levels 6-8)	32	28	87.5	-	-	-	-
Highly skilled supervision (levels 9-12)	24	24	100.0	-	-	-	-
Senior Management Service Band A	18	15	83.3	-	-	-	-
Senior Management Service Band B	10	10	100.0	-	-	-	-
Senior Management Service Band C	2	2	100.0	-	-	-	-
Senior Management Service Band D	1	-	-	-	-	-	-
Total	100	91	91.0	-	-	-	-

1. The same job may relate to various posts (eg. Secretary).
2. SMS Band A excludes 2 posts additional to the establishment.
3. SMS Band C excludes 2 posts of Special Adviser and 1 post additional to the establishment.

The following table provides a summary of the number of employees whose positions were upgraded due to their post being upgraded. The number of employees might differ from the number of posts upgraded since not all employees are automatically absorbed into the new posts and some of the posts upgraded could also be vacant.

Table 3.4.2. Profile of employees whose positions were upgraded due to their posts being upgraded for the period 1 April 2016 to 31 March 2017

Beneficiary	African	Indian	Coloured	White	Total
Female	-	-	-	-	-
Male	-	-	-	-	-
Total	-	-	-	-	-
Employees with a disability					-

The following table summarises the number of cases where remuneration bands exceeded the grade determined by job evaluation. Reasons for the deviation are provided in each case.

Table 3.4.3 Employees with salary levels higher than those determined by job evaluation by occupation for the period 1 April 2016 to 31 March 2017

Occupation	Number of employees	Job evaluation level	Remuneration level	Reason for deviation
Clerks	1	6	7	Organisational transformation
Clerks	1	7	8	Organisational transformation
Legislators, Senior Officials and Managers	1	11	13	Attraction of services
Professionals	1	11	12	Attraction of services
Professionals	1	11	12	Retention of services
Total number of employees whose salaries exceeded the level determined by job evaluation				5
Percentage of total employed				5.1

Only 1 SMS member was appointed in the period under review: 1 appointment emanated from 2010/11 and 3 from 2015/16 financial year.

The following table summarises the beneficiaries of the above in terms of race, gender, and disability.

Table 3.4.4 Profile of employees who have salary levels higher than those determined by job evaluation

Beneficiary	African	Indian	Coloured	White	Total
Female	3	-	1	-	4
Male	1	-	-	-	1
Total	4	-	1	-	5
Employees with a disability	-	-	-	-	-
Total number of employees whose remuneration exceeded the grade determined by job evaluation in 2016/17					5

Only 1 SMS member was appointed in the period under review: 1 appointment emanated from 2010/11 and 3 from 2015/16 financial year.

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.

Table 3.5.1 Annual turnover rates by salary band for the period 1 April 2016 to 31 March 2017

Salary Band	Number of employees at beginning of period - 1 April 2016	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate (%)
Lower skilled (levels 1-2)	6	-	1	16.7
Skilled (levels 3-5)	7	-	-	-
Highly skilled production (levels 6-8)	32	3	4	11.4
Highly skilled supervision (levels 9-12)	22	-	-	-
Senior Management Service Bands A	21	5	3	11.5
Senior Management Service Bands B	9	1	3	30.0
Senior Management Service Bands C	5	1	3	50.0
Senior Management Service Bands D	1	-	-	-
Total	103	10	14	12.4

Excludes fixed-term contract workers appointed against permanent posts/additional to the establishments.

Table 3.5.2. Annual turnover rates by critical occupation for the period 1 April 2016 to 31 March 2017

Occupation	Number of employees at beginning of period 1 April 2016	Appointments and transfers into the Department	Terminations and transfers out of the Department	Turnover rate (%)
Clerks	42	3	4	8.9
Elementary Occupations	6	-	1	16.7
Legislators, Senior Officials and Managers	36	7	9	20.9
Plant and Machine Operators and Assemblers	1	-	-	-
Professionals	15	-	-	-
Technician and Associated Professionals	3	-	-	-
TOTAL	103	10	14	12.4

Excludes fixed-term contract workers appointed against permanent posts/additional to the establishments.

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 2016 to 31 March 2017

Termination type	Number	% of total resignations
Dismissal	1	7.1
Resignation	5	35.7
Retirement	1	7.1
Transfer to other Public Service Departments	7	50.0
Total	14	100.0
Total number of employees who left as a % of total employment		12.4

1. Excludes fixed-term contract workers appointed against permanent posts/additional to the establishments.
2. Dismissal due to abscondment.

Table 3.5.4. Promotions by critical occupation for the period 1 April 2016 to 31 March 2017

Occupation	Employees 1 April 2016	Promotions to another salary level	Salary level promotions as % of employees by occupation	Progressions to another notch within a salary level	Notch progression as % of employees by occupation
Clerks	42	2	4.8	28	66.7
Elementary Occupations	6	-	-	2	33.3
Legislators, Senior Officials and Managers	36	-	-	14	38.9
Plant and Machine Operators and Assemblers	1	-	-	1	100.0
Professionals	15	1	6.7	7	46.7
Technician and Associated Professionals	3	-	-	1	33.3
TOTAL	103	3	2.9	53	51.5

Table 3.5.5. Promotions by salary band for the period 1 April 2016 to 31 March 2017

Salary band	Employees 1 April 2016	Promotions to another salary level	Salary bands promotions as % of employees by salary level	Progressions to another notch within a salary level	Notch progression as % of employees by salary bands
Lower skilled (levels 1-2)	6	-	-	2	33.3
Skilled (levels 3-5)	7	2	28.6	3	42.9
Highly skilled production (levels 6-8)	32	-	-	20	62.5
Highly skilled supervision (levels 9-12)	22	1	4.0	14	63.6
Senior Management Service (levels 13-16)	36	-	-	14	38.9
TOTAL	103	3	2.9	53	51.5

2 employees were promoted from level 2 to 5; 1 employee was promoted from level 6 to 9.

3.6 Employment Equity

Table 3.6.1. Total number of employees (including employees with disabilities) in each of the following occupational categories as at 31 March 2017

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Clerks	11	-	-	-	32	-	1	1	45
Elementary occupations	1	-	-	-	2	-	-	-	3
Legislators, senior officials and managers	14	-	-	1	13	1	1	1	31
Plant and machine operators and assemblers	2	-	-	-	-	-	-	-	2
Professionals	4	-	-	1	11	-	-	-	16
Technicians and associate professionals	2	-	-	-	-	-	-	-	2
Total	34	-	-	2	58	1	2	2	99
Employees with disabilities	3	-	-	-	1	-	-	1	5

Excludes fixed-term contract workers appointed additional to the establishment.

Table 3.6.2. Total number of employees (including employees with disabilities) in each of the following occupational bands on 31 March 2017

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management (level 15-16)	1	-	-	-	2	-	-	1	4
Senior Management (level 13-14)	13	-	-	1	11	1	1	-	27
Professionally qualified and experienced specialists and mid-management (level 9-12)	8	-	-	1	14	-	-	-	23
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents (level 6-8)	7	-	-	-	23	-	1	1	32
Semi-skilled and discretionary decision making (level 3-5)	4	-	-	-	6	-	-	-	10
Unskilled and defined decision making (level 1-2)	1	-	-	-	2	-	-	-	3
Total	34	-	-	2	58	1	2	2	99

Excludes fixed-term contract workers appointed additional to the establishment.

Table 3.6.3. Recruitment for the period 1 April 2016 to 31 March 2017

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management (level 15-16)	1	-	-	-	-	-	-	-	1
Senior Management (level 13-14)	2	-	-	-	3	1	-	-	6
Professionally qualified and experienced specialists and mid-management (level 9-12)	-	-	-	-	-	-	-	-	-
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents (level 6-8)	1	-	-	-	2	-	-	-	3
Semi-skilled and discretionary decision making (level 3-5)	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making (level 1-2)	-	-	-	-	-	-	-	-	-
Total	4	-	-	-	5	1	-	-	10
Employees with disabilities	1	-	-	-	-	-	-	-	1

Excludes fixed-term contract workers appointed additional to the establishment.

Table 3.6.4. Promotions for the period 1 April 2016 to 31 March 2017

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management (level 15-16)	-	-	-	-	-	-	-	-	-
Senior Management (level 13-14)	-	-	-	-	-	-	-	-	-
Professionally qualified and experienced specialists and mid-management (level 9-12)	1	-	-	-	-	-	-	-	1
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents (level 6-8)	-	-	-	-	-	-	-	-	-
Semi-skilled and discretionary decision making (level 3-5)	-	-	-	-	2	-	-	-	2
Unskilled and defined decision making (level 1-2)	-	-	-	-	-	-	-	-	-
Total	1	-	-	-	2	-	-	-	3
Employees with disabilities	-	-	-	-	-	-	-	-	-

Table 3.6.5. Terminations for the period 1 April 2016 to 31 March 2017

Occupational band	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top Management (level 15-16)	-	-	-	-	2	1	-	-	3
Senior Management (level 13-14)	1	-	-	-	4	1	-	-	6
Professionally qualified and experienced specialists and mid-management (level 9-12)	-	-	-	-	-	-	-	-	-
Skilled technical and academically qualified workers, junior management, supervisors, foreman and superintendents (level 6-8)	2	-	-	-	2	-	-	-	4
Semi-skilled and discretionary decision making (level 3-5)	-	-	-	-	-	-	-	-	-
Unskilled and defined decision making (level 1-2)	-	-	-	-	1	-	-	-	1
Total	3	-	-	-	9	2	-	-	14
Employees with Disabilities	-	-	-	-	-	-	-	-	-

Excludes fixed-term contract workers appointed additional to the establishment.

Table 3.6.6. Disciplinary action finalised for the period 1 April 2016 to 31 March 2017

Disciplinary action	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
	1	-	-	-	-	-	-	-	1

Table 3.6.7. Skills development for the period 1 April 2016 to 31 March 2017

Occupational category	Male				Female				Total
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Legislators, senior officials and managers	3	-	-	-	8	-	-	1	12
Professionals	4	-	-	-	7	-	-	-	11
Technicians and associate professionals	1	-	-	-	-	-	-	-	1
Clerks	6	-	-	-	16	-	1	1	24
Plant and machine operators and assemblers	1	-	-	-	-	-	-	-	1
Elementary occupations	1	-	-	-	1	-	-	-	2
Total	16	-	-	-	32	-	1	2	51
Employees with disabilities	-	-	-	-	1	-	-	1	2

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 timeframes and disciplinary steps taken is presented here.

Table 3.7.1. Signing of Performance Agreements by SMS members as on 31 May 2016

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	1	100.0
Salary level 15	5	3	2	66.7
Salary level 14	10	8	8	100.0
Salary level 13	20	19	17	89.5
Total	36	31	28	90.3

1. Excludes Special Advisers to the Minister.
2. Excludes a level 14 employee who retired prior to the mid-term.

Table 3.7.2 Reasons for not having concluded Performance Agreements for all SMS members as on 31 May 2016

Reasons
<ul style="list-style-type: none"> Level 15: one employee was placed on special leave and subsequently precautionary suspension pending a disciplinary hearing. Level 13: one employee was on precautionary suspension; one employee was late in submission.

Table 3.7.3 Disciplinary steps taken against SMS members for not having concluded Performance Agreements as on 31 May 2016

Reasons
Level 13 employee provided with letter of demand.

3.8 Performance Rewards

To encourage good performance, the department has granted the following performance rewards during the year under review. The information is presented in terms of race, gender, disability, salary bands and critical occupations.

Table 3.8.1. Performance Rewards (cash bonus) allocated by the Department by race, gender and disability for the period 1 April 2016 to 31 March 2017

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	-	-	-	-	-
Indian, Male	-	-	-	-	-
Coloured Male	-	-	-	-	-
White Male	-	-	-	-	-
African Female	-	-	-	-	-
Indian Female	-	-	-	-	-
Coloured Female	-	-	-	-	-
White Female	-	-	-	-	-
TOTAL	-	-	-	-	-
Disabled employees	-	-	-	-	-

No performance bonuses were approved by the Department.

Table 3.8.2 Performance Rewards (cash bonus) by salary band for the period 1 April 2016 to 31 March 2017

Salary band	Beneficiary profile			Cost		
	Number of beneficiaries	Number of employees	% of Total within salary bands	Total cost (R'000)	Average cost per employee (R'000)	Total cost as % of total personnel expenditure
Lower Skilled (levels 1-2)	-	-	-	-	-	-
Skilled (level 3-5)	-	-	-	-	-	-
Highly skilled production (level 6-8)	-	-	-	-	-	-
Highly skilled supervision (level 9-12)	-	-	-	-	-	-
Senior Management Service (levels 13-16)	-	-	-	-	-	-
Total	-	-	-	-	-	-

No performance bonuses were approved by the Department.

Table 3.8.3. Performance Rewards (cash bonus) by critical occupation for the period 1 April 2016 to 31 March 2017

Occupation	Beneficiary profile			Cost	
	Number of beneficiaries	Number of employees	% of total within occupation	Total cost (R'000)	Average cost per employee (R'000)
Elementary occupations	-	-	-	-	-
Technicians and associate professionals	-	-	-	-	-
Plant and machine operators and assemblers	-	-	-	-	-
Clerks	-	-	-	-	-
Professionals and managers	-	-	-	-	-
Legislators, Senior Officials and Managers	-	-	-	-	-
Total	-	-	-	-	-

No performance bonuses were approved by the Department.

Table 3.8.4. Performance related rewards (cash bonus), by salary band for Senior Management Service for the period 1 April 2016 to 31 March 2017

Salary Band	Beneficiary profile			Cost		
	Number of beneficiaries	Number of employees	% of total within salary bands	Total cost (R'000)	Average cost per employee (R'000)	Total cost as % of total personnel expenditure
Band A	-	-	-	-	-	-
Band B	-	-	-	-	-	-
Band C	-	-	-	-	-	-
Band D	-	-	-	-	-	-
Total	-	-	-	-	-	-

No performance bonuses were approved by the Department.

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 2016 to 31 March 2017

Salary band	1 April 2016		31 December 2016		Change	
	Number	% of Total	Number	% Of Total	Number	% Change
Lower Skilled (levels 1-2)	-	-	-	-	-	-
Highly skilled production (level 6-8)	-	-	-	-	-	-
Highly skilled supervision (level 9-12)	-	-	-	-	-	-
Contract (level 9-12)	-	-	-	-	-	-
Contract (level 13-16)	-	-	-	-	-	-
Total	-	-	-	-	-	-

No foreign employees were appointed by the Department.

Table 3.9.2. Foreign workers by major occupation for the period 1 April 2016 to 31 March 2017

Major occupation	1 April 2016		31 December 2016		Change	
	Number	% of total	Number	% of Total	Number	% Change
None	-	-	-	-	-	-

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. **Note that the period of reporting is in terms of an annual leave cycle, starting from 1 January to 31 December of each year.**

Table 3.10.1. Sick leave for the period 1 January 2016 to 31 December 2016

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)	86	83.7	6	6.0	14.3	29
Skilled (levels 3-5)	76	71.1	12	12.0	6.3	42
Highly skilled production (levels 6-8)	305	80.7	32	32.0	9.5	246
Highly skilled supervision (levels 9 -12)	148	78.4	21	21.0	7.0	279
Senior management (levels 13-16)	193	83.9	29	29.0	6.7	799
Total	808	80.4	100	100.0	8.1	1 395

Higher average days per employee at levels 1-2 attributed to two employees having sustained fractures for which surgery was required.

Table 3.10.2. Disability leave (temporary and permanent) for the period 1 January 2016 to 31 December 2016

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)	19	100.0	2	50.0	9.5	6
Skilled (levels 3-5)	-	-	-	-	-	-
Highly skilled production (levels 6-8)	30	100.0	1	25.0	30	25
Highly skilled supervision (levels 9-12)	-	-	-	-	-	-
Senior management (levels 13-16)	20	100.0	1	25.0	20	83
Total	69	100.0	4	100.0	17.2	114

Refers to temporary incapacity leave approved by the Accounting Officer based on recommendations by the Health Risk Manager.

The table below summarises the utilisation of annual leave. The wage agreement concluded with trade unions in the PSCBC in 2000 requires management of annual leave to prevent high levels of accrued leave being paid at the time of termination of service.

Table 3.10.3. Annual Leave for the period 1 January 2016 to 31 December 2016

Salary band	Total days taken	Number of employees using annual leave	Average per employee
Lower skilled (levels 1-2)	118	6	19.7
Skilled (levels 3-5)	219	12	18.3
Highly skilled production (levels 6-8)	705	34	20.5
Highly skilled supervision (levels 9-12)	640	26	24.6
Senior management (levels 13-16)	737	38	19.4
Total	2 419	117	20.7

Table 3.10.4. Capped leave for the period 1 January 2016 to 31 December 2016

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 at 31 December 2016
Lower skilled (levels 1-2)	-	-	-	-
Skilled (levels 3-5)	-	-	-	-
Highly skilled production (levels 6-8)	-	-	-	-
Highly skilled supervision (levels 9-12)	3	1	3	39.5
Senior management (levels 13-16)	1	1	1	31.0
Total	4	2	2	28.2

The following table summarises payments made to employees as a result of leave that was not taken.

Table 3.10.5. Leave payouts for the period 1 January 2016 to 31 December 2016

Reason	Total amount (R'000)	Number of employees	Average per employee (R'000)
Leave payout for 2015/16 due to non-utilisation of leave for the previous cycle	-	-	-
Capped leave payouts on termination of service for 2016/17	4	1	4
Current leave payout on termination of service for 2016/17	145	5	29.0
Total	149	6	24.8

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 3.11.2. Details of Health Promotion and HIV/AIDS Programmes (tick the applicable boxes and provide the required information)

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		Ms N Sisulu-Singapi
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	
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	
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		HR Management Committee established, comprising: Chief Director, Corporate Management Deputy Director-General: STEE Deputy Director-General: PSCKM Chief Director: ODG Chief Financial Officer Deputy Director: HR P&P and HRD Labour
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		All policies have been reviewed to ensure legislative compliance especially HIV/AIDS and TB management policy.
6. Has the Department introduced measures to protect HIV-positive employees from discrimination? If so, list the key elements of these measures.	x		Voluntary counselling and testing included in EHW events and campaigns. Counselling services available to all employees.
7. Does the Department encourage its employees to undergo Voluntary Counselling and Testing? If so, list the results that you have you achieved.	x		Addressed within the context of employee health and wellness events.
8. Has the Department developed measures/ indicators to monitor & evaluate the impact of its health promotion programme? If so, list these measures/ indicators.	x		Satisfaction survey questionnaires circulated after each event to enquire from employees of the success of the events and suggestions for future events. Attendance registers of staff member who visit respective service providers indicate popularity of services provided and extent of involvement of staff in events.

Subsequent to the promulgation of Public Service Regulations 2016, the HR Management Committee assumed the responsibility of managing the provisions of the PSR regarding HIV/AIDS.

3.12 Labour Relations

Table 3.12.1. Collective agreements for the period 1 April 2016 to 31 March 2017

Subject matter	Date
Total number of Collective Agreements	-

The following table summarises the outcome of disciplinary hearings conducted within the Department for the year under review.

Table 3.12.2. Misconduct and disciplinary hearings finalised for the period 1 April 2016 to 31 March 2017

Outcomes of disciplinary hearings	Number	% of Total
Correctional counselling	-	-
Verbal warning	-	-
Written warning	2	40.0
Final written warning	2	40.0
Suspended without pay	-	-
Fine	-	-
Demotion	-	-
Dismissal	-	-
Not guilty	1	20.00
Case withdrawn	-	-
Total	5	100.0

Table 3.12.3. Types of misconduct addressed at disciplinary hearings for the period 1 April 2016 to 31 March 2017

Type of misconduct	Number	% of Total
Financial misconduct	1	50.0
Dereliction of duty and gross misconduct	1	50.0
Total	2	100.0

Not all misconduct resulted in disciplinary hearings.

Table 3.12.4. Grievances logged for the period 1 April 2016 to 31 March 2017

	Number	% of Total
Number of grievances resolved	3	42.9
Number of grievances not resolved	4	57.1
Total number of grievances lodged	7	100.0

Table 3.12.5. Disputes logged for the period 1 April 2016 to 31 March 2017

	Number	% of Total
Number of disputes registered	6	100.0
Number of disputes upheld	1	16.7
Number of disputes dismissed	1	16.7
Total number of disputes lodged	6	100.0

Table 3.12.6. Strike actions for the period 1 April 2016 to 31 March 2017

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

Table 3.12.7. Precautionary suspensions for the period 1 April 2016 to 31 March 2017

Number of people suspended	3
Number of people whose suspension exceeded 30 days	3
Average number of days suspended	263
Cost (R'000) of suspension	2,391

3.13 Skills Development

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

Table 3.13.1. Planned training needs identified for the period 1 April 2016 to 31 March 2017

Occupational category	Gender	Number of employees as at 1 April 2016	Training needs identified at start of the reporting period			
			Interns	Skills programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	23	-	31	-	31
	Male	13	-	11	-	11
Professionals	Female	11	-	25	-	25
	Male	4	-	7	-	7
Technicians and associate professionals	Female	-	-	-	-	-
	Male	3	-	2	-	2
Clerks	Female	32	-	17	-	17
	Male	10	-	10	-	10
Plant and machine operators and assemblers	Female	-	-	-	-	-
	Male	1	-	-	-	-
Elementary occupations	Female	5	-	3	-	3
	Male	1	-	2	-	2
Sub Total	Female	71	-	76	-	76
	Male	32	-	32	-	32
Total		103	-	108	-	108

Table 3.13.2. Actual training provided for the period for the period 1 April 2016 to 31 March 2017

Occupational category	Gender	Number of employees as at 1 April 2016	Training provided within the reporting period			
			Interns	Skills programmes & other short courses	Other forms of training	Total
Legislators, senior officials and managers	Female	23	-	10	3	13
	Male	13	-	4	1	5
Professionals	Female	11	-	5	3	8
	Male	4	-	4	-	4
Technicians and associate professionals	Female	-	-	-	-	-
	Male	3	-	3	-	3
Clerks	Female	32	-	21	10	31
	Male	10	-	9	6	15
Plant and machine operators and assemblers	Female	-	-	-	-	-
	Male	1	-	2	-	2
Elementary occupations	Female	5	-	2	1	3
	Male	1	-	3	-	3
Sub Total	Female	71	-	38	17	55
	Male	32	-	25	7	32
Total		103	-	63	24	87

1. Skills programmes & other short courses are those which are certificated.
2. Other forms of training are non-certificated.

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 2016 to 31 March 2017

Nature of injury on duty	Number	% of Total
Required basic medical attention only	1	100
Temporary total disablement	-	-
Permanent disablement	-	-
Fatal	-	-
Total	1	100

3.15 Utilisation of Consultants

The following tables relate 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 2016 to 31 March 2017

Project title	Total number of consultants that worked on the project	Estimated duration (work days)	Contract value in Rands (R'000)
Forensic investigation (PwC)	4	External Auditors	226
Review of financial strategy	1	3	105
Technical review of AFS (KPMG)	-	External Auditors	272
Verification of qualifications (SAQA)	-	Intermittent	24
Health risk management (SOMA)	-	Ongoing	18
Editing	1	5	15
Installation and configuration	1	1	1
Sign language interpretation	4	3	8
Disciplinary matters (Department of Justice)	-	Intermittent	371
Legal advisory services	1	90	656
Legal cost (Nation Beat, September 2011)	-	14	50
TOTAL	12	116	1,746

Total contract value includes fees for consultants and legal services but excludes the Audit and Risk Committee and contactors such as casual labourers, artists and performers.

Total number of projects	Total individual consultants	Estimated duration (work days)	Total contract value in Rands (R'000)
10	12	116	1,746

Includes consultants and legal services but excludes the Audit and Risk Committee and contactors such as casual labourers, artists and performers.

Table 3.15.2. Analysis of consultant appointments using appropriated funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2016 to 31 March 2017

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that worked on the project
Review of financial strategy	100	100	1
Installation and configuration	100	100	1
Legal advisory services	100	100	1

Table 3.15.3. Report on consultant appointments using Donor funds for the period 1 April 2016 to 31 March 2017

Project title	Total number of consultants that worked on the project	Duration work days	Donor and contract value in Rands
n/a			

Total number of projects	Total individual consultants	Total duration work days	Total contract value in Rands
n/a			

Table 3.15.4. Analysis of consultant appointments using Donor funds, in terms of Historically Disadvantaged Individuals (HDIs) for the period 1 April 2016 to 31 March 2017

Project title	Percentage ownership by HDI groups	Percentage management by HDI groups	Number of consultants from HDI groups that worked on the project
n/a			

3.16 Severance Packages

Table 3.16.1 Granting of employee initiated severance packages for the period 1 April 2016 to 31 March 2017

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
Lower skilled (levels 1-2)	-	-	-	-
Skilled (levels 3-5)	-	-	-	-
Highly skilled production (levels 6-8)	-	-	-	-
Highly skilled supervision (levels 9-12)	-	-	-	-
Senior management (levels 13-16)	-	-	-	-
Total	-	-	-	-



PART E: FINANCIAL INFORMATION



REPORT OF THE AUDITOR- GENERAL TO PARLIAMENT ON VOTE NO. 13: DEPARTMENT OF WOMEN

Report on the audit of the financial statements

Opinion

1. I have audited the financial statements of the Department of Women set out on pages 108 to 162 which comprise the appropriation statement, the statement of financial position as at 31 March 2017, and the statement of financial performance, statement of changes in net assets and cash flow statement for the year then ended, as well as the 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 as at 31 March 2017, and its financial performance and cash flows for the year then ended in accordance with Modified Cash Standards (MCS) prescribed by the National Treasury and the requirements of the of the Public Finance Management Act of South Africa, 1999 (Act No. 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 auditor-general's responsibilities 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' *Code of ethics for professional accountants* (IESBA code) together with the 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.

Emphasis of matters

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

Irregular expenditure

7. As disclosed in note 26 to the financial statements, irregular expenditure to the amount of R6 305 000 was incurred, as proper procurement processes have not been followed.

Fruitless and wasteful expenditure

8. As disclosed in note 27 to the financial statements, fruitless and wasteful expenditure to the amount of R12 501 000 relating to previous years (2011 – 2014) was identified, as proper controls over travel payments were not implemented.

Other matter

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

Unaudited supplementary schedules

10. The supplementary information set out on pages 163 to 166 does not form part of the financial statements and is presented as additional information. We have not audited these schedules and, accordingly, I do not express an opinion thereon.

Responsibilities of the accounting officer for the financial statements

11. The accounting officer is responsible for the preparation and fair presentation of the financial statements in accordance with MCS prescribed by the 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.
12. In preparing the financial statements, the accounting officer is responsible for assessing the Department of Women'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 there is an intention either to liquidate the department or to cease operations, or there is no realistic alternative but to do so.

Auditor-general's responsibilities for the audit of the financial statements

13. 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 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

14. A further description of my responsibilities for the audit of the financial statements is included in the annexure to the auditor's report.

Report on the audit of the annual performance report

Introduction and scope

15. In accordance with the Public Audit Act of South Africa, 2004 (Act No. 25 of 2004) (PAA) and the general notice issued in terms thereof I have a responsibility to report material findings on the reported performance information against predetermined objectives for selected programmes presented in the annual performance report. I performed procedures to identify findings but not to gather evidence to express assurance.
16. My procedures address the reported performance information, which must be based on the approved performance planning documents of the department. I have not evaluated the completeness and appropriateness of the performance indicators included in the planning documents. My procedures also did not extend to any disclosures or assertions relating to planned performance strategies and information in respect of future periods that may be included as part of the reported performance information. Accordingly, my findings do not extend to these matters.
17. I evaluated the usefulness and reliability of the reported performance information in accordance with the criteria developed from the performance management and reporting framework, as defined in the general notice, for the following selected programmes presented in the annual performance report of the department for the year ended 31 March 2017:

Programmes	Pages in the annual performance report
Programme 2: Social Transformation and Economic Empowerment	37 – 43
Programme 3: Policy, Stakeholder Coordination and Knowledge Management	48 – 56

18. I performed procedures to determine whether the reported performance information was properly presented and whether performance was consistent with the approved performance planning documents. I performed further procedures to determine whether the indicators and related targets were measurable and relevant, and assessed the reliability of the reported performance information to determine whether it was valid, accurate and complete.

19. I did not identify any material findings on the usefulness and reliability of the reported performance information for the following programmes:

- Programme 2: Social Transformation and Economic Empowerment.
- Programme 3: Policy, Stakeholder Coordination and Knowledge Management.

Other matters

20. I draw attention to the matters below.

Achievement of planned targets

21. Refer to the annual performance report on pages 37 to 43 and 48 to 56 for information on the achievement of the planned targets for the year and explanations provided for the underachievement of a significant number of targets.

Adjustments of material misstatements

22. I identified material misstatements in the annual performance report submitted for auditing. These material misstatements were on the reported performance information of Programme 2: Social Transformation and Economic Empowerment and Programme 3: Policy, Stakeholder Coordination and Knowledge Management. As management subsequently corrected the misstatements, I did not raise any material findings on the usefulness and reliability of the reported performance information.

Report on audit of compliance with legislation

Introduction and scope

23. In accordance with the PAA and the general notice issued in terms thereof I have a responsibility to report material findings on the compliance of the department with specific matters in key legislation. I performed procedures to identify findings but not to gather evidence to express assurance.

24. The material findings in respect of the compliance criteria for the applicable subject matters are as follows:

Procurement and contract management

25. Goods and services with a transaction value below R500 000 were procured without obtaining the required price quotations, as required by Treasury Regulation 16A6.1.

26. Goods and services of a transaction value above R500 000 was procured without inviting competitive bids, as required by Treasury Regulations 16A6.1.

27. Quotations were awarded to bidders based on preference points that were not allocated and calculated in accordance with the requirements of the Preferential Procurement Policy Framework Act and its regulations.
28. Bid documentation for procurement of commodities designated for local content and production, did not stipulate the minimum threshold for local production and content as required by Preferential Procurement Regulation 9(1).
29. Commodities designated for local content and production, were procured from suppliers who did not submit a declaration on local production and content as required by Preferential Procurement Regulation 9(1).

Expenditure management

30. Effective steps were not taken to prevent irregular expenditure amounting to R6 495 000 as disclosed in note 26 to the annual financial statements, as required by section 38(1)(c)(ii) of the PFMA and Treasury Regulation 9.1.1.
31. Effective steps were not taken to prevent fruitless and wasteful expenditure amounting to R12 542 000, as disclosed in note 27 to the annual financial statements, in contravention of section 38(1)(c)(ii) of the PFMA and Treasury Regulation 9.1.1.

Other information

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

33. My opinion on the financial statements and findings on the reported performance information and compliance with legislation do not cover the other information and I do not express an audit opinion or any form of assurance conclusion thereon.
34. In connection with my audit, my responsibility is to read the other information and, in doing so, consider whether the other information 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. If, based on the work I have performed on the other information 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.

Internal control deficiencies

35. I considered internal control relevant to my audit of the financial statements, reported performance information and compliance with applicable legislation; however, my objective was not to express any form of assurance thereon. The matters reported below are limited to the significant internal control deficiencies that resulted in the opinion, the findings on the annual performance report and the findings on compliance with legislation included in this report.

Leadership

36. Adequate oversight was not effectively and timeously exercised by the accounting officer and senior management regarding performance reporting and compliance with laws and regulations.
37. Action plans by management to address prior year audit findings were appropriately developed, but not always effectively implemented and monitored in a timely manner.

Financial and performance management

38. Non-compliance with laws and regulations could have been prevented had compliance been properly reviewed and monitored by senior management.

Other reports

39. I draw attention to the following engagements conducted by various parties that had, or could have, an impact on the matters reported in the department's financial statements, reported performance information, compliance with applicable legislation and other related matters. These reports did not form part of my opinion on the financial statements or my findings on the reported performance information or compliance with legislation.

Investigations

40. An independent consulting firm has completed an investigation on alleged misconduct and irregularities relating to the travel agents contract, the performance contract of the previous Director-General and the procurement of goods and services for Women's day. The investigation report was finalised in April 2016 and the department is in the process of implementing the necessary consequence management.

41. The Office of the Accountant-General is currently assisting the department in an investigation relating to alleged misconduct and irregularities in the procurement processes followed at the department. At the time of this report the investigation is still in process.

Auditor General

Pretoria
31 July 2017



AUDITOR - GENERAL
SOUTH AFRICA

Auditing to build public confidence

Annexure – Auditor-General's responsibility for the audit

1. As part of an audit in accordance with the ISAs, I exercise professional judgement and maintain professional scepticism throughout my audit of the financial statements, and the procedures performed on reported performance information for selected programmes and on the department's compliance with respect to the selected subject matters.

Financial statements

2. In addition to my responsibility for the audit of the financial statements as described in the auditor's report, I also:
 - identify and assess the risks of material misstatement of the financial statements whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
 - obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the department's internal control.
 - evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the accounting officer.

- conclude on the appropriateness of the accounting officer's use of the going concern basis of accounting in the preparation of the financial statements. I also conclude, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Department of Women's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial statements about the material uncertainty or, if such disclosures are inadequate, to modify the opinion on the financial statements. My conclusions are based on the information available to me at the date of the auditor's report. However, future events or conditions may cause a department to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

Communication with those charged with governance

3. I communicate with the accounting officer regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.
4. I also confirm to the accounting officer that I have complied with relevant ethical requirements regarding independence, and communicate all relationships and other matters that may reasonably be thought to have a bearing on my independence and here applicable, related safeguards.

APPROPRIATION STATEMENT

for the year ended 31 March 2017

Appropriation per programme									
Programme	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual Expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
1. Administration	88,287	-	393	88,680	88,459	221	99.8	82,910	84,902
2. Social Transformation & Economic Empowerment	84,402	-	(3,934)	80,468	79,548	920	98.9	83,423	83,152
3. Policy, Stakeholder Coordination & Knowledge Management	24,198	-	3,541	27,739	26,732	1,007	96.4	22,769	20,312
TOTAL	196,887	-	-	196,887	194,739	2,148	98.9	189,102	188,366

	2016/17			2015/16	
	Final Appropriation	Actual Expenditure		Final Appropriation	Actual Expenditure
	R'000	R'000		R'000	R'000
TOTAL (brought forward)	196,887	194,739		189,102	188,366
Reconciliation with statement of financial performance					
ADD					
Departmental receipts	576			42	
Aid assistance	11,152			8,335	
Actual amounts per statement of financial performance (total revenue)	208,615			197,479	
ADD					
Aid assistance		9,719			3,983
Prior year unauthorised expenditure approved without funding					(10)
Actual amounts per statement of financial performance (total expenditure)		204,458			192,339

Comparative information for Programme 3 has been reclassified in terms of approved Programme budget structure changes in order to ensure consistency with the format of the current year information.

APPROPRIATION STATEMENT

for the year ended 31 March 2017

Appropriation per economic classification									
	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Economic classification									
Current payments	123,263	55	(343)	122,975	121,148	1,827	98.5	117,436	117,425
Compensation of employees	72,613	-	(343)	72,270	70,621	1,649	97.7	64,083	63,643
Salaries and wages	64,824	(77)	(343)	64,404	62,948	1,456	97.7	56,896	56,608
Social contributions	7,789	77	-	7,866	7,673	193	97.5	7,187	7,035
Goods and services	50,650	55	-	50,705	50,527	178	99.6	53,353	53,782
Administrative fees	1,928	(1,330)	-	598	595	3	99.5	395	394
Advertising	1,603	242	(180)	1,665	1,615	50	97.0	4,476	4,477
Minor assets	390	315	(100)	605	572	33	94.5	329	324
Audit costs: External	4,297	(379)	-	3,918	3,917	1	100.0	4,127	4,127
Bursaries: Employees	137	(129)	-	8	7	1	87.5	45	45
Catering: Departmental activities	2,633	(1,564)	(555)	514	456	58	88.7	3,908	3,907
Communication	2,079	1,033	(165)	2,947	2,978	(31)	101.1	3,104	3,136
Computer services	1,455	2,204	-	3,659	3,656	3	99.9	1,337	1,337
Consultants: Business and advisory services	2,163	(652)	(450)	1,061	1,039	22	97.9	1,424	1,424
Legal services	78	999	-	1,077	1,077	-	100.0	203	203
Contractors	455	161	(140)	476	476	-	100.0	1,291	1,291
Agency and support / outsourced services	-	-	-	-	-	-	-	29	29
Entertainment	44	(44)	-	-	-	-	-	-	-
Fleet services	-	277	-	277	558	(281)	201.4	546	546
Inventory: Materials and supplies	1	191	-	192	-	192	-	-	-
Consumable supplies	720	(112)	(118)	490	566	(76)	115.5	337	349
Consumable: Stationery, printing and office supplies	1,650	49	(201)	1,498	1,429	69	95.4	800	757
Property payments	15,279	(3,599)	-	11,680	11,678	2	100.0	11,454	11,454
Travel and subsistence	11,474	2,249	3,361	17,084	17,144	(60)	100.4	13,883	13,952

APPROPRIATION STATEMENT

for the year ended 31 March 2017

Appropriation per economic classification									
	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Training and development	726	(368)	-	358	357	1	99.7	145	147
Operating payments	1,981	(32)	(640)	1,309	1,134	175	86.6	1,327	1,404
Venues and facilities	1,457	468	(770)	1,155	1,140	15	98.7	1,522	1,808
Rental and hiring	100	76	(42)	134	133	1	99.3	2,671	2,671
Transfers and subsidies	69,893	-	343	70,236	70,242	(6)	100.0	68,169	68,170
Provinces and municipalities	1	-	-	1	6	(5)	600.0	12	12
Municipalities	1	-	-	1	6	(5)	600.0	12	12
Municipal bank accounts	-	-	-	-	-	-	-	12	12
Municipal agencies and funds	1	-	-	1	6	(5)	600.0	-	-
Departmental agencies and accounts	69,891	-	-	69,891	69,891	-	100.0	67,689	67,689
Departmental agencies (non-business entities)	69,891	-	-	69,891	69,891	-	100.0	67,689	67,689
Households	1	-	343	344	345	(1)	100.3	468	469
Social benefits	1	-	343	344	345	(1)	100.3	101	125
Other transfers to households	-	-	-	-	-	-	-	367	344
Payments for capital assets	3,731	(55)	-	3,676	3,290	386	89.5	3,497	2,771
Buildings and other fixed structures	120	-	-	120	-	120	-	-	11
Buildings	120	-	-	120	-	120	-	-	-
Other fixed structures	-	-	-	-	-	-	-	-	11
Machinery and equipment	3,611	(55)	-	3,556	3,290	266	92.5	3,497	2,760
Transport equipment	-	266	-	266	271	(5)	101.9	-	-
Other machinery and equipment	3,611	(321)	-	3,290	3,019	271	91.8	3,497	2,760
Payment for financial assets	-	-	-	-	59	(59)	-	-	-
Total	196,887	-	-	196,887	194,739	2,148	98.9	189,102	188,366

APPROPRIATION STATEMENT

for the year ended 31 March 2017

Programme 1: ADMINISTRATION									
	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. MINISTRY	19,674	881	115	20,670	21,284	(614)	103.0	21,373	21,487
2. DEPARTMENTAL MANAGEMENT	20,162	2,702	(245)	22,619	22,451	168	99.3	14,001	13,998
3. CORPORATE MANAGEMENT	19,146	1,275	523	20,944	20,458	486	97.7	25,613	28,041
4. FINANCIAL MANAGEMENT	14,026	(1,204)	-	12,822	12,642	180	98.6	10,549	10,002
5. OFFICE ACCOMMODATION	15,279	(3,654)	-	11,625	11,624	1	100.0	11,374	11,374
Total for sub programmes	88,287	-	393	88,680	88,459	221	99.8	82,910	84,902
Economic classification									
Current payments	85,646	-	(343)	85,303	85,077	226	99.7	79,947	81,989
Compensation of employees	50,293	-	(343)	49,950	49,028	922	98.2	46,534	48,504
Salaries and wages	45,098	(188)	(343)	44,567	43,669	898	98.0	41,176	43,153
Social contributions	5,195	188	-	5,383	5,359	24	99.6	5,358	5,351
Goods and services	35,353	-	-	35,353	36,049	(696)	102.0	33,413	33,485
Administrative fees	1,928	(1,330)	-	598	595	3	99.5	393	393
Advertising	253	930	-	1,183	1,180	3	99.7	206	206
Minor assets	104	392	-	496	493	3	99.4	304	304
Audit costs: External	4,297	(379)	-	3,918	3,917	1	100.0	4,127	4,127
Bursaries: Employees	137	(129)	-	8	7	1	87.5	45	45
Catering: Departmental activities	123	(36)	-	87	87	-	100.0	118	118
Communication	1,255	821	-	2,076	2,116	(40)	101.9	2,344	2,344
Computer services	1,455	2,204	-	3,659	3,656	3	99.9	1,337	1,337
Consultants: Business and advisory services	781	237	-	1,018	1,016	2	99.8	1,303	1,303
Legal services	78	999	-	1,077	1,077	-	100.0	203	203
Contractors	92	(65)	-	27	28	(1)	103.7	173	173
Entertainment	40	(40)	-	-	-	-	-	-	-
Fleet services	-	270	-	270	553	(283)	204.8	546	546
Inventory: Material and Supplies	-	192	-	192	-	192	-	-	-

APPROPRIATION STATEMENT for the year ended 31 March 2017

Programme 1: ADMINISTRATION

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Consumable supplies	403	(27)	-	376	526	(150)	139.9	246	246
Consumable: Stationery, printing and office supplies	912	(85)	-	827	831	(4)	100.5	685	685
Property payments	15,279	(3,599)	-	11,680	11,677	3	100.0	11,454	11,454
Travel and subsistence	6,623	92	-	6,715	7,149	(434)	106.5	9,080	9,150
Training and development	726	(368)	-	358	357	1	99.7	115	117
Operating payments	867	(159)	-	708	706	2	99.7	617	617
Venues and facilities	-	79	-	79	78	1	98.7	117	117
Rental and hiring	-	1	-	1	-	1	-	-	-
Transfers and subsidies	2	-	236	238	245	(7)	102.9	450	452
Provinces and municipalities	1	-	-	1	6	(5)	600.0	12	12
Municipalities	1	-	-	1	6	(5)	600.0	12	12
Municipal bank accounts	-	-	-	-	-	-	-	12	12
Municipal agencies and funds	1	-	-	1	6	(5)	600.0	-	-
Households	1	-	236	237	239	(2)	100.8	438	440
Social benefits	1	-	236	237	239	(2)	100.8	71	96
Other transfers to households	-	-	-	-	-	-	-	367	344
Payments for capital assets	2,639	-	500	3,139	3,078	61	98.1	2,513	2,461
Buildings and other fixed structures	-	-	-	-	-	-	-	-	11
Other fixed structures	-	-	-	-	-	-	-	-	11
Machinery and equipment	2,639	-	500	3,139	3,078	61	98.1	2,513	2,450
Transport equipment	-	266	-	266	271	(5)	101.9	-	-
Other machinery and equipment	2,639	(266)	500	2,873	2,807	66	97.7	2,513	2,450
Payment for financial assets	-	-	-	-	59	(59)	-	-	-
Total	88,287	-	393	88,680	88,459	221	99.8	82,910	84,902

APPROPRIATION STATEMENT

for the year ended 31 March 2017

1.1 MINISTRY									
	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	19,374	923	-	20,297	21,053	(756)	103.7	21,171	21,290
Compensation of employees	12,662	859	-	13,521	13,520	1	100.0	11,734	11,783
Goods and services	6,712	64	-	6,776	7,533	(757)	111.2	9,437	9,507
Transfers and subsidies	1	-	115	116	117	(1)	100.9	28	28
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	1	-	115	116	117	(1)	100.9	28	28
Payments for capital assets	299	(42)	-	257	114	143	44.4	174	169
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	299	(42)	-	257	114	143	44.4	174	169
Total	19,674	881	115	20,670	21,284	(614)	103.0	21,373	21,487

APPROPRIATION STATEMENT

for the year ended 31 March 2017

1.2 DEPARTMENTAL MANAGEMENT									
	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	19,963	2,773	(343)	22,393	22,145	248	98.8	13,676	13,676
Compensation of employees	18,117	-	(343)	17,774	17,570	204	98.9	11,476	11,476
Goods and services	1,846	2,773	-	4,619	4,575	44	99.0	2,200	2,200
Transfers and subsidies	-	-	98	98	98	-	100.0	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	98	98	98	-	100.0	-	-
Payments for capital assets	199	(71)	-	128	208	(80)	162.5	325	322
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	199	(71)	-	128	208	(80)	162.5	325	322
Total	20,162	2,702	(245)	22,619	22,451	168	99.3	14,001	13,998

APPROPRIATION STATEMENT

for the year ended 31 March 2017

1.3 CORPORATE MANAGEMENT									
	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	17,211	1,104	-	18,315	17,820	495	97.3	23,348	25,784
Compensation of employees	12,694	(859)	-	11,835	11,348	487	95.9	18,530	20,964
Goods and services	4,517	1,963	-	6,480	6,472	8	99.9	4,818	4,820
Transfers and subsidies	1	-	23	24	30	(6)	125.0	422	424
Provinces and municipalities	1	-	-	1	6	(5)	600.0	12	12
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	23	23	24	(1)	104.3	410	412
Payments for capital assets	1,934	171	500	2,605	2,608	(3)	100.1	1,843	1,833
Buildings and other fixed structures	-	-	-	-	-	-	-	-	11
Machinery and equipment	1,934	171	500	2,605	2,608	(3)	100.1	1,843	1,822
Total	19,146	1,275	523	20,944	20,458	486	97.7	25,613	28,041

APPROPRIATION STATEMENT

for the year ended 31 March 2017

1.4 FINANCIAL MANAGEMENT

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	13,819	(1,146)	-	12,673	12,435	238	98.1	10,378	9,865
Compensation of employees	6,820	-	-	6,820	6,590	230	96.6	4,794	4,281
Goods and services	6,999	(1,146)	-	5,853	5,845	8	99.9	5,584	5,584
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	207	(58)	-	149	148	1	99.3	171	137
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	207	(58)	-	149	148	1	99.3	171	137
Payment for financial assets	-	-	-	-	59	(59)	-	-	-
Total	14,026	(1,204)	-	12,822	12,642	180	98.6	10,549	10,002

APPROPRIATION STATEMENT

for the year ended 31 March 2017

1.5 OFFICE ACCOMMODATION									
	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	15,279	(3,654)	-	11,625	11,624	1	100.0	11,374	11,374
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	15,279	(3,654)	-	11,625	11,624	1	100.0	11,374	11,374
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	-	-	-	-	-	-	-	-	-
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-
Total	15,279	(3,654)	-	11,625	11,624	1	100.0	11,374	11,374

APPROPRIATION STATEMENT

for the year ended 31 March 2017

Programme 2: SOCIAL TRANSFORMATION AND ECONOMIC EMPOWERMENT (STEE)									
	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. MANAGEMENT: STEE	3,459	568	55	4,082	3,769	313	92.3	2,826	3,278
2. SOCIAL EMPOWERMENT AND TRANSFORMATION	3,221	425	(489)	3,157	2,845	312	90.1	12,217	11,948
3. GOVERNANCE TRANSFORMATION, JUSTICE AND SECURITY	4,192	(630)	(1,700)	1,862	1,744	118	93.7	691	237
4. ECONOMIC EMPOWERMENT	3,639	(363)	(1,800)	1,476	1,299	177	88.0	-	-
5. COMMISSION FOR GENDER EQUALITY	69,891	-	-	69,891	69,891	-	100.0	67,689	67,689
Total for sub programmes	84,402	-	(3,934)	80,468	79,548	920	98.9	83,423	83,152
Economic classification									
Current payments	14,089	-	(4,000)	10,089	9,463	626	93.8	15,395	15,395
Compensation of employees	7,265	-	-	7,265	7,306	(41)	100.6	4,672	4,672
Salaries and wages	6,210	374	-	6,584	6,627	(43)	100.7	4,198	4,198
Social contributions	1,055	(374)	-	681	679	2	99.7	474	474
Goods and services	6,824	-	(4000)	2,824	2,157	667	76.4	10,723	10,723
Advertising	250	1	(180)	71	25	46	35.2	2,645	2,645
Minor assets	160	(30)	(100)	30	9	21	30.0	10	10
Catering: Departmental activities	742	(167)	(555)	20	5	15	25.0	3,446	3,446
Communication	374	61	(165)	270	264	6	97.8	284	284
Consultants: Business and advisory services	620	(150)	(450)	20	-	20	-	-	-
Contractors	152	(2)	(140)	10	10	-	100.0	294	294
Agency and support / outsourced services	-	-	-	-	-	-	-	29	29
Entertainment	2	(2)	-	-	-	-	-	-	-
Fleet services	-	2	-	2	1	1	50.0	-	-

APPROPRIATION STATEMENT

for the year ended 31 March 2017

Programme 2: SOCIAL TRANSFORMATION AND ECONOMIC EMPOWERMENT (STEE)

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Consumable supplies	157	-	(118)	39	3	36	7.7	79	79
Consumable: Stationery, printing and office supplies	298	-	(201)	97	25	72	25.8	43	43
Travel and subsistence	2,200	(153)	(639)	1,408	1,146	262	81.4	1,247	1,247
Operating payments	824	-	(640)	184	11	173	6.0	33	33
Venues and facilities	945	440	(770)	615	601	14	97.7	77	77
Rental and hiring	100	-	(42)	58	57	1	98.3	2,536	2,536
Transfers and subsidies	69,891	-	66	69,957	69,957	-	100.0	67,689	67,689
Departmental agencies and accounts	69,891	-	-	69,891	69,891	-	100.0	67,689	67,689
Departmental agencies	69,891	-	-	69,891	69,891	-	100.0	67,689	67,689
Households	-	-	66	66	66	-	100.0	-	-
Social benefits	-	-	66	66	66	-	100.0	-	-
Payments for capital assets	422	-	-	422	128	294	30.3	339	68
Buildings and other fixed structures	120	-	-	120	-	120	-	-	-
Buildings	120	-	-	120	-	120	-	-	-
Machinery and equipment	302	-	-	302	128	174	42.4	339	68
Other machinery and equipment	302	-	-	302	128	174	42.4	339	68
Total	84,402	-	(3,934)	80,468	79,548	920	98.9	83,423	83,152

APPROPRIATION STATEMENT

for the year ended 31 March 2017

2.1 MANAGEMENT: STEE

	2016/17						2015/16		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	3,359	540	-	3,899	3,586	313	92.0	2,565	3,248
Compensation of employees	2,469	540	-	3,009	3,053	(44)	101.5	1,681	2,364
Goods and services	890	-	-	890	533	357	59.9	884	884
Transfers and subsidies	-	-	55	55	55	-	100.0	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	55	55	55	-	100.0	-	-
Payments for capital assets	100	28	-	128	128	-	100.0	261	30
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	100	28	-	128	128	-	100.0	261	30
Total	3,459	568	55	4,082	3,769	313	92.3	2,826	3,278

APPROPRIATION STATEMENT

for the year ended 31 March 2017

2.2 SOCIAL EMPOWERMENT AND TRANSFORMATION

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	3,139	425	(500)	3,064	2,834	230	92.5	12,157	11,927
Compensation of employees	1,198	425	-	1,623	1,622	1	99.9	2,360	2,130
Goods and services	1,941	-	(500)	1,441	1,212	229	84.1	9,797	9,797
Transfers and subsidies	-	-	11	11	11	-	100.0	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	11	11	11	-	100.0	-	-
Payments for capital assets	82	-	-	82	-	82	-	60	21
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	82	-	-	82	-	82	-	60	21
Total	3,221	425	(489)	3,157	2,845	312	90.1	12,217	11,948

APPROPRIATION STATEMENT

for the year ended 31 March 2017

2.3 GOVERNANCE TRANSFORMATION, JUSTICE AND SECURITY

	2016/17						2015/16		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	4,072	(602)	(1,700)	1,770	1,744	26	98.5	673	220
Compensation of employees	1,960	(602)	-	1,358	1,357	1	99.9	631	178
Goods and services	2,112	-	(1,700)	412	387	25	93.9	42	42
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	120	(28)	-	92	-	92	-	18	17
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	120	(28)	-	92	-	92	-	18	17
Total	4,192	(630)	(1,700)	1,862	1,744	118	93.7	691	237

APPROPRIATION STATEMENT

for the year ended 31 March 2017

2.4 ECONOMIC EMPOWERMENT AND PARTICIPATION

	2016/17						2015/16		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	3,519	(363)	(1,800)	1,356	1,299	57	95.8	-	-
Compensation of employees	1,638	(363)	-	1,275	1,274	1	99.9	-	-
Goods and services	1,881	-	(1,800)	81	25	56	30.9	-	-
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	120	-	-	120	-	120	-	-	-
Buildings and other fixed structures	120	-	-	120	-	120	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-
Total	3,639	(363)	(1,800)	1,476	1,299	177	88.00	-	-

APPROPRIATION STATEMENT

for the year ended 31 March 2017

2.5 COMMISSION FOR GENDER EQUALITY

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	-	-	-	-	-	-	-	-	-
Compensation of employees	-	-	-	-	-	-	-	-	-
Goods and services	-	-	-	-	-	-	-	-	-
Transfers and subsidies	69,891	-	-	69,891	69,891	-	100.0	67,689	67,689
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	69,891	-	-	69,891	69,891	-	100.0	67,689	67,689
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	-	-	-	-	-	-	-	-	-
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	-	-	-	-	-	-	-	-	-
Total	69,891	-	-	69,891	69,891	-	100.0	67,689	67,689

APPROPRIATION STATEMENT

for the year ended 31 March 2017

Programme 3: POLICY, STAKEHOLDER COORDINATION AND KNOWLEDGE MANAGEMENT (PSCKM)

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Sub programme									
1. MANAGEMENT: PSCKM	4,057	1,310	11	5,378	5,356	22	99.6	3,960	4,268
2. RESEARCH AND POLICY ANALYSIS	4,481	(895)	(258)	3,328	3,005	323	90.3	3,575	3,503
3. INFORMATION AND KNOWLEDGE MANAGEMENT	2,224	(580)	(20)	1,624	1,050	574	64.7	760	752
4. STAKEHOLDER COORDINATION AND OUTREACH	9,207	190	3,900	13,297	13,293	4	100.0	9,836	8,634
5. MONITORING AND EVALUATION	4,229	(25)	(92)	4,112	4,028	84	98.0	4,638	3,155
Total for sub programmes	24,198	-	3,541	27,739	26,732	1,007	96.4	22,769	20,312
Economic classification									
Current payments	23,528	55	4,000	27,583	26,608	975	96.5	22,094	20,041
Compensation of employees	15,055	-	-	15,055	14,287	768	94.9	12,877	10,467
Salaries and wages	13,516	(263)	-	13,253	12,652	601	95.5	11,522	9,257
Social contributions	1,539	263	-	1,802	1,635	167	90.7	1,355	1,210
Goods and services	8,473	55	4,000	12,528	12,321	207	98.3	9,217	9,574
Administrative fees	-	-	-	-	-	-	-	2	1
Advertising	1,100	(689)	-	411	410	1	99.8	1,625	1,626
Minor assets	126	(47)	-	79	70	9	88.6	15	10
Catering: Departmental activities	1,768	(1,361)	-	407	364	43	89.4	344	343
Communication	450	151	-	601	598	3	99.5	476	508
Consultants: Business and advisory services	762	(739)	-	23	23	-	100.0	121	121
Contractors	211	228	-	439	438	1	99.8	824	824
Entertainment	2	(2)	-	-	-	-	-	-	-

APPROPRIATION STATEMENT

for the year ended 31 March 2017

Programme 3: POLICY, STAKEHOLDER COORDINATION AND KNOWLEDGE MANAGEMENT (PCKM)

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Fleet services	-	5	-	5	4	1	80.0	-	-
Inventory: Materials and supplies	1	(1)	-	-	-	-	-	-	-
Consumable supplies	160	(85)	-	75	37	38	49.3	12	24
Consumable: Stationery, printing and office supplies	440	134	-	574	573	1	99.8	72	29
Property payments	-	-	-	-	1	(1)	-	-	-
Travel and subsistence	2,651	2,310	4,000	8,961	8,849	112	98.8	3,556	3,555
Training and development	-	-	-	-	-	-	-	30	30
Operating payments	290	127	-	417	417	-	100.0	677	754
Venues and facilities	512	(51)	-	461	461	-	100.0	1,328	1,614
Rental and hiring	-	75	-	75	76	(1)	101.3	135	135
Transfers and subsidies	-	-	41	41	40	1	97.6	30	29
Households	-	-	41	41	40	1	97.6	30	29
Social benefits	-	-	41	41	40	1	97.6	30	29
Payments for capital assets	670	(55)	(500)	115	84	31	73.0	645	242
Machinery and equipment	670	(55)	(500)	115	84	31	73.0	645	242
Other machinery and equipment	670	(55)	(500)	115	84	31	73.0	645	242
Total	24,198	-	3,541	27,739	26,732	1,007	96.4	22,769	20,312

Comparative information for Programme 3 has been reclassified in terms of approved Programme budget structure changes in order to ensure consistency with the format of the current year information.

APPROPRIATION STATEMENT

for the year ended 31 March 2017

3.1 MANAGEMENT: PSCKM

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	3,957	1,310	-	5,267	5,262	5	99.9	3,923	4,231
Compensation of employees	2,879	215	-	3,094	3,093	1	100.0	2,982	3,029
Goods and services	1,078	1,095	-	2,173	2,169	4	99.8	941	1,202
Transfers and subsidies	-	-	11	11	10	1	90.9	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	11	11	10	1	90.9	-	-
Payments for capital assets	100	-	-	100	84	16	84.0	37	37
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	100	-	-	100	84	16	84.0	37	37
Total	4,057	1,310	11	5,378	5,356	22	99.6	3,960	4,268

APPROPRIATION STATEMENT

for the year ended 31 March 2017

3.2 RESEARCH AND POLICY ANALYSIS

	2016/17						2015/16		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	4,223	(895)	-	3,328	3,005	323	90.3	3,377	3,425
Compensation of employees	3,080	(215)	-	2,865	2,570	295	89.7	2,478	2,457
Goods and services	1,143	(680)	-	463	435	28	94.0	899	968
Transfers and subsidies	-	-	-	-	-	-	-	16	16
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	16	16
Payments for capital assets	258	-	(258)	-	-	-	-	182	62
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	258	-	(258)	-	-	-	-	182	62
Total	4,481	(895)	(258)	3,328	3,005	323	90.3	3,575	3,503

APPROPRIATION STATEMENT

for the year ended 31 March 2017

3.3 INFORMATION AND KNOWLEDGE MANAGEMENT

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	2,174	(580)	-	1,594	1,020	574	64.0	732	725
Compensation of employees	1,577	(186)	-	1,391	921	470	66.2	683	649
Goods and services	597	(394)	-	203	99	104	48.8	49	76
Transfers and subsidies	-	-	30	30	30	-	100.0	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	30	30	30	-	100.0	-	-
Payments for capital assets	50	-	(50)	-	-	-	-	28	27
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	50	-	(50)	-	-	-	-	28	27
Total	2,224	(580)	(20)	1,624	1,050	574	64.7	760	752

APPROPRIATION STATEMENT

for the year ended 31 March 2017

3.4 STAKEHOLDER COORDINATION AND OUTREACH

	2016/17						2015/16		
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	9,107	190	4,000	13,297	13,293	4	100.0	9,577	8,546
Compensation of employees	4,147	168	-	4,315	4,314	1	100.0	3,919	2,888
Goods and services	4,960	22	4,000	8,982	8,979	3	100.0	5,658	5,658
Transfers and subsidies	-	-	-	-	-	-	-	14	13
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	14	13
Payments for capital assets	100	-	(100)	-	-	-	-	245	75
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	100	-	(100)	-	-	-	-	245	75
Total	9,207	190	3,900	13,297	13,293	4	100.0	9,836	8,634

APPROPRIATION STATEMENT

for the year ended 31 March 2017

3.5 MONITORING AND EVALUATION

	2016/17							2015/16	
	Adjusted Appropriation	Shifting of Funds	Virement	Final Appropriation	Actual Expenditure	Variance	Expenditure as % of final appropriation	Final Appropriation	Actual expenditure
Economic classification	R'000	R'000	R'000	R'000	R'000	R'000	%	R'000	R'000
Current payments	4,067	30	-	4,097	4,028	69	98.3	4,485	3,114
Compensation of employees	3,372	18	-	3,390	3,389	1	100.0	2,815	1,444
Goods and services	695	12	-	707	639	68	90.4	1,670	1,670
Transfers and subsidies	-	-	-	-	-	-	-	-	-
Provinces and municipalities	-	-	-	-	-	-	-	-	-
Departmental agencies and accounts	-	-	-	-	-	-	-	-	-
Households	-	-	-	-	-	-	-	-	-
Payments for capital assets	162	(55)	(92)	15	-	15	-	153	41
Buildings and other fixed structures	-	-	-	-	-	-	-	-	-
Machinery and equipment	162	(55)	(92)	15	-	15	-	153	41
Total	4,229	(25)	(92)	4,112	4,028	84	98.0	4,638	3,155

NOTES TO THE APPROPRIATION STATEMENT

for the year ended 31 March 2017

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

Detail of these transactions can be viewed in the note on Transfers and subsidies, disclosure notes and Annexure 1A and 1B to the Annual Financial Statements.

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

Detail of these transactions can be viewed in note 1 (Annual Appropriation) to the Annual Financial Statements.

3. Detail on payments for financial assets

Detail of these transactions per programme can be viewed in the note 6 on Payments for financial assets to the Annual Financial Statements.

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

4.1 Per programme	Final Appropriation R'000	Actual Expenditure R'000	Variance R'000	Variance as a % of Final Appropriation
Administration	88,680	88,459	221	0 %
Social Transformation and Economic Empowerment	80,468	79,548	920	1 %
Policy, Stakeholder Coordination and Knowledge Management	27,739	26,732	1,007	4 %

The under spending on Programme 2 is due to the draft discussion document relating to Gender Focal Points that has been developed and is in the process of consultation with DPSA. Consultations with other Departments, Provinces and Municipalities could not take place as anticipated before discussions could be concluded with DPSA.

The under spending on Programme 3 is due to outstanding invoices for the 16 Days of Activism campaign and different Departments assisting financially mainly on infrastructure and catering for Women's month.

4.2 Per economic classification	Final Appropriation	Actual Expenditure	Variance	Variance as a % of Final Appropriation
	R'000	R'000	R'000	
Current expenditure				
Compensation of employees	72,270	70,621	1,649	2 %
Goods and services	50,705	50,527	178	0 %
Transfers and subsidies				
Provinces and municipalities	1	6	(5)	-500 %
Departmental agencies and accounts	69,891	69,891	0	0 %
Households	344	345	(1)	0 %
Payments for capital assets				
Buildings and other fixed structures	120	0	120	100 %
Machinery and equipment	3,556	3,290	266	7 %
Payment for financial assets	-	59	(59)	-

The under spending on Compensation of Employees is mainly due to the vacant posts in the various programmes.

The under spending on Machinery and Equipment is mainly due to the limited procurement on Computer Equipment.

The spending under payment for financial assets relates to the write-off of debt.

5. Comparative information for Programme 3 has been reclassified in terms of approved Programme budget structure changes in order to ensure consistency with the format of the current year information.

STATEMENT OF FINANCIAL PERFORMANCE

as at 31 March 2017

	Note	2016/17 R'000	2015/16 R'000
REVENUE			
Annual appropriation	1	196,887	189,102
Departmental revenue	2	576	42
Aid assistance	3	11,152	8,335
TOTAL REVENUE		208,615	197,479
EXPENDITURE			
Current expenditure			
Compensation of employees	4	70,621	63,644
Goods and services	5	50,527	53,771
Aid assistance	3	9,719	3,983
Total current expenditure		130,867	121,398
Transfers and subsidies			
Transfers and subsidies	7	70,242	68,170
Total transfers and subsidies		70,242	68,170
Expenditure for capital assets			
Tangible assets	8	3,290	2,771
Total expenditure for capital assets		3,290	2,771
Unauthorised expenditure approved without funding		-	-
Payments for financial assets	6	59	-
TOTAL EXPENDITURE		204,458	192,339
SURPLUS/(DEFICIT) FOR THE YEAR		4,157	5,140
Reconciliation of Net Surplus/(Deficit) for the year			
Voted funds		2,148	746
Annual appropriation		196,887	189,102
Departmental revenue and NRF Receipts	14	576	42
Aid assistance	3	1,433	4,352
SURPLUS/(DEFICIT) FOR THE YEAR		4,157	5,140

STATEMENT OF FINANCIAL POSITION

as at 31 March 2017

	Note	2016/17 R'000	2015/16 R'000
ASSETS			
Current assets		31,021	40,756
Unauthorised expenditure	9	29,575	29,575
Cash and cash equivalents	10	21	59
Prepayments and advances	11	161	874
Receivables	12	1,264	10,060
Aid assistance receivable	3	-	188
Non-current assets		17,749	-
Receivables	12	17,749	-
TOTAL ASSETS		48,770	40,756
LIABILITIES			
Current liabilities		36,088	40,756
Voted funds to be surrendered to the Revenue Fund	13	2,020	2,856
Departmental revenue and NRF Receipts to be surrendered to the Revenue Fund	14	129	134
Bank overdraft	15	32,337	33,319
Payables	16	169	695
Aid assistance repayable	3	1,433	3,752
Non-current liabilities		10	-
Payables	17	10	-
TOTAL LIABILITIES		36,098	40,756
NET ASSETS		12,672	-
Represented by:			
Capitalisation reserve		-	-
Recoverable revenue		12,672	-
Retained funds		-	-
Revaluation reserves		-	-
TOTAL		12,672	-

STATEMENT OF CHANGES IN NET ASSETS

for the year ended 31 March 2017

	Note	2016/17 R'000	2015/16 R'000
Capitalisation Reserves			
Opening balance		-	-
Transfers:		-	-
Movement in Equity		-	-
Movement in Operational Funds		-	-
Other movements		-	-
Closing balance		-	-
Recoverable revenue			
Opening balance		-	-
Transfers:		12,672	-
Irrecoverable amounts written off		-	-
Debts revised		-	-
Debts recovered (included in departmental receipts)		-	-
Debts raised		12,672	-
Closing balance		12,672	-
Retained funds			
Opening balance		-	-
Transfer from voted funds to be surrendered (Parliament/Legislatures ONLY)		-	-
Utilised during the year		-	-
Other transfers		-	-
Closing balance		-	-
Revaluation Reserve			
Opening balance		-	-
Revaluation adjustment		-	-
Transfers		-	-
Other		-	-
Closing balance		-	-
TOTAL		12,672	-

CASH FLOW STATEMENT for the year ended 31 March 2017

	Note	2016/17 R'000	2015/16 R'000
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts			
Annual appropriated funds received	1.1	196,887	189,102
Departmental revenue received	2	278	42
Aid assistance received	3	11,152	8,335
Net (increase)/decrease in working capital		(8,766)	(411)
Surrendered to Revenue Fund		(3,565)	(5,735)
Surrendered to RDP Fund/Donor		(3,752)	(4,232)
Current payments		(130,867)	(119,171)
Payments for financial assets		(59)	-
Transfers and subsidies paid		(70,242)	(68,170)
Net cash flow available from operating activities	18	(8,934)	(240)
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for capital assets	8	(3,290)	(2,771)
Proceeds from sale of capital assets	2.2	298	-
Net cash flows from investing activities		(2,992)	(2,771)
CASH FLOWS FROM FINANCING ACTIVITIES			
Distribution/dividend received		-	-
Increase/(decrease) in net assets		12,672	-
Increase/(decrease) in non-current payables		10	-
Net cash flows from financing activities		12,682	-
Net increase/(decrease) in cash and cash equivalents		756	(3,011)
Cash and cash equivalents at beginning of period		(33,260)	(30,249)
Unrealised gains and losses within cash and cash equivalents		188	-
Cash and cash equivalents at end of period	19	(32,316)	(33,260)

ACCOUNTING POLICIES

for the year ended 31 March 2017

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

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.

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.

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

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.

8.3 Accruals and payables not recognised

Accruals and payables not recognised are recorded in the notes to the financial statements when the goods are received or, in the case of services, when they are rendered to the department or in the case of transfers and subsidies when they are due and payable.

Accruals and payables not recognised are measured at cost.

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.

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.

The finance lease commitments are recorded in the notes to the financial statements and are not apportioned between the capital and interest portions.

Finance lease assets acquired at the end of the lease term are recorded and measured at the lower of:

- cost, being the fair value of the asset; or
- the sum of the minimum lease payments made, including any payments made to acquire ownership at the end of the lease term, excluding interest.

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.

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

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.

12. Loans and 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. Financial assets

13.1 Financial assets (not covered elsewhere)

A financial asset is recognised initially at its cost plus transaction costs that are directly attributable to the acquisition or issue of the financial.

At the reporting date, a department shall measure its financial assets at cost, less amounts already settled or written-off, except for recognised loans and receivables, which are measured at cost plus accrued interest, where interest is charged, less amounts already settled or written-off.

13.2 Impairment of financial assets

Where there is an indication of impairment of a financial asset, an estimation of the reduction in the recorded carrying value, to reflect the best estimate of the amount of the future economic benefits expected to be received from that asset, is recorded in the notes to the financial statements.

14. Payables

Loans and payables are recognised in the statement of financial position at cost.

15. Capital Assets

15.1 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 is added to the cost of the asset at the end of the capital project unless the movable asset is recorded by another department/entity in which case the completed project costs are transferred to that department.

15.2 Intangible 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.

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 that is of a capital nature is added to the cost of the asset at the end of the capital project unless the intangible asset is recorded by another department/entity in which case the completed project costs are transferred to that department.

16. Provisions and Contingents

16.1 Provisions

Provisions are recorded in the notes to the financial statements when there is a present legal or constructive obligation to forfeit economic benefits as a result of events in the past and it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate of the obligation can be made. The provision is measured as the best estimate of the funds required to settle the present obligation at the reporting date.

16.2 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.

16.3 Contingent assets

Contingent assets are recorded in the notes to the financial statements when a possible asset arises from past events, and whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events not within the control of the department.

16.4 Commitments

Commitments (other than for transfers and subsidies) are recorded at cost in the notes to the financial statements when there is a contractual arrangement or an approval by management in a manner that raises a valid expectation that the department will discharge its responsibilities thereby incurring future expenditure that will result in the outflow of cash.

17. Unauthorised expenditure

Unauthorised expenditure is recognised in the statement of financial position 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 is measured at the amount of the confirmed unauthorised expenditure.

18. Fruitless and wasteful expenditure

Fruitless and wasteful expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the total value of the fruitless and or wasteful expenditure incurred.

Fruitless and wasteful expenditure is removed from the notes to the financial statements when it is resolved or transferred to receivables for recovery.

Fruitless and wasteful expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.

19. Irregular expenditure

Irregular expenditure is recorded in the notes to the financial statements when confirmed. The amount recorded is equal to the value of the irregular expenditure incurred unless it is impracticable to determine, in which case reasons therefor are provided in the note.

Irregular expenditure is removed from the note when it is either condoned by the relevant authority, transferred to receivables for recovery or not condoned and is not recoverable.

Irregular expenditure receivables are measured at the amount that is expected to be recoverable and are de-recognised when settled or subsequently written-off as irrecoverable.

20. Changes in accounting policies, accounting estimates and errors

Changes in accounting policies that are effected by management have been applied retrospectively 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 change in policy. In such instances the department shall restate the opening balances of assets, liabilities and net assets for the earliest period for which retrospective restatement is practicable.

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.

21. 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.

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

A related party transaction is a transfer of resources, services or obligations between the reporting entity and a related party. Related party transactions within the Minister/MEC's portfolio are recorded in the notes to the financial statements when the transaction is not at arm's length.

Key management personnel are those persons having the authority and responsibility for planning, directing and controlling the activities of the department. The number of individuals and their full compensation 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 disclosed in the Employee benefits note.

NOTES TO THE ANNUAL FINANCIAL STATEMENTS

for the year ended 31 March 2017

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:

	2016/17			2015/16	
	Final Appropriation	Actual Funds Received	Funds not requested/not received	Final Appropriation	Appropriation received
	R'000	R'000	R'000	R'000	R'000
Administration	88,680	88,680	-	82,910	82,910
Social Transformation and Economic Empowerment	80,468	80,468	-	83,423	83,423
Policy, Stakeholder Coordination and Knowledge Management	27,739	27,739	-	22,769	22,769
Total	196,887	196,887	-	189,102	189,102

Comparative information for Programme 3 has been reclassified in terms of approved Programme budget structure changes in order to ensure consistency with the format of the current year information.

2. Departmental revenue

	Note	2016/17	2015/16
		R'000	R'000
Tax revenue		-	-
Sales of goods and services other than capital assets	2.1	21	17
Sales of capital assets	2.2	298	-
Transactions in financial assets and liabilities	2.3	257	25
Transfer received		-	-
Total revenue collected		576	42
Less: Own revenue included in appropriation		-	-
Departmental revenue collected		576	42

2.1 Sales of goods and services other than capital assets

	Note	2016/17	2015/16
	2	R'000	R'000
Sales of goods and services produced by the department		21	17
Sales by market establishment		21	17
Administrative fees		-	-
Other sales		-	-
Sales of scrap, waste and other used current goods			
Total		21	17

2.2 Sales of capital assets

	Note	2016/17	2015/16
	2	R'000	R'000
Tangible assets		298	-
Buildings and other fixed structures		-	-
Machinery and equipment		298	-
Specialised military assets		-	-
Land and subsoil assets		-	-
Biological assets		-	-
Total		298	-

2.3 Transactions in financial assets and liabilities

	Note	2016/17	2015/16
	2	R'000	R'000
Loans and advances		-	-
Receivables		-	25
Forex gain		-	-
Stale cheques written back		-	-
Other Receipts including Recoverable Revenue		257	-
Gains on GFECRA		-	-
Total		257	25

3. Aid assistance

	Note	2016/17	2015/16
		R'000	R'000
Opening Balance		3,752	4,044
Prior period error		-	(412)
As restated		3,752	3,632
Transferred from statement of financial performance		1,433	4,352
Paid during the year		(3,752)	(4,232)
Closing Balance		1,433	3,752

3.1 Analysis of balance by source

	Note	2016/17	2015/16
		R'000	R'000
Aid assistance from RDP	3	1,433	3,752
Aid assistance from other sources		-	-
Closing balance		1,433	3,752

3.2 Analysis of balance

	Note	2016/17	2015/16
		R'000	R'000
Aid assistance unutilised	3	-	-
Aid assistance repayable		1,433	3,752
Closing balance		1,433	3,752
Aid assistance not requested/not received		-	-

3.3 Prior period error

	Note	2016/17	2015/16
	3	R'000	R'000
Nature of prior period error			
2014/15			(412)
Correction of amount not received (R600k) and credit (R188k) (Unicef)			(412)
Total prior period errors			(412)

4. Compensation of employees

4.1 Salaries and Wages

	Note	2016/17	2015/16
		R'000	R'000
Basic salary		47,787	42,958
Service Based		63	25
Compensative/circumstantial		1,044	1,270
Other non-pensionable allowances		14,054	12,355
Total		62,948	56,608

4.2 Social contributions

	Note	2016/17	2015/16
		R'000	R'000
Employer contributions			
Pension		5,710	5,192
Medical		1,955	1,837
Bargaining council		8	7
Total		7,673	7,036
Total compensation of employees		70,621	63,644
Average number of employees		107	101

5. Goods and services

	Note	2016/17	2015/16
		R'000	R'000
Administrative fees		595	394
Advertising		1,615	4,523
Minor assets	5.1	582	323
Bursaries (employees)		7	45
Catering		456	3,905
Communication		2,978	3,136
Computer services	5.2	3,656	1,337
Consultants: Business and advisory services		1,310	1,423
Legal services		1,077	203
Contractors		476	1,292
Agency and support / outsourced services		-	30
Audit cost – external	5.3	3,646	4,127
Fleet services		558	546
Consumables	5.4	1,985	1,061
Property payments	5.5	11,678	11,453
Rental and hiring		133	2,671
Travel and subsistence	5.6	17,144	13,939
Venues and facilities		1,140	1,809
Training and development		357	148
Other operating expenditure	5.7	1,134	1,406
Total		50,527	53,771

5.1 Minor assets

	Note	2016/17	2015/16
	5	R'000	R'000
Tangible assets			
Machinery and equipment		582	323
Total		582	323

The detail to the sub-note can be viewed in the note on Tangible Moveable Assets, Note 31.

5.2 Computer services

	Note	2016/17	2015/16
	5	R'000	R'000
SITA computer services		1,923	1,015
External computer service providers		1,733	322
Total		3,656	1,337

5.3 Audit cost – External

	Note	2016/17	2015/16
	5	R'000	R'000
Regularity audits		3,646	4,127
Total		3,646	4,127

5.4 Consumables

	Note	2016/17	2015/16
	5	R'000	R'000
Consumable supplies		566	303
Uniform and clothing		18	3
Household supplies		208	183
Building material and supplies		161	34
Communication accessories		153	-
IT consumables		-	14
Other consumables		26	69
Stationery, printing and office supplies		1,419	758
Total		1,985	1,061

5.5 Property payments

	Note	2016/17	2015/16
	5	R'000	R'000
Municipal services		1,137	1,599
Property management fees		9,984	9,407
Property maintenance and repairs		47	-
Other		510	447
Total		11,678	11,453

5.6 Travel and subsistence

	Note	2016/17	2015/16
	5	R'000	R'000
Local		7,750	6,522
Foreign		9,394	7,417
Total		17,144	13,939

5.7 Other operating expenditure

	Note	2016/17	2015/16
	5	R'000	R'000
Resettlement costs		-	20
Other		1,134	1,386
Total		1,134	1,406

The other operating expenditure relates mainly to courier and printing & publication services

6. Payments for financial assets

	Note	2016/17	2015/16
		R'000	R'000
Debts written off	6.1	59	-
Total		59	-

6.1 Debts written off

	Note	2016/17	2015/16
	6	R'000	R'000
Damages and losses		9	-
T&S advances		26	-
Debt other		24	-
Total debt written off		59	-

7. Transfers and subsidies

	Note	2016/17	2015/16
		R'000	R'000
Provinces and municipalities	34	6	12
Departmental agencies and accounts	Annex 1A	69,891	67,689
Households	Annex 1B	345	469
Total		70,242	68,170

8. Expenditure for capital assets

	Note	2016/17	2015/16
		R'000	R'000
Tangible assets			
Machinery and equipment	31	3,290	2,771
Total		3,290	2,771

8.1 Analysis of funds utilised to acquire capital assets – 2016/17

	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible assets			
Machinery and equipment	3,290	-	3,290
Total	3,290	-	3,290

8.2 Analysis of funds utilised to acquire capital assets – 2015/16

	Voted funds	Aid assistance	Total
	R'000	R'000	R'000
Tangible assets			
Machinery and equipment	2,771	-	2,771
Total	2,771	-	2,771

8.3 Finance lease expenditure included in Expenditure for capital assets

	Note	2016/17	2015/16
		R'000	R'000
Tangible assets			
Machinery and equipment		267	355
Total		267	355

9. Unauthorised expenditure

9.1 Reconciliation of unauthorised expenditure

	Note	2016/17 R'000	2015/16 R'000
Opening balance		29,575	31,067
Prior period error		-	-
As restated		29,575	31,067
Unauthorised expenditure – discovered in current year (as restated)		-	2,237
Less: Amounts approved by Parliament/Legislature with funding		-	(3,729)
Less: Amounts approved by Parliament/Legislature without funding		-	-
Current		-	-
Capital		-	-
Transfers and subsidies		-	-
Less: Amounts transferred to receivables for recovery		-	-
Closing balance		29,575	29,575

Amount approved by Parliament without funding of R10k during 2015/16 corrected.

9.2 Analysis of unauthorised expenditure awaiting authorisation per economic classification

	2016/17 R'000	2015/16 R'000
Current	29,575	29,575
Capital	-	-
Transfers and subsidies	-	-
Total	29,575	29,575

9.3 Analysis of unauthorised expenditure awaiting authorisation per type

	Note	2016/17 R'000	2015/16 R'000
Unauthorised expenditure relating to overspending of the vote or a main division within a vote		29,575	29,575
Total		29,575	29,575

R2,237 million relates to the 2015/16 financial year, and R27,338 million relates to 2011/12 financial year.

9.4 Prior period error

	Note	2016/17 R'000	2015/16 R'000
Relating to 2015/16			
Amount approved by Parliament without funding corrected during 2016/17			10
Total prior period error			10

10. Cash and cash equivalents

	Note	2016/17 R'000	2015/16 R'000
Disbursements		1	39
Cash on hand		20	20
Total		21	59

Cash receipts of R39k (2015/16) representing Commercial bank charges correctly disclosed as disbursements during 2016/17.

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

There are no amounts of undrawn borrowing facilities that may be available for future operating activities and to settle capital commitments.

11. Prepayments and advances

	Note	2016/17	2015/16
		R'000	R'000
Travel and subsistence		58	374
Advances paid (Not expensed)	11.1	103	500
Total		161	874

The R374k was removed from the 2015/16 sub-note on Prepayments (Expensed) comparative figure as it relates to Travel & Subsistence which is only disclosed in the main note of Prepayments and Advances.

11.1 Advances paid (Not expensed)

	Note	2016/17	2015/16
		R'000	R'000
National departments	Annex 3A	103	500
Total		103	500

12. Receivables

	Note	2016/17			2015/16		
		Current	Non-current	Total	Current	Non-current	Total
		R'000	R'000	R'000	R'000	R'000	R'000
Claims recoverable	12.1	949	3,307	4,256	6,724	-	6,724
Recoverable expenditure	12.2	56	1,742	1,798	3,043	-	3,043
Staff debt	12.3	259	245	504	293	-	293
Fruitless and wasteful expenditure	12.4	-	12,455	12,455	-	-	-
Total		1,264	17,749	19,013	10,060	-	10,060

12.1 Claims recoverable

	Note	2016/17	2015/16
		R'000	R'000
National departments	Annex 2	3,540	6,724
Provincial departments	Annex 2	716	-
Total		4,256	6,724

The R3,307 million non-current claims recoverable relate to a claim against the Department of Social Development resulting from the NMOS process. This amount was settled subsequent to financial year end.

12.2 Recoverable expenditure (disallowance accounts)

	Note	2016/17	2015/16
		R'000	R'000
Damages and Losses (Current)		33	17
Disallowance Miscellaneous (Current)		22	2,636
Disallowance Miscellaneous (Non-Current)		1,734	-
Sal: Tax Debt (Current)		1	390
Sal: Tax Debt (Non-Current)		8	-
Total		1,798	3,043

12.3 Staff debt

	Note	2016/17	2015/16
		R'000	R'000
Debt Account (Current)		258	230
Debt Account (Non-Current)		246	-
Sal: Tax Debt		-	63
Total		504	293

12.4 Fruitless and wasteful expenditure

	Note	2016/17	2015/16
	12	R'000	R'000
Opening balance		-	-
Less amounts recovered		-	-
Less amounts written off		-	-
Transfers from note 27 Fruitless and Wasteful Expenditure		12,455	-
Interest		-	-
Total		12,455	-

Duplicate billing by a Supplier that rendered comprehensive travel services to the Department from 2011-2014.

12.5 Impairment of receivables

	2016/17	2015/16
	R'000	R'000
Estimate of impairment of receivables	422	-
Total	422	-

The amount includes debt impaired amounting to R221k and Claims recoverable amounting to R201k.

13. Voted funds to be surrendered to the Revenue Fund

	Note	2016/17	2015/16
		R'000	R'000
Opening balance		2,856	4,938
Prior period error	33		600
As restated		2,856	5,538
Transfer from statement of financial performance (as restated)		2,148	746
Add: Unauthorised expenditure for current year	9	-	2,237
Voted funds not requested/not received		-	-
Transferred to retained revenue to defray excess expenditure (PARLIAMENT/LEGISLATURES ONLY)		-	-
Paid during the year		(2,984)	(5,665)
Closing balance		2,020	2,856

13.1 Prior period error

	Note	2015/16
	13	R'000
Nature of prior period error		
Relating to 2014/15 [affecting the opening balance]		
Correction of Voted funds paid during 2014/15		600
Relating to 2015/16		
Unauthorised expenditure approved without funding incorrectly disclosed		10
Total prior period errors		610

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

	Note	2016/17	2015/16
		R'000	R'000
Opening balance		134	162
Prior period error		-	-
As restated		134	162
Transfer from Statement of Financial Performance (as restated)		576	42
Own revenue included in appropriation		-	-
Transfer from aid assistance		-	-
Transfer to voted funds to defray expenditure (Parliament/Legislatures ONLY)		-	-
Paid during the year		(581)	(70)
Closing balance		129	134

15. Bank Overdraft

	Note	2016/17	2015/16
		R'000	R'000
Consolidated Paymaster General Account		32,336	33,280
Overdraft with commercial banks (Local)		1	39
Total		32,337	33,319

Cash receipts of R39k (2015/16) representing Commercial bank charges reclassified from payables – current (Clearing accounts), Note 15, to Bank Overdraft .

16. Payables – current

	Note	2016/17	2015/16
		R'000	R'000
Amounts owing to other entities		-	48
Clearing accounts	16.1	169	647
Total		169	695

16.1 Clearing accounts

	Note	2016/17	2015/16
	16	R'000	R'000
Cash in Transit		-	-
T&S Advance		-	75
Disallowance Miscellaneous		-	65
Income Tax		164	458
Pension Fund		5	49
Total		169	647

17. Payables – non-current

	Note	2016/17				2015/16
		R'000	R'000	R'000	R'000	R'000
		One to two years	Two to three years	More than three years	Total	Total
Other payables	17.1	10	-	-	10	-
Total		10	-	-	10	-

17.1 Other payables

	Note	2016/17	2015/16
	17	R'000	R'000
Description			
Amount received from Presidency, owed to former employee		10	-
Total		10	-

18. Net cash flow available from operating activities

	Note	2016/17 R'000	2015/16 R'000
Net surplus/(deficit) as per Statement of Financial Performance		4,157	5,140
Add back non cash/cash movements not deemed operating activities		(13,091)	(5,341)
(Increase)/decrease in receivables – current		(8,953)	(739)
(Increase)/decrease in prepayments and advances		713	(700)
(Increase)/decrease in other current assets		-	3,729
Increase/(decrease) in payables – current		(526)	(474)
Proceeds from sale of capital assets		(298)	-
Expenditure on capital assets		3,290	2,771
Surrenders to Revenue Fund		(3,565)	(5,735)
Surrenders to RDP Fund/Donor		(3,752)	(4,232)
Net cash flow generated by operating activities		(8,934)	(240)

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

	Note	2016/17 R'000	2015/16 R'000
Consolidated Paymaster General account		(32,336)	(33,319)
Cash receipts		-	-
Disbursements		1	39
Cash on hand		20	20
Cash with commercial banks (Local)		(1)	-
Total		(32,316)	(33,260)

20. Contingent liabilities and contingent assets

20.1 Contingent assets

	Note	2016/17 R'000	2015/16 R'000
The contingent asset is a possible claim of R13, 223 million due to duplicate billing by a supplier that rendered comprehensive travel services to the department from 2011 to 2014.		-	11,822
Total		-	11,822

Amount owed by former Travel Agent, previously included under Contingent Assets, is included under Receivables (Note 12).

21. Commitments

	Note	2016/17 R'000	2015/16 R'000
Current expenditure			
Approved and contracted		332	487
Approved but not yet contracted		-	-
		332	487
Capital expenditure			
Approved and contracted		-	29
Approved but not yet contracted		-	-
		-	29
Total Commitments		332	516

No commitment is for longer than a year.

22. Accruals and payables not recognised

22.1 Accruals

		2016/17	2015/16
		R'000	R'000
Listed by economic classification			
	30 Days	30+ Days	Total
Goods and services	4,903	2,002	6,905
Capital assets	14	-	14
Other	-	-	1,127
Total	4,917	2,002	6,919

	Note	2016/17	2015/16
		R'000	R'000
Listed by programme level			
Programme 1		4,433	1,010
Programme 2		96	1,202
Programme 3		2,390	137
Total		6,919	2,349

Material accruals relate to DPW (R2,8m), PRASA (R825k), AGSA (R439k), Suppliers (R2,855m)

23. Employee benefits

	Note	2016/17	2015/16
		R'000	R'000
Leave entitlement		2,478	2,046
Service bonus (Thirteenth cheque)		1,585	1,546
Capped leave commitments		695	595
Total		4,758	4,187

Negative leave balances totalling R62 209 (R63 thousand 2015/16) are included in the leave entitlement provision. An amount of R40 322 was corrected in the prior year leave entitlement provision

24. Lease commitments

24.1 Operating leases expenditure

2016/17	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	-	11,088	-	11,088
Later than 1 year and not later than 5 years	-	-	35,558	-	35,558
Later than five years	-	-	-	-	-
Total lease commitments	-	-	46,646	-	46,646

2015/16	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	-	10,220	-	10,220
Later than 1 year and not later than 5 years	-	-	46,647	-	46,647
Later than five years	-	-	-	-	-
Total lease commitments	-	-	56,867	-	56,867

The material lease agreement is for Office Accommodation for the period of 9 years 11 months

No assets are being sub-let.

No reduction in the lease payments was granted in lieu of actual cash as there was no sale of the asset in a sale and leaseback arrangement.

24.2 Finance leases expenditure

2016/17	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	-	-	310	310
Later than 1 year and not later than 5 years	-	-	-	374	374
Later than five years	-	-	-	-	-
Total lease commitments	-	-	-	684	684

2015/16	Specialised military equipment	Land	Buildings and other fixed structures	Machinery and equipment	Total
Not later than 1 year	-	-	-	127	127
Later than 1 year and not later than 5 years	-	-	-	154	154
Later than five years	-	-	-	-	-
Total lease commitments	-	-	-	281	281

The material lease agreements are photocopier leases.

No assets are being sub-let.

No restrictions are imposed on the department through any lease agreement.

No reduction in the lease payments was granted in lieu of actual cash as there was no sale of the asset in a sale and leaseback arrangement.

25. Accrued departmental revenue

	Note	2016/17 R'000	2015/16 R'000
Sales of capital assets	25.1	-	298
Transactions in financial assets and liabilities		-	-
Total		-	298

25.1 Analysis of accrued departmental revenue

	Note	2016/17 R'000	2015/16 R'000
Opening balance	25	-	-
Less: amounts received		-	-
Add: amounts recognised		-	298
Less: amounts written-off/reversed as irrecoverable		-	-
Closing balance		-	298

Correction of Sale of Capital Assets not included in Accrued departmental revenue during 2015/16.

26. Irregular expenditure

26.1 Reconciliation of irregular expenditure

	Note	2016/17 R'000	2015/16 R'000
Opening balance		44,762	47,184
Prior period error		-	(11,381)
As restated		44,762	35,803
Add: Irregular expenditure – relating to prior year		190	5,293
Add: Irregular expenditure – relating to current year	26.2	6,305	7,048
Less: Prior year amounts condoned	26.3	(804)	(3,382)
Less: Current year amounts condoned		-	-
Less: Amounts not condoned and recoverable		-	-
Less: Amounts not condoned and not recoverable	26.4	(22,766)	-
Closing balance		27,687	44,762

Analysis of awaiting condonation per age classification

Current year	6,305	7,048
Prior years	21,382	37,714
Total	27,687	44,762

26.2 Details of irregular expenditure – added current year (relating to current and prior years)

Incident	Disciplinary steps taken/ criminal proceedings	2016/17 R'000
Non-compliance to Supply Chain Management Framework	Under investigation	6,305
Total		6,305

26.3 Details of irregular expenditure condoned

Incident	Not condoned by (condoning authority)	2016/17 R'000
Employees appointed above minimum notches	Executive Authority	804
Total		804

26.4 Details of irregular expenditure not recoverable (not condoned)

Incident	Not condoned by (condoning authority)	2016/17 R'000
PPPFA Principles not complied with	National Treasury	21,136
Virement without National Treasury approval	National Treasury	1,630
Total		22,766

26.5 Prior period error

	Note	2015/16 R'000
Relating to 2011/12	26	
Correction of irregular expenditure relating to overspending under compensation employees already included in unauthorised expenditure		(11,381)
Relating to 2015/16		
Consultations confirmed that the expenditure cannot be regarded as irregular expenditure, therefore the previous year figure of R8,556m was reduced with this amount.		(1,508)
Total prior period errors		(12,889)

27. Fruitless and wasteful expenditure

27.1 Reconciliation of fruitless and wasteful expenditure

	Note	2016/17 R'000	2015/16 R'000
Opening balance		41	303
Prior period error	27.4		(262)
As restated		41	41
Fruitless and wasteful expenditure – relating to prior year		12,501	-
Fruitless and wasteful expenditure – relating to current year	27.3	32	-
Less: Amounts transferred to receivables for recovery	12.4	(12,455)	-
Closing balance		119	41

Fruitless and wasteful expenditure identified during 2016/17 relating to 2015/16 relates to duplicate billing by a Supplier that rendered comprehensive travel services to the Department from 2011-2014 and Logis Mainframe costs for 2014/15 and 2015/16.

Amount transferred to Receivables for recovery relates to duplicate billing by a Supplier that rendered comprehensive travel services to the Department from 2011-2014.

27.2 Analysis of awaiting resolution per economic classification

	2016/17 R'000	2015/16 R'000
Current	119	41
Total	119	41

27.3 Analysis of Current year's fruitless and wasteful expenditure

Incident	Disciplinary steps taken/ criminal proceedings	2016/17 R'000
Commercial Bank interest charges	Case under investigation	6
Logis mainframe time cost		26
Total		32

27.4 Prior period error

	Note	2015/16 R'000
	27	
Nature of prior period error		
Relating to 2014/15		
Amount resolved during 2014/15		(262)
Relating to 2015/16		
Employees on Special leave. Consultations confirmed that the expenditure cannot be regarded as fruitless and wasteful expenditure		(2,020)
Total prior period errors		(2,282)

28. Related party transactions

Related Party is Commission for Gender Equality – Chapter 9 Institution

29. Key management personnel

	No. of Individuals	2016/17 R'000	2015/16 R'000
Political office bearers (provide detail below)	1	2,309	2,309
Officials:			
Level 15 to 16	6	7,347	8,155
Level 14 (incl. CFO if at a lower level)	10	9,533	12,042
Family members of key management personnel		-	-
Total		19,189	22,506

30. Non-adjusting events after reporting date

	2016/17
	R'000
Nature of event	
Finalisation of the contingent asset reported in the previous financial year resulting in Fruitless and wasteful expenditure incurred and transferred to Receivables for recovery.	11,924
(Duplicate billing by a Supplier that rendered comprehensive travel services to the Department from 2011-2014)	
Total	<u><u>11,924</u></u>

31. Movable Tangible Capital Assets

MOVEMENT IN MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2017					
	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT					
Transport assets	2,757	-	271	-	3,028
Computer equipment	5,476	-	1,232	665	6,043
Furniture and office equipment	4,580	-	1,357	296	5,641
Other machinery and equipment	1,639	-	163	46	1,756
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	<u><u>14,452</u></u>	<u><u>-</u></u>	<u><u>3,023</u></u>	<u><u>1,007</u></u>	<u><u>16,468</u></u>

The value adjustment was made as part of the corrections of the opening balance on Computer Equipment.

Movable Tangible Capital Assets under investigation		
	Number	Value
		R'000
Included in the above total of the movable tangible capital assets per the asset register are assets that are under investigation:		
Machinery and equipment		76

Discrepancies between opening and closing balances under investigation.

31.1 Additions

ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2017

	Cash*	Non-cash**	(Capital Work in Progress current costs and finance lease payments)	Received current, not paid (Paid current year, received prior year)	Total
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT					
Transport assets	271	-	-	-	271
Computer equipment	1,232	-	-	-	1,232
Furniture and office equipment	1,357	-	-	-	1,357
Other machinery and equipment	430	-	(267)	-	163
TOTAL ADDITIONS TO MOVABLE TANGIBLE CAPITAL ASSETS	3,290	-	(267)	-	3,023

31.2 Disposals

DISPOSALS OF MOVABLE TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2017

	Sold for cash	Non-cash disposal	Total disposals	Cash Received Actual
	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT				
Computer equipment	-	665	665	-
Furniture and office equipment	-	296	296	-
Other machinery and equipment	-	46	46	-
TOTAL DISPOSAL OF MOVABLE TANGIBLE CAPITAL ASSETS	-	1,007	1,007	-

31.3 Movement for 2015/16

MOVEMENT IN TANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016

	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
MACHINERY AND EQUIPMENT					
Transport assets	4,014	-	-	1,257	2,757
Computer equipment	4,061	-	1,450	35	5,476
Furniture and office equipment	4,181	-	519	120	4,580
Other machinery and equipment	1,215	-	447	23	1,639
TOTAL MOVABLE TANGIBLE CAPITAL ASSETS	13,471	-	2,416	1,435	14,452

31.4 Minor assets

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2017

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	2,961	-	2,961
Value adjustments	-	-	-	-	-	-
Additions	-	-	-	582	-	582
Disposals	-	-	-	339	-	339
TOTAL MINOR ASSETS	-	-	-	3,204	-	3,204

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	-	-	-
Number of minor assets at cost	-	-	-	1,533	-	1,533
TOTAL NUMBER OF MINOR ASSETS	-	-	-	1,533	-	1,533

Minor Capital Assets under investigation

	Number	Value
		R'000

Included in the above total of the minor capital assets per the asset register are assets that are under investigation:

Machinery and equipment		151
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Discrepancies between opening and closing balances under investigation.

MOVEMENT IN MINOR ASSETS PER THE ASSET REGISTER FOR THE YEAR ENDED AS AT 31 MARCH 2016

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Opening balance	-	-	-	2,621	-	2,621
Value adjustments	-	-	-	166	-	166
Additions	-	-	-	323	-	323
Disposals	-	-	-	149	-	149
TOTAL MINOR ASSETS	-	-	-	2,961	-	2,961

	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
Number of R1 minor assets	-	-	-	-	-	-
Number of minor assets at cost	-	-	-	1,481	-	1,481
TOTAL NUMBER OF MINOR ASSETS	-	-	-	1,481	-	1,481

31.5 Movable assets written off

MOVABLE ASSETS WRITTEN OFF FOR THE YEAR ENDED AS AT 31 MARCH 2017						
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
	R'000	R'000	R'000	R'000	R'000	R'000
Assets written off	-	-	-	1,007	-	1,007
TOTAL MOVABLE ASSETS WRITTEN OFF	-	-	-	1,007	-	1,007

31.6 S42 Movable capital assets

MAJOR ASSETS SUBJECTED TO TRANSFER IN TERMS OF S42 OF THE PFMA - 31 MARCH 2017						
	Specialised military assets	Intangible assets	Heritage assets	Machinery and equipment	Biological assets	Total
No. of Assets	-	-	-	19	-	19
Value of the assets (R'000)	-	-	-	256	-	256

MINOR ASSETS SUBJECTED TO TRANSFER IN TERMS OF S42 OF THE PFMA - 31 MARCH 2017						
	Specialised military assets	Intangible as-sets	Heritage assets	Machinery and equipment	Biological assets	Total
No. of Assets	-	-	-	30	-	30
Value of the assets (R'000)	-	-	-	46	-	46

32. Intangible Capital Assets

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2017					
	Opening balance	Value adjustments	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
Software	63	-	-	-	63
TOTAL INTANGIBLE CAPITAL ASSETS	63	-	-	-	63

32.1 Movement for 2015/16

MOVEMENT IN INTANGIBLE CAPITAL ASSETS PER ASSET REGISTER FOR THE YEAR ENDED 31 MARCH 2016					
	Opening balance	Prior period error	Additions	Disposals	Closing Balance
	R'000	R'000	R'000	R'000	R'000
Software	63	-	-	-	63
TOTAL INTANGIBLE CAPITAL ASSETS	63	-	-	-	63

33. Prior period errors

33.1 Correction of prior period errors

	Note	2015/16 R'000
Assets:		
Unauthorised expenditure approved without funding incorrectly disclosed	9	10
Net effect		10
Liabilities:		
Correction of voted funds paid during for 2014/15	13	600
Amount moved from Payables to Bank overdraft (FNB charges account)		(39)
Bank overdraft FNB charges account		39
Unauthorised expenditure approved without funding incorrectly disclosed	13	10
Correction of GBS Revenue amount not received during 2014/15 (Correction of (R412k) as a result of (R188k) Unicef Aid Assistance Receivable	3	(600)
Net effect		10

	Note	2015/16 R'000
Other:		
Irregular Expenditure incorrectly classified	26.5	(1,508)
Fruitless & Wasteful Expenditure incorrect classified	27.4	(2,020)
Leave entitlement provision overstated in previous year	23	40
Sale of Capital Assets not included in Accrued Revenue in previous year	25	298
Correction of irregular expenditure relating to overspending under compensation of employees already included in unauthorised expenditure	26.5	(11,381)
Fruitless expenditure resolved during 2014/15	27.4	(262)
Net effect		(14,913)

34. STATEMENT OF UNCONDITIONAL GRANTS AND OTHER TRANSFERS PAID TO MUNICIPALITIES

NAME OF MUNICIPALITY	GRANT ALLOCATION				TRANSFER		
	DoRA and other transfers	Roll Overs	Adjustments	Total Available	Actual Transfer	Funds Withheld	Re-allocations by National Treasury or National Department
	R'000	R'000	R'000	R'000	R'000	R'000	%
Tshwane Municipality Licences	1	-	-	1	6	-	-
TOTAL	1	-	-	1	6	-	-

ANNEXURE 1A STATEMENT OF TRANSFERS TO DEPARTMENTAL AGENCIES AND ACCOUNTS

DEPARTMENT/ AGENCY/ ACCOUNT	TRANSFER ALLOCATION				TRANSFER		2015/16
	Adjusted Appropriation	Roll Overs	Adjust-ments	Total Available	Actual Transfer	% of Available funds Transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
Commission for Gender Equity	69,891	-	-	69,891	69,891	100%	67,689
TOTAL	69,891	-	-	69,891	69,891	100%	67,689

Chapter 9 Institution of which appropriation is with Vote 13.

ANNEXURE 1B STATEMENT OF TRANSFERS TO HOUSEHOLDS

HOUSEHOLDS	TRANSFER ALLOCATION				EXPENDITURE		2015/16
	Adjusted Appropriation Act	Roll Overs	Adjust-ments	Total Available	Actual Transfer	% of Available funds Transferred	Appropriation Act
	R'000	R'000	R'000	R'000	R'000	%	R'000
Transfers							
Leave Gratuity	345	-	-	345	345	100%	101
Claim against the State	-	-	-	-	-	-	367
TOTAL	345	-	-	345	345	100%	468

ANNEXURE 1C STATEMENT OF GIFTS, DONATIONS AND SPONSORSHIPS RECEIVED

NAME OF ORGANISATION	NATURE OF GIFT, DONATION OR SPONSORSHIP	2016/17	2015/16
		R'000	R'000
Received in kind			
Coca Cola	Water and cool drinks	315	-
Little Green Beverage	Water	11	-
Tiger Brands	Catering	300	-
PRASA	Transport	825	-
Tshwane Municipality	Catering	11	-
Denmark	Printing and translation	120	-
UN Women	Training of Facilitators	210	-
Subtotal		1,792	-
TOTAL		1,792	-

ANNEXURE 1D STATEMENT OF AID ASSISTANCE RECEIVED

NAME OF DONOR	PURPOSE	OPENING BALANCE	REVENUE	EXPENDITURE AID ASSISTANCE	EXPENDITURE VOTE	PAID BACK ON/ BY 31 MARCH	SURRENDER TO RDP/NRF	CLOSING BALANCE
		R'000	R'000	R'000	R'000	R'000		R'000
Received in cash								
GENERAL BUDGET SUPPORT	GENDER-BASED VIOLENCE	4,352	6,800	(9,719)		-	-	1,433
UNICEF	ADJUSTMENT	(188)	-	-	188	-	-	-
GBS	ADJUSTMENT	(412)	-	-	412	-	-	-
Subtotal		3,752	6,800	(9,719)	600	-	-	1,433
TOTAL		3,752	6,800	(9,719)	600	-	-	1,433

Adjustments during 2016/17 relate to an amount of R188k (Unicef) and R412k (difference between R600k incorrectly showed as received during 2014/15 and R188k Unicef) corrected against the voted funds. The voted funds paid to NRF were corrected with the R600k.

ANNEXURE 2 CLAIMS RECOVERABLE

Government Entity	Confirmed balance outstanding		Unconfirmed balance outstanding		Total		Cash in transit at year end 2016/17 *	
	31/03/2017	31/03/2016	31/03/2017	31/03/2016	31/03/2017	31/03/2016	Receipt date up to six (6) working days after year end	Amount
	R'000	R'000	R'000	R'000	R'000	R'000		R'000
Department								
DSD	3,307	6,507	-	-	3,307	6,507	5/4/2017	3,296
SAPS	-	191	191	-	191	191		
BIDVEST	-	-	10	-	10	-		
DCS	15	-	-	-	15	-		
COGTA	-	-	16	-	16	-		
SPORTS	1	-	-	-	1	-		
THE PREMIER FREE STATE	716	-	-	-	716	-		
	4,039	6,698	217	-	4,256	6,698		3,296
TOTAL	4,039	6,698	217	-	4,256	6,698		3,296

ANNEXURE 3A INTER-ENTITY ADVANCES PAID (note 11)

ENTITY	Confirmed balance outstanding		Unconfirmed balance outstanding		TOTAL	
	31/03/2017	31/03/2016	31/03/2017	31/03/2016	31/03/2017	31/03/2016
	R'000	R'000	R'000	R'000	R'000	R'000
NATIONAL DEPARTMENTS						
DIRCO	-	500	103	-	103	500
Subtotal	-	500	103	-	103	500
TOTAL	-	500	103	-	103	500

ANNEXURE

The following legislations are relevant to the work of the department:

Legislation	Summary
Adoption Matters Amendment Act, 1998 (Act 56 of 1998)	The Act balances the right of unmarried mothers and fathers and has built in protection for women.
Basic Conditions of Employment Act, 1997 (Act 75 of 1997)	<p>The Act regulates conditions in the workplace such as hours of work and leave. It provides that an employee is entitled to at least four months maternity leave at any time from four weeks before the expected date of birth. The employee may not return to work for six weeks after the birth of the child unless she receives medical clearance. Paternity leave of three days is also provided.</p> <p>Protection is provided for the health of pregnant women. Employers are prohibited from requiring or permitting a pregnant or nursing employee from performing work that is hazardous to her health or that of her child. If pregnant workers cannot do their usual work because it is dangerous for them or their unborn child, employers must find other work for them to do. The Act requires the Minister to issue a Code of Good Practice on the Protection of Pregnant Employees during Pregnancy.</p> <p>These provisions fulfill the CEDAW obligation to provide special protection to women during pregnancy in types of work proved to be harmful to them. This improves job security for women, thus reducing the vulnerability to poverty and workplace violence such as sexual harassment.</p>
Births and Deaths Registration Amendment Act, 1997 (Act 67 of 1997)	<p>The Act broadened the definition of marriage under the Births and Deaths Act, to include a customary union concluded according to indigenous law or custom and a marriage solemnized or concluded according to the tenets of any religion.</p> <p>A further amendment introduced was in relation to the assumption of another surname on marriage in terms of which a woman can add her previous surname to her married name, or resume a surname which she bore previously, without seeking permission of the Director-General of the Department of Home Affairs .</p>
Broad-based Black Economic Empowerment (Act 53 of 2003)	This Act deals with economic empowerment of Black women and men and persons with disabilities. The Act gives priority to issues such as employment equity and equalizing opportunities through human resource development, preferential procurement and State asset restructuring.
Broadcasting Act , 1999 (Act of 1999)	Among others, the Act looks at the training needs of previously disadvantaged groups, including women, children and the disabled.
Child Abduction Act, 1996, (Act 72 of 1996)	This Act provides for application in the Republic of the Hague Convention on the Civil Aspects of the International Child Abduction. Provision is also made for the application of the Convention on the designation of a Central Authority.

Legislation	Summary
Children's Act, 1987 (Act 82 of 1987)	This Act amended the law pertaining to paternity, guardianship and the status of certain children. Provision is, among others, made for a presumption of paternity in respect of extramarital children and a presumption of paternity on refusal to submit to the taking of blood samples. The Act also provides for guardianship and custody of extramarital children by a subsequent marriage, the effects of artificial insemination and the safeguarding of dependent and minor children of voidable marriages..
Choice on Termination of Pregnancy, 1996 (Act 92 of 1996)	This Act allows for the legal termination of pregnancy on request during the first 12 weeks of pregnancy and under certain defined circumstances, between 12 and 20 weeks.
Child Care Amendment Act, 1996 (Act 96 of 1996)	This Act provides for the protection and promotion of children's rights, including matters such as maintenance' adoption, places of safety and others. It prohibits child prostitution.
Commission on Gender Equality (CGE) Act 1996 (Act 39 of 1996)	The Act provide for establishment of an institution, as set out in the Chapter Nine of the Constitution that will promote and monitor gender equality. The mandate of the CGE is to educate the public, especially women, about their rights and to monitor government's implementation of the Bill of Rights as contained in the Constitution.
Constitution of the Republic of South Africa, 1996 (Act 108 of 1996)	Widely acclaimed as one of the world's most progressive constitutions, South Africa's Constitution asserts in its founding provisions that the democratic State is founded on the values of human dignity, the achievement of equality and advancement of human rights and freedom, non-racism and non-sexism. The Constitution contains several provisions that advance gender equality. Among these is the equality clause in the Bill of Rights.
Criminal Procedure Act, 1997 (Act 85 of 1997)	This Act further amended the provisions relating to bail to ensure that persons who are accused of having committed serious offences are not released on bail. These offences often involve women and children as victims. The Act commenced on 1 August 1998.

Legislation	Summary
<p>Criminal procedure Amendment Act ,1995 (Act 75 of 1995)</p>	<p>This Act brought about numerous and comprehensive changes to the Criminal Procedure Act, 1977, relating to bail. The Bill of Rights contained in the interim constitution gave every accused person the right to be released on bail unless the court found that it was in the interest of justice that the accused person be kept in custody. These amendments set out comprehensive guidelines for the courts to take into consideration when deciding whether it is in the interests of justice that the accused person be kept in custody, and these guidelines also have a bearing on violence against women.</p> <p>Some of these guidelines, for instance, include the following:</p> <ul style="list-style-type: none"> • Where there is likelihood that the accused person, if he or she were released on bail, will endanger the safety of the public or any particular person or will commit an offence referred to in schedule 1 to the Criminal Procedure Act, 1977. (Schedule 1 offences include murder, culpable homicide, rape, indecent assault, kidnapping, child stealing, assault when a dangerous wound is inflicted and malicious injury to property). • Where there is a likelihood that the accused person, where he/she to be released on bail, will attempt to influence or intimidate the witnesses. • Any threats of violence, which the accused person may have made to anyone. • Any resentment of the accused person is alleged to harbour against any person. • Any disposition to violence on the part of the accused person. • The prevalence of a particular type of offence • Any evidence that the accuse person previously committed an offence referred to in the above Schedule 1 while out on bail. • The nature and gravity of the charge on which the accused person is tried. • The fact that the accused is familiar with the identity of witnesses and with the evidence which they may give. • The relationship of the accused person with the various witnesses and the extent to which they could be influenced or intimidated.
<p>Divorce Courts Amendment Act, 1997 (Act 65 of 1997)</p>	<p>This Acts opened the then Black Divorce Courts to all races, giving women access to less costly divorce proceedings and making it easier for many women to walk out of an abusive marriage, and with the right to custody where it is in the best interest of the children</p>
<p>Domestic Violence Act, 1998 (Act 116 of 1998)</p>	<p>This Act sought to strengthen protection against domestic violence by improving on matters that were initially covered in the Prevention of Family Violence Act, 1993. The new provision includes broadening the domestic relationships and the forms of violence that covered. With regard to the form of violence, this includes the emotional, economic, threatened violence and stalking. The main strength of the new law lies in protection orders against perpetrators and the possibility of imprisonment of the recidivist offenders. Through this Act women are afforded greater protection against actual or threatened physical violence, sexual, emotional, verbal, psychological and economic abuse as well as intimidation, harassment, stalking, damage to or destruction of property, or entry into their home without consent.</p>

Legislation	Summary
Employment of Educators Act, 1998 (Act 53 of 1998), (amended in 2000)	Section 17 of this Act makes sexual harassment a form of serious misconduct. This Act has far reaching consequences for women. It gives practical effect to the right to substantive equality enshrined in the Constitution. It not only prohibits unfair discrimination, but sets out positive steps that employers must take to ensure women's equality in the workplace.
Employment Equity Act, 1998 (Act 55 of 1998)	<p>This Act seeks to provide for employment equity and for matters incidental thereto. The Chapter on Unfair Discrimination provides that no person may discriminate against an employee on, among others, the grounds of sex, gender, family responsibility, and pregnancy and HIV status. The Act prohibits testing of an employee's HIV status unless permission is granted by the Labour Court. A significant proportion of the citizen's infected and affected by HIV are women.</p> <p>The definition of family responsibility includes same sex partnerships and partnerships outside of marriage, the definition of pregnancy includes circumstances relating to termination of pregnancy and intended pregnancy.</p> <p>The Act explicitly provides that harassment, including sexual harassment, is a form of unfair discrimination. This is the first time in our law that there is a direct, legislated remedy for sexual harassment. A code on sexual Harassment has been developed by the National Economic Development and Labour Council as part of the Labour Relations Act 1995.</p> <p>The Chapter on Affirmative Action expressly includes women as a designated group in respect of whom positive steps must be taken to ensure their equitable representation in the workforce and eradication of all barriers to equal participation and advancement in the workplace.</p> <p>The Act recognizes that Black women face compounded disadvantage due to intersection of race, class and gender. Compliance with the Act will be assessed with reference to the extent to which people from and among the designated groups are equitably represented in the workforce and the elimination of discriminatory practices.</p>
Extension of Security Tenure Act, 1997 (Act 62 of 1997)	This Act ensures that women and children have independent rights as occupiers on farms owned by another person. This ensures that women are protected against arbitrary and unfair termination of their right to reside on the land by the owner or person in charge of the land.

Legislation	Summary
Film and Publication Act, 1996 (Act 65 of 1996)	The Act provide for the establishment of the Film and Publications Review Board. The object of the Act is to regulate the distribution of certain publications and the exhibition and distribution of certain films by means of classifications and age restrictions The distribution of films and publications that contains visual presentations of the explicit violent sexual conduct or explicit sexual conduct which degrades a person and which constitutes incitement to cause harm is prohibited. The prohibition is does not apply in respect of a bona fide scientific, documentary, literary or artistic publication. It is also an offence to distribute publications or films which advocate hatred that is based on race, gender, ethnicity or religion and which constitutes incitement to cause harm.
Guardianship Act , 1993 (Act 192 of 1993)	This Act made further provision for the guardianship of minor children and provides, among others, that a woman is a guardian to her minor children born out of her marriage unless the High Court, as upper guardian, directs otherwise.
Home Loan and Mortgage Disclosure, 2000 (Act 63 of 2000)	This Act aims to encourage banks and financial institutions to grant home loans to all its clients. Section 5 of the Act provides that the Office of Disclosures, established in terms of section 4, is responsible for assisting identifying possible discriminatory lending patterns and to assist statutory regulatory bodies in enforcing compliance with anti-discriminatory legislation. Some financial institution discriminates against women as they demand that the consent of the spouse must be obtained when married women apply for a home loan. ..
Housing Act, 1997 (Act 107 of 1997) (as amended)	This Act obliges national, provincial and local governments to promote measures that prohibit unfair discrimination on the grounds of gender by all role-players in the housing development sphere.
Immigration Act, 2002 (Act 13 of 2002)	This Act aims to regulate the admission of foreigners to, their residence in, and their departure from the Republic and matters connected therewith.
Independent Broadcasting Authority Act 1993 (Act 13 of 1993), as amended by Broadcasting Act , 1999 (Act 4 of 1999)	This Act contain a specific code which address gender concern in that the identity of rape victims and other victims of sexual violence may not be revealed without the proper consent of the person concerned
Intestate Succession Act, 1987 (Act 81 of 1987)	This Act regulates intestate succession.
Labour Relations Act, 1995 (Act 66 of 1995)	This Act aims to support labour peace, democracy and the worker participation in decision-making in the workplace. It applies to all employers, workers (including domestic workers), trade unions and employers' organizations except the excluded sectors due to security reasons.
Land Bank Amendment Act, 1998 (Act 21 of 1998)	This Act gives women access to financial assistance from the Land Bank.
Land Reform Act, 1996 (Act 3 of 1996)	This Act was passed to protect farm workers and labour tenants from arbitrary evictions.
Legal Aid Amendment Act, 1996 (Act 20 of 1996)	This Act enables the Legal Aid Board to provide legal representation at State expense for accused persons in deserving cases. The Act has been reviewed to ensure that any gender bias in the operation of legal aid, whether direct or indirect, is eliminated. The Legal Aid Board has expanded on the past focus on criminal cases to include civil matters and by identifying new ways of reaching vulnerable groups. The Board has established 60 new justice centers.

Legislation	Summary
Local Government Municipal Systems, 2000 (Act 32 of 2000)	This Act ensures the development of a culture that promotes participatory governance and creates enabling conditions to achieve this. Municipalities are required to take into account the circumstances of women, people with disabilities, and youth in development planning.
Local Government Municipality Structures, 1998 (Act 117 of 1998)	This Act makes provision for the equal representation of women and men on political party lists and ward committees.
Maintenance Act, 1998 (Act 99 of 1998)	This allows the court to order an employer to deduct maintenance from the salary of the father. It allows the court to appoint maintenance officers who can trace the whereabouts of the father, serve documents and to gather information on the financial position of both parties.
Mediation in certain Divorce Matters ,1987	This Act provides for the appointment, powers and functions of family advocates. The principal function of family advocate relates to mediation in certain divorce proceedings, and in certain application arising from such proceedings, in which minor or dependent children are involved' in order to safe guard the interests of the children.
Medical Schemes Act, 1998 (Act 131 of 1998)	This Act ensures that cost escalation is properly managed and controlled and that schemes do not discriminate against the elderly and sick through risk rating. The Act also provides for the establishment of the Council for Medical Schemes.
Medical Schemes Act, 1998 (Act 131 of 1998)	This Act supervises and regulates medical schemes. No medical scheme will be registered if it unfairly discriminates against any person because of race, gender, marital status, ethnic or social origin, sexual orientation, disability and state of health.
Minerals and Petroleum Resources Development Act, 2002 (Act 13 of 2002)	This Act entrenches the right of women to participate in and own mines. It also seeks to expand the opportunities for Black persons, including women, as a historically disadvantaged group, to enter the minerals and petroleum industries and to benefit from the exploitation of mineral resources.
National Development Agency Act, 1998 (Act 108 of 1998)	The main aim of this Act is to contribute towards the eradication of poverty and its causes by providing funds to civil-society organisations to carry out the project to meet the development needs of the poor communities with a focus on vulnerable groups such as women.
National Education Policy, 1996 (Act 27 of 1996)	The Act provides for the determination on national policy of education. The Minister determines national policy which is directed towards objectives such as the right of every person to be protected against the unfair discrimination within or an education department or educational institutional and the right of every person to basic education, as well as redressing past inequality in educational provisions, including the promotion of gender equality and the advancement of the status of women.
National Empowerment Fund Act ,1998 (Act 105 of 1998)	This Act establishes a trustfor the promotion and facilitation of ownership of the income-generating assets by historically disadvantaged persons which include women who were unfairly discriminated against on the basis of their gender and race.

Legislation	Summary
National Environmental Management Act, 1998 (Act 107 of 1998)	This Act provides that participation of all interested and affected parties in environmental governance must be promoted and all people must have the opportunity to develop the understanding, skill and capacity necessary for achieving equitable and effective participation, and the participation by vulnerable and disadvantaged person. It further states that the vital role that women and the youth in recognisesorganises the role of women and the youth in environmental management and development must be recognised and that their participation must be promoted.
National Health Act, 2003 (Act 61 of 2003)	This Act regulates national health and provides uniformity in respect of health services across the nation by protecting, respecting, promoting and fulfilling the rights of the people of South Africa to the progressive realization of their constitutional rights to access to health, including vulnerable groups such as women, older persons and people with disabilities.
National Small Business Act, 1996 (Act 102 of 1996), National Small Business Amendment Act, 2003 (Act 26 of 2003) amended in 2004 (Act 29 of 2004)	This Act seeks to improve the definition of a small business, bringing relief to many women-owned small and medium enterprises. This Act mandates institutions to support small businesses.
National Sport and Recreation Act, 1998 (Act 110 of 1998)	This Act ensure that no membership of the sport Commission will be granted to a sport or recreation federation that permits or tolerates discrimination based on, among others, gender.
National Water Act, 1998 (Act 36 of 1998)	This Act seeks to ensure that the nation's water resources are protected, used, developed, conserved, managed and controlled in ways which take into account, amongst others redressing the result of a past racial and gender discrimination and facilitating socio-economic development.
Natural Fathers Born out of Wedlock Act 1997 (Act 86 of 1997)	<p>A father of a child born out of wedlock does not have automatic rights to custody or guardianship or access to his children. The Act provides that such a father can apply to the High Court for an order granting him one or all of these rights if it is in the best interest of the child.</p> <p>There are many provisions of the Act which protect women. The factors that the Court takes into account in deciding whether to grant the application include, for example, the relationship between the applicant and the natural mother and, in particular, whether either party has a history of violence against or abusing each other or the child and the degree of commitment that the applicant has shown towards the child, including contributing to the maintenance of the child.</p>
Preferential Procurement Policy Framework Act, 2000 (Act 5 of 2000)	This Act ensures that government implements a procurement policy that provides for women owned enterprises to be prioritized in awarding Government business.
Preferential Procurement Policy Framework Act, 2003 (Act 63 of 2003)	This Act provides a framework for procurement reform which includes preferential procurement measures in favour of women, Black people and persons with disabilities.

Legislation	Summary
<p>Prevention of Illegal Evictions from and the Unlawful Occupation of Land Act, 1998 (Act 19 of 1998)</p>	<p>This Act aims to prohibit unlawful evictions and provide for procedures for the eviction of unlawful occupiers as required by the Constitution.</p> <p>The preamble to the Act expressly notes that special consideration should be given to the rights of certain vulnerable groups of people, including female-headed households. The preamble further recognizes that the needs of such vulnerable groups should be considered in the realization of the rights of access to adequate housing.</p> <p>Section 4(6) and 4(7) of the Act provide that a court may grant an order for eviction if it is of the opinion that it is just and equitable to do so, after considering all the relevant circumstances, including the rights and needs of the elderly, children, disabled persons and households headed by women.</p>
<p>Prevention of Organised Crime Act, 1998 (Act 121 of 1998)</p>	<p>This Act is intended to introduce measures to combat organized crime, money laundering and criminal gang activities. It prohibits certain activities relating to racketeering, that is the planned, ongoing, continuous or repeated participation or involvement in certain offences. It prohibits money laundering and criminalizes certain activities associated with gangs and it provides for the recovery of the proceeds of unlawful activities as well as for the forfeiture of criminal assets that have been used to commit an offence or assets that are the proceeds of unlawful activities. Offences to which numerous provisions of this Act apply include murder, rape, kidnapping, assault with intent to do grievous bodily harm, indecent assault, child-stealing, malicious injury to property and a contravention of section 20 (1) of the Sexual Offences Act, 1957.</p>
<p>Promotion of Access to Information Act, 2000 (Act 2 of 2000)</p>	<p>This Act promotes transparency, accountability and effective governance of all public and private bodies. Among others, it promotes a right to access to information.</p>
<p>Promotion of Administrative Justice Act, 2000 (Act 3 of 2000)</p>	<p>The Act ensures the right to a fair administrative justice system and provides for a right to written reasons to those adversely affected by the decisions of public and private bodies.</p>

Legislation	Summary
<p>Promotion of Equality and Prevention of Unfair Discrimination Act, 2000 (Act 4 of 2000)</p>	<p>The objectives of the Act include the prevention and prohibition of unfair discrimination, redress for discrimination suffered, the promotion of equality and progressive eradication of discrimination.</p> <p>Chapter 2, section 6 -12</p> <ul style="list-style-type: none"> • Deals with prevention and general prohibition of unfair discrimination. • Deals with the prohibition of unfair discrimination on the basis of race, gender and disability • Further prohibits hate speech, harassment and dissemination and publication of unfair discrimination. <p>Chapter 5 Section 24 – 29:</p> <ul style="list-style-type: none"> • Deals with general responsibility to promote equality • Duty of state to promote equality • Special measures to promote equality with respect to race, gender and disability • Also provides an illustrative list of unfair practice in certain sectors.
<p>Public Funding of Represented Political Parties Act, 1997 (103 of 1997) Criminal Law Amendment Act, 1997 (Act 105 of 1997)</p>	<p>The Act and its regulations do not provide for allocations to take into account the representation of women as a factor in determining funding allocations. Besides giving effect to the Constitutional Court's judgment in respect of the death penalty, this Act provides for the imposition of minimum sentences in respect of certain serious offences, for example murder and rape. These sentences are more severe in certain circumstances, for instance:</p> <ul style="list-style-type: none"> • When the death of a woman was caused by a person in committing rape or attempting to commit rape • Where the rape victim was raped more than once • Where the rapist has previous convictions for rape • Where the victim is under 16 years old. • Where grievous bodily harm is inflicted.
<p>Public Service Amendment Act, 1999 (Act 5 of 1999)</p>	<p>This Act governs the employment and recruitment of persons in the Public Service.</p>
<p>Recognition of Customary Marriages Act (RMCA), 1998 (Act 120 of 1998)</p>	<p>This Act abolished the minority status of women married under customary law and the marital power of husbands as guardians. It also gives women the right to custody of their children if it is in the best interest of the children.</p> <p>The purpose of this Act is to recognize and provide legal validity to all customary marriages that were valid according to customary law and existing as at 15 November 2000, and to recognize customary marriages entered into 15 November 2000.</p> <p>Prior to the promulgation of the Recognition of Customary Marriages Act, 1998, customary marriages were not fully recognized in civil law as valid legal marriages under South African law, due to their polygamous nature.</p>

Legislation	Summary
<p>Recognition of Customary Marriages Act (RMCA), 1998 (Act 120 of 1998)</p>	<p>Requirements for a Valid Customary Marriage under the Act are:</p> <ul style="list-style-type: none"> • Age (The parties to the marriage must be above 18 years. Where either spouse is under the age of 18 years, parental consent is required). • Both parties to the marriage must consent. • The marriage must be negotiated and entered into or celebrated in accordance with customary law. • This requirement is stated broadly to accommodate the different systems of customary law, including those in which bride wealth is not a necessary or essential requirement for marriage. • Bride wealth (Lobola) is not a requirement • Proprietary consequences of customary marriages: <p>The proprietary consequence of a customary marriage that was in existence prior to coming into effect of the Act is that those marriages are governed by customary law unless the parties want to change their marriage regime they can apply to register their marriages and sign a contract that will govern their matrimonial property. The proprietary consequences of a polygamous marriage is out of community of property, whether the marriage was entered into prior or after the RCMA.</p> <p>According to Section 7 (2) of the Act, as a customary marriage entered into after the commencement of this Act, in which a spouse is not a partner in any other existing customary marriage, will be in community of property and of profit and loss between the spouses, unless the parties agree to follow another matrimonial property regime. The Act introduces an automatic community of property marital regime in a case of a de facto monogamous 'new marriage'</p> <p>Section 7 (6) of the Act provides that a husband who is already in a customary marriage, who wishes to enter into a further customary marriage with another woman, after the Commencement of this Act, must make an application to Court to approve a written contract, which will regulate the future matrimonial property system of his marriage. A further customary marriage cannot be registered if the written contract which will regulate the future matrimonial property system of this marriage, together with the Court Order, to prove such contract is not attached</p> <p>Where the Court of the opinion that the interest of any of the parties involved in the customary marriage will not be sufficiently safeguarded by means of the proposed contract, the Court may refuse to grant the application to enter into a second marriage.</p> <p>Another important provision of the Act is the requirement that parties have to register their customary marriages in order to have prima facie proof of the existence of the marriage. However, non-registration does not invalidate the marriage.</p>

Legislation	Summary
Recognition of Customary Marriages Act (RMCA), 1998 (Act 120 of 1998)	<p>Women's legal status: The Act gives equal status and capacity to spouses. In terms of Section 6 of the Act, the wife in a customary marriage is a major and equal to her spouse. The wife has full legal capacity, which includes capacity to acquire, administer and dispose of property proprietary capacity together with locus standi. Women no longer require assistance to bring legal actions. The women now have the right to enter into transactions and contract on their own behalf.</p> <p>Divorce: Section 8 of the Act contains the provisions regarding dissolution of customary marriages which are in line with civil law, thus requiring irretrievable breakdown as ground for requesting a decree of divorce. It is only a court of law (the High Court, Family Court or Divorce Court) that can grant the decree of a divorce. The court will determine the consequences of the breakdown of marriage. Either of the spouses has locus standi to institute divorce proceedings.</p> <p>Guardianship and custody: Section 8(4) provides that the Court will at the time of deciding the divorce also decide on the issues of guardianship and custody. The determining factor for awarding custody is the best interest of the child or children.</p> <p>Prior to the Act, lobola was the determining factor. The children belonged to the family that paid the lobola, and that is the husband's family. The Act has modified this rule; therefore, the court can award custody to the mother when it is in the best interest of the child to do so.</p>
Rental Housing Act, 1999 (Act 50 of 1999)	<p>This Act ensures that more houses are provided for rental purposes and to regulate the behaviour of unscrupulous landlords so that tenants don't pay exorbitant rents.</p>
Restitution of Land Rights Act, 1994(Act 22 of 1994)	<p>The aim of this Act is to promote equity for the victims dispossessed for their land by the apartheid State, particularly the landless and the rural poor by restoring to them their land.</p>
Skill Development Act, 1998 (Act 97 of 1998)	<p>This Act provide for the establishment of a National Training Fund as well as relevant training authorities and boards. Two learning programmes are provided for; learn ship and skills programmes.</p> <p>While the Act does not have any provisions which specifically address the training needs of women, the Skill Development Strategy, a framework of implementing the Act, sets out specific targets for women, Black people and white people with disabilities. The Department must ensure that, in its implementation, it gives effects to the provision of the Beijing Platform for Action (BPfA).</p> <p>The BPfA provides that the governments must ensure equal access for women to equal job training, retraining, counseling, placement services that are not limited to traditional employment areas.</p>
South African Citizenship Act, 1995 (Act 88 of 1995)	<p>Citizenship may not be lost or gained due to marriage ,given effect under the obligations under the Convention on the Elimination of all Forms of Activism Against Women (CEDAW)</p>

Legislation	Summary
South African Qualification Authority Act, 1995 (Act 58 of 1995)	This Act established the National Qualification Framework and provides for the parameters for accessing and recognising prior learning in the workplace to strengthen the role of vocational training and continuing education for the workplace.
South African School Act, 1996 (Act 84 of 1996)	This Act aims to provide for a uniform system for the organisation, governance and funding of the schools and to promote universal access to schools. The Act stipulates that schooling is compulsory for all learners aged seven to fifteen year of age.
South African Sports Commission Act, 1998 (Act 109 of 1998)	It includes the provision to assist, facilitate and develop programmes relating to women in sport, promoting equal opportunities and to achieve non-discrimination in sport.
Sterilization Act, 1998 (Act 44 of 1998)	The Act provides for sterilization in certain circumstances. A person may not be sterilized without her or his consent.
Telecommunications Act, 1996 (Act 103 of 1996)	Among others, the aim of the Act is to promote the empowerment and advancement of women in the telecommunications industry.
The Electoral Act, 1998 (Act 73 of 1998)	This Act has a section that every registered party and candidates must respect the rights of women to communicate freely with parties and candidates; facilitate the full and equal participation of women in political activities; ensure free access of women to all public political meetings; marches; demonstrations, rallies; and other public political events; and take all responsible steps to ensure that women are free to engage in any political activities.
The Medicine and Related Substance Control Amendment Act, 1997 (Act 90 of 1997)	This Act aims to ensure access to health and medicines that are affordable to all.
The Refugees Act, 1998 (Act 130 of 1998)	This Act aims to give effect to relevant international instruments, principles and standards relating to refugees.
The Social Assistance Act, 2004 (Act 13 of 2004)	The Act provides for the rights of access to appropriate social assistance to those who are unable to support themselves and their dependents.
The South African Social Security Agency Act, 2004 (Act 9 of 2004)	This Act provide for the establishment of the South African Social Security Agency which is responsible for the administration and payments of social grants. This is to ensure that grants are benefiting the poor and the vulnerable.
Tobacco Products Control Act, 1993 (Act 83 of 1993), Tobacco Products Control Amendment Act 1999 (Act 12 of 1990)	This Act provides for the effective management of tobacco use.
Traditional Leadership and Governance Framework Act, 2003 (Act 41 of 2003)	This Act stipulates that at least 30% of members of the National House of traditional Leaders be women. This Act also requires that the number of women be representative of the traditional leaders within a district or municipality.
Water Service Act, 1997 (Act 108 of 1997)	This Act provides that every water-service institution must take measures to realise the rights of access to basic water supply and sanitation. It emphasizes the provision of free water services to the poor of which the majority are women.
Welfare Laws Amendment Act, 1997 (Act 106 of 1997)	Together with its regulations, this Act governs social security grants.
Witness Protection Act, 1998 (Act 112 of 1998)	This Act provides for better protection of witnesses through witness protection programmes. Offences to which this Act applies include murder, rape, kidnapping and indecent assault.

Legislation	Summary
Protection from Harassment Act, 2011 (Act 17 of 2011)	The Protection from Harassment Act affords the victims of harassment an effective remedy against harassment. If you are a victim of harassment, you may approach the magistrates' courts in terms of this Act to obtain a protection order against any person who is harassing you. A person who breaches a protection order may be criminally charged and, if found guilty, held liable to a fine or imprisonment.
Prevention and Combating of Trafficking in Persons, 2013 (Act 7 of 2013)	The Bill is to give effect to the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons , especially women and children, supplementing the United Nations Convention against Transnational Organised Crime, 2000

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