



COUNTRY GENDER INDICATOR FRAMEWORK

November 2020

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Acronyms and abbreviations

AGDI	African Gender Development Index
APP	Annual Performance Plans
ARVs	Antiretroviral drugs
BPfA	Beijing Declaration and Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
CGI	Country Gender Indicators
COGTA	Cooperative Governance and Traditional Affairs
DBE	Department of Basic Education
DHET	Department of Higher Education and Training
DOW	Department of Women
DWYPD	Department of Women, Youth and Persons with Disabilities
DPME	Department of Planning, Monitoring and Evaluation
FMPPI	Framework for the Management of Programme Performance Information
GRPBMEA	Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing
HIV/AIDS	Human Immunodeficiency Virus/Acquired Immune Deficiency Syndrome
IEC	Independent Electoral Commission
ILO	International Labour Organisations
IPV	Intimate Partner Violence
MDG	Millennium Development Goal
MTSF	Medium-Term Strategic Framework
NDOH	National Department of Health
PMTCT	Prevention of Mother-To-Child Transmission
SADC	Southern African Development Community
SAPS	South African Police Services
SASSA	South African Social Security Agency
SDG	Sustainable Development Goals
SDGEA	Solemn Declaration on Gender Equality in Africa
UN	United Nations

1 INTRODUCTION

Although women and girls represent at least half of the population globally, they remain excluded from important political, economic and social decisions that affect their lives. Gender inequality, in all its forms, prevents women and girls from achieving their full potential. These inequalities manifest themselves across the political, economic, social and cultural dimensions of everyday life. Where these barriers are present, they have a profound and negative impact on the well-being of women and girls. Globally, a girl born into a poor household is more likely to drop out of school than boys are.¹ This disadvantage carries through to adulthood making it difficult for girls and women to escape the poverty trap. This eventually leads to a cycle of inter-generational poverty where women and girls lack the skills and social assets to achieve upward mobility.²

Gender inequality is not merely an issue of economics. Social and cultural barriers perpetuate and entrench disparities between men and women. In the labour market, the practice of paying men more than women for similar work has created a gender pay gap. UN Women estimates that the gender pay gap stands at 23 per cent globally. If nothing is done to resolve this issue, it will take another 63 years to achieve equal pay for men and women. Even when women enter the labour market, they frequently reach a glass ceiling that limits their opportunities for career progression. Likewise, the contribution of women to the economy is generally under-valued. Women continue to carry the largest share of unpaid domestic work, which remains unrecognised in national accounts (UN Women, 2018).

Social ills such as gender-based violence affect women disproportionately. Recent estimates show that 1 in 5 women have experienced some form of gender-based violence³. South Africa, for instance, has one of the highest rates of Intimate Partner Violence (IPV) in the world, influenced in part by certain social norms which tend to tolerate violence against women⁴. Similarly, cultural norms in patriarchal societies that favour males over females can widen the gap between the genders, as boys receive more education and food than girls do.⁵

There are compelling economic, moral and social arguments for gender equality. Having an educated, healthy, skilled and productive workforce has a 'vast bearing on how competitive a country may become.'⁶ By effectively, limiting the access of women to education, health, economic opportunities and political decision-making, gender inequality constrains productivity and slows economic performance. Gender equality

¹ (UN Women, 2018)

² (Townhall, 2013)

³ (United Nations, 2013)

⁴ (Thaler, 2012)

⁵ (Hiller, 2008)

⁶ (World Economic Forum, 2015)

is also a critical variable in self-reported well-being and happiness across the world.⁷ Countries with high levels of happiness are those where women and men are treated as equals.

Women's rights and gender issues have become a prominent part of the global agenda in the fight against poverty and inequality. Since the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was signed in 1979, the global community has committed to achieving gender equality, development and safety for all women. The Beijing Declaration and Platform for Action (BPfA), adopted in 1995, is one of the main global commitments towards achieving gender equality and women's empowerment. Through this framework, representatives from 189 governments made a set of comprehensive commitments in twelve critical areas of concern. These commitments remain relevant today and lay the foundation for progressively measuring the change in gender equality.

The UN Millennium Development Goals (MDGs) adopted in 2000 brought a renewed emphasis on gender and the empowerment of women. Its successor, the Sustainable Development Goals (SDGs), aims to achieve gender equality and empower all women and girls by 2030. While SDG Goal 5 focuses on gender equality and women empowerment, this theme cuts across nearly all goals.

Many of these international covenants have been regionalised and localised through various protocols and national undertakings. The Solemn Declaration on Gender Equality in Africa (SDGEA) is a commitment by African heads of states to "continue, expand and accelerate efforts to promote gender equality at all levels" and to address "issues of major concern to women of Africa". The African Union places gender equality at the forefront of the AU Agenda 2063. This transformative agenda seeks to ensure that the full potential of women, youth, boy and girls are realised through a series of strategic reforms on the continent. Likewise, the Southern African Development Community (SADC) has agreed to a Protocol on Gender and Development which binds all member states to achieve critical milestones in eliminating gender discrimination, violence and empowering women across the region.

South Africa has a strong policy and legislative framework in place to foster gender equality. The country's progressive Constitution protects all citizens including women and girls against all forms of discrimination. Subsequent policy and legislative commitments have established clear processes and targets for ensuring equal rights and opportunities for men and women.⁸

South Africa has made significant progress towards gender equality in some areas. In education, the net enrolment ratio for female learners in primary school was 84.62,

⁷ (OECD, 2012)

⁸ (Department of Women, 2018)

marginally higher than males in 2015. Enrolment by female students in tertiary education far exceeded that of males in the same year.⁹

However, progress towards equality between men and women has been particularly slow in the criminal justice and economic sectors. Violence against women in South Africa remains disturbingly high. About 51.7% of murders of women where the police could identify a perpetrator was an Intimate Partner Violence (IPV) crime. Likewise, the reported rape rate per 100 000 people stands at 70.5, higher than any other comparable democratic middle-income country.¹⁰ Women still lag behind their male counterparts on crucial measures of welfare such as employment and land ownership.¹¹ Women are still employed in the most low-paying and vulnerable jobs in South Africa.

The Department of Women, Youth and Persons with Disabilities (DWYPD) is the custodian and steward of gender policy in South Africa. Its primary role is to develop policy and ensure that the country's gender priorities, including those arising from national and international commitments, are mainstreamed across the state machinery towards achieving gender equality and better development outcomes for women and girls. To this end, the DWYPD developed a *Framework on Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing* (GRPBMEA) that sets out the country's approach to mainstreaming gender across the public policy cycle. The framework describes the problem statement, provides a comprehensive overview of the policy and legislative landscape, articulates the approach to GRPBMEA and identifies implementation priorities and the roles and responsibilities of critical departments in this regard.

Fundamentally, the GRPBMEA is about turning policy commitments into actions and results by integrating them into government policy cycle. However, policy commitments by themselves are less effective if they are not accompanied by a set of indicators that can be integrated within planning and budgeting instruments and to track and monitor progress against defined targets.

2 PURPOSE OF THIS FRAMEWORK

The Country Gender Indicator Framework (CGIF) supplements the GRPBMEA policy and strengthens the government's ability to plan for and measure progress towards gender equality and the empowerment of women. It is the backbone of the planning, budgeting, monitoring and evaluation stages in the GRPBMEA. The inclusion of gender indicators and targets in planning instruments and budgets is essential in laying the basis for the development of gender-responsive implementation

⁹ (Statistics SA, 2016)

¹⁰ (AfricaCheck, 2018)

¹¹ (Department of Women, 2018)

programmes, the allocation of resources towards the achievement of these targets and the generation of gender performance data.

Regular reporting on CGIs will supply much-needed information to further inform planning, budgeting and evaluation processes in the public sector.¹² This creates a virtuous cycle where government integrates gender indicators in planning and budgeting instruments and in turn uses performance information from monitoring to improve its planning, budgeting and implementation activities; increasing the likelihood of delivering better gender outcomes.

The *Country Gender Indicator (CGI) Framework* contains a set of indicators which government will use to plan and monitor progress on international and national gender commitments. The CGI Framework thus:

- Serves as a resource which government can use to inform gender-responsive planning, budgeting and programme design at a national, provincial and local level.
- Creates a tool for the government to track performance against national and international gender commitments.
- Identifies government departments responsible for integrating country-level indicators in planning as well as measuring and monitoring performance against such indicators.
- Provides information needed by the DWYPD to engage with departments and agencies on gender indicators and targets.
- Encourages individual departments and agencies to identify sectoral, institutional and programme-level indicators that contribute to the achievement of country-level indicators.

The CGIF provides a clear and integrated framework for planning to achieve and measure gender commitments. It indicates to government departments what is expected from them in terms of planning, budgeting, monitoring and reporting on national gender indicators. Complementary programme design, implementation and monitoring is needed at programme level. Government departments will be required to identify existing programme performance indicators that should be engendered or new gender-focused indicators that align with this CGI Framework.

3 CONCEPTUAL FRAMEWORK

3.1 Definitions

Gender indicators measure and compare the situation of women and men, girls and boys over time. Gender indicators can be either quantitative (based on statistics or data broken down by sex) or qualitative (based on each gender's experiences,

¹² (UN, 2015)

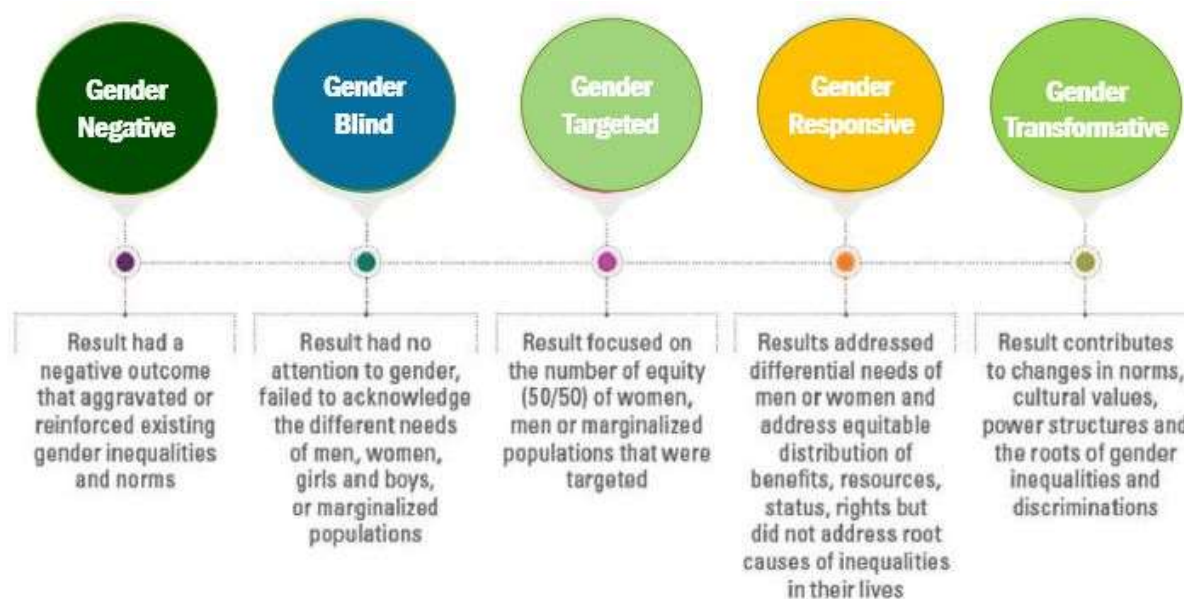
attitudes, opinions and feelings) (European Institute for Gender Equality, 2018). Both types of indicators are equally valid and important in measuring transformative change to the lives of women and girls.

Typically, gender indicators provide the basis for measuring the following:

- Differences in access, participation, benefits and outcomes for women, men boys and girls.
- Changes in gender dynamics, norms and values that influence gender equality (e.g. the gender pay gap)
- Macro or country levels changes across key metrics such as poverty and unemployment.¹³

The development and utilisation of gender indicators should further take into account the Gender Results Effectiveness Scale (GRES)¹⁴ which forms part of the GRPBMEA Framework and which distinguishes five categories of gender results – gender negative, gender blind, gender targeted, gender responsive and gender transformative.

Figure 1: Gender Results Effectiveness Scale



3.2 Indicator construction criteria

Indicators play a crucial role in the gender mainstreaming process throughout the policy cycle and across the theory of change or results pathways. It is therefore important that the right indicators be identified to ensure that gender perspectives are

¹³ (Australian Aid, 2011)

¹⁴ UNDP, 2015

meaningfully incorporated into the policies and programmes. For the purpose of this framework, we have developed a set of attributes for a “good” gender indicator:

- **Precise:** Indicators should be defined and formulated in a clear and unambiguous way.
- **Relevant:** Indicators must focus on gender issues and perspectives. Where necessary, indicators should disaggregate critical measures by sex to track the progress of programmes in achieving gender goals.
- **Aligned:** Indicators must be aligned to international and national protocols, policies and plans.
- **Useful:** Ideally, it should provide information that is useful and enough for policymakers to make decisions.
- **Sex-disaggregated:** Indicators should ideally be disaggregated by gender to give policymakers the detailed information they need to measure advancements towards gender equality.
- **Reliable:** The indicator must measure progress consistently over time and provide results that stand up to scrutiny.
- **Economic:** Indicators should not impose unnecessary costs or a reporting burden on government departments and agencies.

3.3 Levels of measurement

Gender indicators can be set at multiple levels. For the purposes of simplicity, the CGIF identifies two main levels:

- Country-level gender outcomes and impacts
- Programme level outputs and outcomes.

The country-level indicators are high-level measures of the progress towards improving the quality of life of women and gender equality. Typically, these indicators are linked to key national and international policies, and are important in fulfilling South Africa’s international reporting obligations.

The second level of measurement is at a programme level. Each government department reports on its performance against its targets set out in its Annual Performance Plan (APP). The current programme performance information produced by government departments have limited information on the effects of programmes on women. As a result, in many areas it is difficult to gauge how far South Africa has progressed in promoting gender equality and achieving transformation for women and girls.¹⁵ In setting programme level indicators, government departments and agencies should consider gender explicitly during their planning phases. The figure below shows

¹⁵ (Department of Women, 2018)

the relationships between international, national and programme level gender indicators.

Figures 2 and 3: Relationship between international, country and programme level indicators

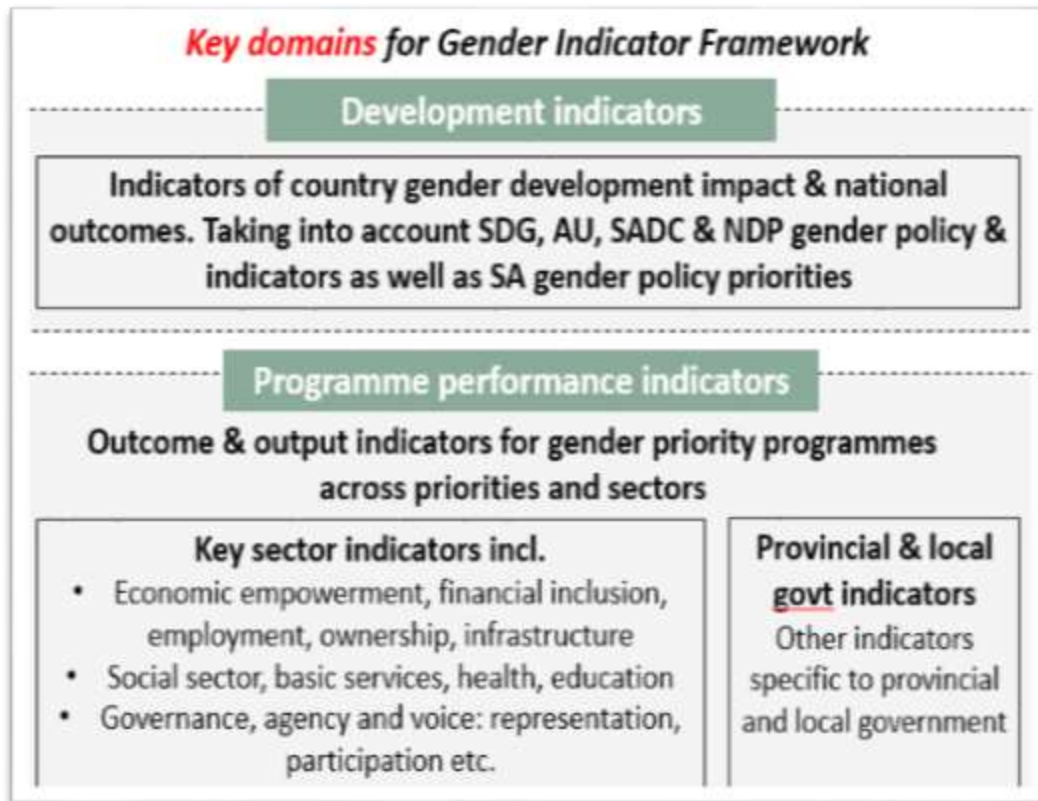
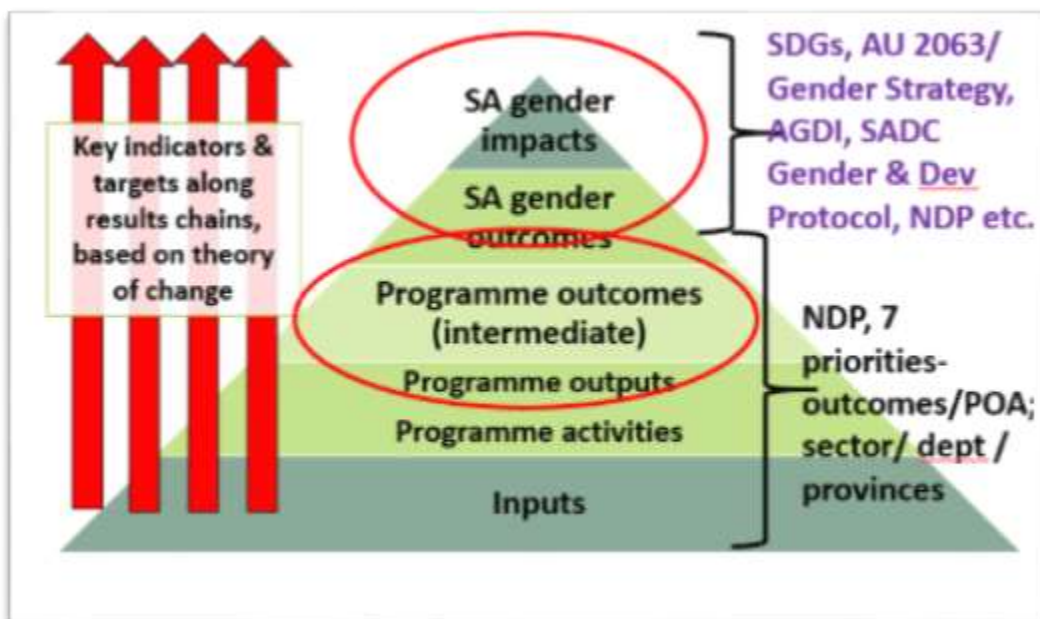


Figure 1: Key domains for CGIF



4 GENDER EQUALITY AND WOMEN EMPOWERMENT INDICATORS

As gender-responsive planning, budgeting, monitoring and evaluation gains traction amongst multi-lateral institutions, there is a renewed interest in setting indicators to drive and monitor progress against priorities. In parallel, as institutions set indicators, they are increasingly becoming aware of the need for sex disaggregated data and better data collection and verification systems that can produce reliable data.

Global indicators serve two primary purposes. Firstly, global indicators are designed to be universal and trace improvement in key dimensions of human development and global commons.¹⁶ Secondly, global indicators signal to countries gender priorities that must be translated into gender-responsive interventions, tracked and measured regularly. The measurement of global gender indicators in different countries further allows for comparisons between countries as well as benchmarking and sharing of good practice where relevant.

Having a set of agreed-to global indicators encourages countries to set up official data collection systems to source, verify and validate gender data. Over time, this improves the quality of information and reporting on global indicators and harmonisation of data collection practices. This section of the report provides an overview of the types of global, continental, regional and national indicators and describes how they are organised.

4.1 Global indicators

4.1.1 *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)*

Since the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was signed in 1979, the global community has committed to achieving gender equality, development and safety for all women. For the relevant articles, this CGIF has proposed proxy indicators to be measured in line with the CEDAW articles. The below table consist of articles and associated indicators that have been included for CGIF. Appendix: 1 of the CGIF consists of a comprehensive table of the articles and proposed indicators.

Table 1: CEDAW Set of Indicators

	Article number	Number of indicators
	PART I	
1.	Article 1 : Discrimination	1
2.	Article 2 : Policy Measures	2

¹⁶ (UN, 2015)

	Article number	Number of indicators
3.	Article 3: Guarantee of Basic Human Rights and Fundamental Freedoms	1
4.	Article 5: Sex Role Stereotyping and Prejudice	2
5.	Article 6 : Prostitution	1
	PART II	
6.	Article 7 : Political and Public Life	6
7.	Article 8: Representation	2
8.	Article 9:Nationality	1
	PART III	
9.	Article 10: Education	8
10.	Article 11: Employment	10
11.	Article 12: Health	1
12.	Article 13: Economic and Social Benefits	2
13.	Article 14: Rural Women	11
	PART VI	
14.	Article 15: Law	2
15.	Article 16: Marriage and Family Life	2
	PART V	
16.	Article 18: National Reports	1
17.	<ul style="list-style-type: none"> • Article 4: Special Measures • Article 17: Committee on the EDAW • Article 19: Rules of Procedure • Article 20: Committee Meetings • Article 21: Committee Reports • Article 22: Role of Specialized Agencies • Article 23: Effect on Other Treaties • Article 24: Commitment of States Parties • Article 25-30: Administration of the Convention 	Not applicable to Member States
18.	Total	53

4.1.2 Beijing Declaration and Platform for Action

Historically, much of the focus on gender mainstreaming revolved around incorporating gender issues in the policy and legislative framework with limited focus on planning, monitoring and evaluation. This changed when the Beijing Declaration and Platform for Action emphasised the need for governments to provide “sex-disaggregated data, data on specific gender issues and gender responsive data and statistics” (United Nations, 2013).

Following the Beijing Declaration, the United Nations sought to develop a Global Minimum Set of Gender Indicators that could be used to monitor progress on gender

issues. The global set of indicators is divided into five domains, each linked to a specific policy area. The domains (set out below) each contain several indicators assigned to a UN agency. For example, the ILO is tasked with monitoring indicators relating to the participation of women in the labour market.

1. Economic structures, participation in productive activities and access to resources
2. Education
3. Health and related services
4. Public life and decision making
5. Human rights of women and girl children

The final Global Minimum Set of Gender Indicators contains 52 quantitative indicators under five domains. There are also 11 qualitative indicators that measure the extent to which policies and laws protect women against discrimination, violence and inequality. 0 contains the Global Minimum Set of Gender Indicators. Table 2 reveals that most indicators measure access to resources and the participation of women in the economy.

Table 2: Global Minimum Set of Gender Indicators (quantitative)

Domain	Number of indicators
Economic structures, participation in productive activities and access to resources	19
Education	12
Health and related services	11
Public life and decision making	5
Human rights of women and girl children	5
Total	52

Source: UN Gender Statistics (2018)

4.1.3 Sustainable Development Goals

In September 2015, the UN adopted the 2030 Agenda for Sustainable Development. This agenda seeks to eradicate poverty and reduce inequality by 2030 through the concerted efforts of global partners and countries. While each SDG targets a specific dimension of poverty and inequality, gender equality cuts across all goals. To aid in the identification of the gender-related indicators, UN Women analysed all SDG indicators and found those that explicitly referred to gender. While the highest number of gender-related indicators fall under Goal 5 on gender equality, it is important to recognise that 10 of the 17 goals have explicit gender indicators. Aside from Goal 5, the goals with the highest number of gender-related indicators fall under education, health and economic empowerment.

Table 3: Gender-related indicators in the SDGs

Goal	Number of indicators
Goal 1: End poverty in all its forms everywhere	6
Goal 2: End hunger, achieve food security, and improved nutrition	1
Goal 3: Ensure healthy lives and promote well-being for all ages	6
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	8
Goal 5: Achieve gender equality and empower all women and girls	14
Goal 6: Ensure availability and sustainable management of water and sanitation for all.	0
Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all	0
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	7
Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation	0
Goal 10: Reduce income inequality within and among countries	1
Goal 11: Make cities and human settlements inclusive, safe, resilient, and sustainable.	3
Goal 12: Ensure sustainable consumption and production patterns	0
Goal 13: Take urgent action to combat climate change and its impacts by regulating emissions and promoting developments in renewable energy	1
Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development.	0
Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss	0
Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.	6
Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development	0
Total	53

Source: UN Women (2016)

4.2 Regional indicators

The African Union and SADC have developed several protocols on women's rights and gender equality. Each protocol places an obligation on member states to create the necessary policies and legislation and take action to give effect to women's rights. For example, the Protocol to the African Charter on Human and People's Rights and the Rights of Women in Africa, calls on member states to eliminate all forms of discrimination against women.¹⁷ As these obligations are broadly defined, it is left up

¹⁷ (African Union, 1995)

to the member state to decide how they will fulfil the obligation and the actions that they take.¹⁸ Thus, it appears that there are no specific indicators attached to the African Charter.

4.2.1 SDGEA

In contrast, although the Solemn Declaration on Gender Equality in Africa (SDGEA) itself contains no specific indicators, the AU requires members to report against each commitment through various indicators. In its *draft analysis report on existing country gender indicators*, the DWYPD identifies 33 indicators in total. Indicators are organised by commitments, which in turn reflect the specific priorities and challenges faced by African countries. This is borne out through the focus on HIV/AIDS, which remains a major burden for health systems and extracts a heavy toll on women and girls.

Not all commitments apply to individual member states. For example, commitments relating to child soldiers apply to war-torn countries or transitional states. In contrast, the commitment to reduce HIV and related infections, would apply to nearly all African countries.

Table 4: SDGEA commitments

Commitment	Number of indicators
Commitment 1: HIV and other related infections	8
Commitment 2: Peace and security	3
Commitment 3: Child Soldiers	4
Commitment 4: Gender-based violence	4
Commitment 6 & 9: Human rights of women	5
Commitment 7: Land, property and inheritance rights	2
Commitment 8: Education	2
Commitment 10: ADS Watch Africa	2
Commitment 11: Fund for Women	2
Commitment 12: Reporting	1
Total	33

4.2.2 African Gender Development Index

The United Nations Commission for African developed the African Gender Development Index (AGDI) to translate the BPfA into actionable commitments and results. The index includes indicators categorised into three blocs:

- The social bloc focuses on monitoring the expansion of the access and quality of human services such as education, health and social protection to women.

¹⁸ (Department of Women, 2018)

- The economic bloc aims to measure the extent to which poverty eradication efforts have been successful.
- The political bloc is about measuring the extent to which women are empowered to make decisions about their futures.¹⁹

Table 5: African Gender Development Index

Block	Number of indicators
Social power	18
Economic power	9
Political power	9
Total	36

4.2.3 SADC protocol on Gender and Development

The SADC protocol on Gender and Development is an agreement adopted by all SADC member states to advance gender equality and women's empowerment throughout the region. Although this protocol does not contain indicators, the SADC Gender Protocol Alliance has created a set of 28 indicators and targets to track progress against the protocol. The SADC Gender and Development Index is constructed from these indicators grouped under the six categories shown in the table below. Table

Table 6: SADC Gender and Development Index indicators

Category	Number of indicators
Governance	3
Education	3
Economy	5
Sexual and reproductive health	3
HIV and AIDS	3
Media	6
Total	23

4.3 National indicators

As mentioned before, South Africa has a comprehensive policy and legislative framework to steer, guide and direct gender equality, transformation and empowerment. Whilst, the policy framework outlines the principles for gender equality and designs a comprehensive gender machinery to direct the execution of the policy,²⁰ less attention has been given to setting indicators to measure progress comprehensively and reliably. Various institutions, including the Department of Women, Youth and Persons with Disability (in the Presidency), Commission on

¹⁹ (Economic Commission for Africa, 2011)

²⁰ (Department of Women, 2018)

Gender Equality, the Department of Planning, Monitoring and Evaluation (DPME), Statistics SA and the National Treasury approaches the setting, use and reporting of indicators differently.

The Commission on Gender Equality is a Chapter Nine constitutional entity tasked with monitoring and evaluating the policies and practices of government in order to promote gender equality.²¹ In terms of current practice, the Commission reports on the extent to which South Africa has achieved the international and regional commitments set out in the relevant protocols and agreements. Hence, while Commission is not responsible for setting indicators, it does report on progress against pre-existing indicators and frameworks. For example, the Commission reports against the indicators contained in the African Gender and Development Index and prepares the country submission to the AU. This report measures 36 indicators of social, economic and political power held by women within the country.

The DPME was responsible for the *Development Indicators* report, which tracked South Africa's development outcomes since 1994 to 2016. This report contained one-page summaries of indicators that measured changes across a set of "complex and interrelated systems".²² Included in the report was a set of gendered indicators that focused on health, education and social cohesion. While, the DPME produced the *Development Indicators* report on a biennial basis, it is unclear at this stage whether the institution will continue publishing this report.

Whereas, the setting guidelines for Annual Performance Plans (APPs) and review of approved plans was once the responsibility of the National Treasury, this function was transferred to the DPME to foster greater alignment between planning, monitoring and evaluation. The DPME is nowadays responsible for issuing guidelines to departments on how to complete their APPs and setting key priorities for consideration. In doing so, the DPME has the power to specify the types of indicators that should be included by departments in their performance plans. While, gender is not explicitly mentioned in the APP guidelines, the Framework for the Management of Programme Performance Information (FMPPPI) calls on departments to consider equity in their plans.

Statistics SA is the custodian of the national statistics. As the National Statistical Office, Statistics SA collects metrics on the welfare and well-being of women and girls through surveys and censuses. At present, Statistics SA has been assigned the responsibility of coordinating and compiling South Africa's SDG report.

One of the fundamental reasons for the establishment of the DWYPD in 2009 was to champion and coordinate gender equality efforts in government. As the lead policy department, the DWYPD has the power to set country-level indicators to monitor

²¹ (Republic of South Africa, 1996)

²² (DPME)

progress on gender results. This CGI framework builds on research by the DWYPD since 2018 to ensure gender-responsive planning and budgeting and to better measure the extent to which existing indicators were gender responsive and reported on sex-disaggregated data. The main findings from the research are summarised below:

- Of the 873 indicators in the 2009-2014 Medium Term Strategic Framework, 35% could be disaggregated by gender, but only 7% were.
- Outcomes relating to social protection, national building and health had the highest number of gendered indicators. Other human services such as education, skills and rural development reported on indicators that could be disaggregated to monitor differences in access, results and outcomes by gender.
- Officials are hesitant to disaggregate indicators by gender because it might require them to further detail information by other categories of vulnerable groups. This would make the MTSF's indicators unwieldy and cumbersome.²³

This CGI Framework recognises that there is a trade-off between having a comprehensive and disaggregated set of gender indicators and the reporting burden it will place on the country's government departments and agencies. In developing the conceptual framework, we included considerations around the costs and benefits of including the indicator in this framework as part of the selection criteria.

4.3.1 The 2019-2024 Medium-Term Strategic Framework (MTSF)

Important advances were made in improving the gender-responsiveness of the MTSF, as the country's five-year planning and monitoring framework. For the first time since the inception of the MTSF, the document makes explicit and consistent reference to and integrates certain priorities relating to women, youth and persons with disabilities across the seven priority areas. This was largely based on extensive inputs by DWYPD to ensure that the 2019-2024 MTSF is not only gender-responsive and integrates priorities relating to youth development and disability rights.

As stated in the introduction to the MTSF: "The NDP Vision 2030 prioritises the significant role of women, youth and people with disabilities in our society. If these three groups are strong, our whole society will be strong. These are cross-cutting focus areas that need to be mainstreamed into all elements of South Africa's developmental future and all programmes of government. They will inform interventions across the three pillars" (DPME, 2020, p18).

²³ (Carmel Marock, 2018)

The MTSF is intended to lay the basis for the alignment of other plans such as Provincial Growth and Development Strategies (PGDS), municipal Integrated Development Plans (IDP), Strategic Plans and Annual Performance Plans.

In addition to the seven priority areas, the 2019-2024 MTSF has 81 outcomes, 337 interventions and 561 indicators. Of these 65 can be seen as Country Gender Indicators, which is an improvement on the previous 2014-2019 MTSF, which had 44 gender indicators. This includes 34 indicators that are cross cutting and 112, which are mainstreamed. Each priority area includes crosscutting focus areas relating to women, youth and persons with disabilities (WYPD). These identify outcomes and interventions with corresponding monitoring frameworks, which identify outcome indicators, baselines and targets as well as indicators, baselines and targets for each intervention.

The MTSF identifies the following cross-cutting 2019-2024 impacts relating to women, youth and persons with disabilities per priority area:

1. A gender, youth and disability responsive public service
2. Transformed, representative and inclusive economy which prioritises women, youth and persons with disabilities
3. All women, girls, youth and persons with disabilities enjoy good quality health care and better life opportunities
4. Human dignity for persons with severe disabilities, women and girls' achieved through freedom of choice and decent living conditions
5. Transform ownership and management patterns by supporting women-owned and led enterprises
6. All women, girls, youth and persons with disabilities are and feel safe and enjoy freedom and a better life
7. A better Africa and world for all women, girls, youth and persons with disabilities.

The impacts are not identified in the implementation plan but in the monitoring framework. However, no impact indicators are identified. In addition to outcomes and interventions per priority area, certain indicators and interventions are included in the main part of the priority area.

The table below provides a summary of the number of gender outcome indicators and intervention indicators in the MTSF cross-cutting Monitoring Framework per priority area. The indicators are both quantitative and qualitative in nature and in a number of instances are multi-variate. The table excludes other WYPD indicators.

4.3.2 Engendering and tracking development of the MTSF indicators for the CGIF

Templates were developed for the priorities, interventions and indicators to prepare for collection of baseline information and relevant indicators. These templates are available and were submitted as a milestone toward the design of monitoring tools for the 1st quarter of 2019/2020 financial year. The department is developing a monitoring

tool to regularly track performance against the identified indicators. The monitoring tool tracks the actual performance against the indicators and consists of various attributes that supplement the tracking of performance monitoring.

4.3.3 *Extracting of Gender Indicators and Benchmarking with other Countries*

South African Country Gender Indicators are extracted from the MTSF and are aligned to the government priorities for effective and efficient collection, collation of data for reporting. Linked to this, the country is also keen to develop a more comprehensive South African Gender Index, which would serve as an objective measure in relation to women's empowerment and gender equality. Efforts have been made to research on what other countries that are using this tool such as Canada and Uganda measure and how data is collected in order to inform what SA measures using these countries as benchmarks. The department also identified the challenges those countries are facing in using the CGIF tool. The entire exercise of developing the CGIF draws from experiences of other countries and it will benefit other countries in the region, the continent and globally.

4.3.4 *Identification of relevant Country Gender Indicators from the MTSF*

There are 561 indicators in the 2019-2024 MTSF document. Of these, there are 34 cross cutting Country Gender Indicators that has been identified and 112 that should be mainstreamed throughout the MTSF. It is encouraging that the efforts of the DWYPD to engender government instruments are bearing fruit. DWYPD today takes pride in the fact that the DPME Guidelines and the Technical Indicator Descriptors dictates that all indicators were possible must be disaggregates by gender, youth and persons with disabilities to enable efficient and effective data collection and performance monitoring and reporting through the currently used quarterly performance monitoring and reporting systems.

Table 7: National Gender Indicators: Cross-cutting in the MTSF

Priority	Priority Name	No. outcomes	No of outcome indicators	No. of gender output indicators
1.	A Capable, Ethical and Development State	2	2	3
2.	Economic Transformation and Job Creation	1	1	4
3.	Education, Skills and Health	1	2	3
4.	Consolidating the Social Wage through Reliable and Quality Basic Services	2	3	4
5.	Spatial Integration, Human Settlements and Local Government	1	1	3
6.	Social Cohesion and Safe Communities	1	3	4

7.	A Better Africa and World	1	1	1
TOTAL		9	13	21

Table 8: National Gender Indicators: Mainstreamed MTSF Indicators

Priority	Priority Name	No. outcomes	No of indicators
1.	A Capable, Ethical and Development State	2	2
2.	Economic Transformation and Job Creation	2	6
3.	Education, Skills and Health	14	34
4.	Consolidating the Social Wage through Reliable and Quality Basic Services	11	28
5.	Spatial Integration, Human Settlements and Local Government	7	11
6.	Social Cohesion and Safe Communities	7	28
7.	A Better Africa and World	2	3
TOTAL		45	112

A full list of national level indicators in line with the MTSF is attached as part of Appendix 4 of this document.

5 CONCLUSION

The CGIF remains a living document as it is updated based on revised indicators at the global, regional and national levels. The monitoring tool associated with the CGIF is also updated accordingly. The progress on the performance of the indicators as identified in the CGIF will form part of regular gender performance monitoring reports.

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United Nations. Convention On The Elimination Of All Forms Of Discrimination Against Women: Full Article

United Nations. Committee on the Elimination of Discrimination against Women. General recommendations No. 1 to No 36

APPENDIX 1: GLOBAL INDICATORS: CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

	Article number	Article content	Proposed indicator
	PART I		
1.	<i>Article 1: Discrimination</i>	For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.	<ul style="list-style-type: none"> • Legislation that prohibits discrimination against women • Level of promotion and enforcement of such legislation
2.	<i>Article 2: Policy Measures</i>	States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake: (a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;	<ul style="list-style-type: none"> • Legislation that prohibits discrimination against women • Level of promotion and enforcement of such legislation

	Article number	Article content	Proposed indicator
		<p>(b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women;</p> <p>(c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;</p> <p>(d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;</p> <p>(e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;</p> <p>(f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;</p> <p>(g) To repeal all national penal provisions which constitute discrimination against women.</p>	

	Article number	Article content	Proposed indicator
3.	<i>Article 3: Guarantee of Basic Human Rights and Fundamental Freedoms</i>	States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.	<ul style="list-style-type: none"> Extent of development and implementation of gender-responsive policies, planning instruments, budgets and programming to promote women's human rights
4.	<i>Article 4: Special Measures</i>	<p>1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.</p> <p>2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.</p>	<ul style="list-style-type: none"> None
5.	<i>Article 5: Sex Role Stereotyping and Prejudice</i>	<p>States Parties shall take all appropriate measures:</p> <p>(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of</p>	<ul style="list-style-type: none"> Extent of development, implementation and enforcement of legislation and interventions, including behaviour change

	Article number	Article content	Proposed indicator
		<p>either of the sexes or on stereotyped roles for men and women;</p> <p>(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.</p>	<p>campaigns to address stereotyping and prejudice.</p> <ul style="list-style-type: none"> • Review of legislation to promote paternity leave.
6.	<i>Article 6: Prostitution</i>	States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.	<ul style="list-style-type: none"> • Extent to which legislation that prohibits human trafficking, in particular of women and children, is being enforced • Level of implementation of investigation into decriminalization and protection of sex workers
	PART II		
7.	<i>Article 7 : Political and Public Life</i>	<p>States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:</p> <p>(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;</p>	<ul style="list-style-type: none"> • % of women voters in national, provincial and municipal elections • % of women on the voters roll • % of women in decision making position in public and private institutions • % of women ministers in cabinet

	Article number	Article content	Proposed indicator
		<p>(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;</p> <p>(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.</p>	<ul style="list-style-type: none"> • % of women deputy ministers in cabinet • % of women in provincial Executive Councils • % of women Premiers • % of women in parliament (National Assembly and National Council of Provinces) • % of women office bearers in national parliament • % of women in provincial legislatures • % of women councilors • % of women in the judiciary
8.	Article 8:Representation	States Parties shall take all appropriate measures to ensure that women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.	<ul style="list-style-type: none"> • % of women ambassadors • % of women in diplomatic missions • Number of South African women participating in the work of international organisations

	Article number	Article content	Proposed indicator
9.	<i>Article 9: Nationality</i>	<p>1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband.</p> <p>2. States Parties shall grant women equal rights with men with respect to the nationality of their children.</p>	<ul style="list-style-type: none"> • Level of enforcement of legislation to ensure women have equal rights with men to acquire, change or retain their nationality and with respect to the nationality of their children
PART III			
10.	<i>Article 10: Education</i>	<p>States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:</p> <p>(a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;</p>	<ul style="list-style-type: none"> • % of female learners in Pre-Grade R and Grade R • % of female learners registered in primary and secondary public education institutions • % female pass rate for National Senior Certificate • % of women in technical and vocational training • % of head count enrolment in public higher education • % female graduates • % female post-graduates

	Article number	Article content	Proposed indicator
		<p>(b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;</p> <p>(c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;</p> <p>(d) The same opportunities to benefit from scholarships and other study grants;</p> <p>(e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;</p> <p>(f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;</p> <p>(g) The same opportunities to participate actively in sports and physical education;</p>	<ul style="list-style-type: none"> • Review of education curricula to remove gender stereotyping • % of women beneficiaries of NSFAS • % female literacy rate • Promotion of female participation in school sport • Access to age appropriate family planning in educational institutions • % teenage pregnancies • Extent of development and implementation of measures to prevent teenage pregnancies and support female learners who fall pregnant at school to complete their education

	Article number	Article content	Proposed indicator
		(h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.	
11.	<i>Article 11: Employment</i>	<p>1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:</p> <p>(a) The right to work as an inalienable right of all human beings;</p> <p>(b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;</p> <p>(c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;</p> <p>(d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;</p> <p>(e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old</p>	<ul style="list-style-type: none"> • % of women employed • % of female unemployment • % of women employed by occupational category • % of women in professional occupations • % of women in top management in the private setor • % differences of income between men and women occupying the same position • % of women benefiting from social security grants, unemployment grants etc. • Implementation of measures to prevent discrimination against women on the basis of pregnancy, maternity leave or marital status; • % of private sector companies which pay full maternity leave.

	Article number	Article content	Proposed indicator
		<p>age and other incapacity to work, as well as the right to paid leave;</p> <p>(f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.</p> <p>2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:</p> <p>(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;</p> <p>(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;</p> <p>(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;</p>	

	Article number	Article content	Proposed indicator
		<p>(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.</p> <p>3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.</p>	
12.	Article 12: Health	<p>1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.</p> <p>2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.</p>	<ul style="list-style-type: none"> • Level of access to free health care services, including those related to pre- and anti-natal care, family planning, that benefit women • Level of access to adequate nutrition during pregnancy and lactation.
13.	Article 13: Economic and Social Benefits	States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of	<ul style="list-style-type: none"> • % of women who access bank loans, mortgages and other forms of financial services

	Article number	Article content	Proposed indicator
		<p>economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:</p> <p>(a) The right to family benefits;</p> <p>(b) The right to bank loans, mortgages and other forms of financial credit;</p> <p>(c) The right to participate in recreational activities, sports and all aspects of cultural life.</p>	<ul style="list-style-type: none"> • Remuneration of women's sporting teams compared to that of male sporting teams • Promotion of women's right to participate in recreational activities and all aspects of cultural life
14.	<i>Article 14</i> : Rural Women	<p>1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.</p> <p>2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:</p> <p>(a) To participate in the elaboration and implementation of development planning at all levels;</p>	<ul style="list-style-type: none"> • % of DDM One Plans in rural district which are gender responsive • % of municipalities which deliberately consult women in the development of their IDPs • Level of access to information on services such as family planning, counselling, termination of pregnancy or any health related information • Number of cooperatives run by women supported (financial and non-financial) • Number of women who access agricultural credit and loans

	Article number	Article content	Proposed indicator
		<p>(b) To have access to adequate health care facilities, including information, counselling and services in family planning;</p> <p>(c) To benefit directly from social security programmes;</p> <p>(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;</p> <p>(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self-employment;</p> <p>(f) To participate in all community activities;</p> <p>(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;</p> <p>(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.</p>	<ul style="list-style-type: none"> • Total amount spent on agricultural credit and loans disaggregated by sex of the person who applied • Number of households with access to electricity disaggregated by sex of head of household • Number of households with access to potable water disaggregated by sex of head of household • Number of households with access to sanitation facilities disaggregated by sex of head of household • Number of households with access to communication facilities such as cellphone/ telephone disaggregated by sex of head of household • Number of households with access to transport (at least 3 kilometres away) - disaggregated by sex of head of household
	PART IV		

	Article number	Article content	Proposed indicator
15.	Article 15 : Law	<p>1. States Parties shall accord to women equality with men before the law.</p> <p>2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.</p> <p>3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.</p> <p>4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.</p>	<ul style="list-style-type: none"> • Refer to Article 1 • Legislation that provides equal opportunities between women and men to conclude contracts and to administer property and treated equally in all stages of procedure in courts and tribunals. • Legislation that promotes free movement and choice of residence between women and men
16.	Article 16: Marriage and Family Life	<p>1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:</p> <p>(a) The same right to enter into marriage;</p>	<ul style="list-style-type: none"> • Legislation that promotes equality and freedom in marriage and freedom of choice to marry and dissolve marriage • Level of development and enforcement of legislation to prohibit child marriage (below the age of 18 years)

	Article number	Article content	Proposed indicator
		<p>(b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;</p> <p>(c) The same rights and responsibilities during marriage and at its dissolution;</p> <p>(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;</p> <p>(e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;</p> <p>(f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;</p> <p>(g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;</p> <p>(h) The same rights for both spouses in respect of the ownership, acquisition, management, administration,</p>	<ul style="list-style-type: none"> • Legislation that protect the rights of a child when the parents are not married

	Article number	Article content	Proposed indicator
		<p>enjoyment and disposition of property, whether free of charge or for a valuable consideration.</p> <p>2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.</p>	
	PART V		
17.	Article 17: _Committee on the EDAW	Not applicable to the Member States	None
18.	Article 18: National Reports	<p>States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect:</p> <p>(a) Within one year after the entry into force for the State concerned;</p> <p>(b) Thereafter at least every four years and further whenever the Committee so requests.</p>	<ul style="list-style-type: none"> • The consistency with which country reports are submitted to the UNSG • Timeous submission of country reports • Quality of country reports

	Article number	Article content	Proposed indicator
		2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention	
19.	<ul style="list-style-type: none"> • Article 19: Rules of Procedure • Article 20 : Committee Meetings • Article 21: Committee Reports • Article 22: Role of Specialized Agencies 	Not applicable to the Member States	None
	PART VI		
20.	Article 23-30 <ul style="list-style-type: none"> • Article 23: Effect on Other Treaties • Article 24: Commitment of States Parties • Article 25-30: Administration of the Convention 	Not applicable to the Member States	None

APPENDIX 2: GLOBAL MINIMUM SET OF GENDER INDICATORS**A 1.1 Quantitative indicators**

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
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I. Economic structures, participation in productive activities and access to resources

1	Average number of hours spent on unpaid domestic and care work, by sex, age and location (note: separate domestic work and care work, if possible)	C.2, F.1, H.3, Goal 5 target 4	2	UNSD/UN Women	5.4.1
2	Average number of hours spent on total work (total work burden), by sex	F.1, H.3, Goal 5	2	UNSD	
3	Labour force participation rate for persons aged 15-24 and 15+, by sex	F.1, H.3, Goal 8	1	ILO	

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
4	Proportion of employed who are own-account workers, by sex	F.2, Goal 8	1	ILO	
5	Proportion of employed who are contributing family workers, by sex	H.3, Goal 8	1	ILO	
6	Proportion of employed who are employer, by sex	F.1, Goal 8	1	ILO	
7	Percentage of adult population who are entrepreneurs, by sex	F.1, F.2, Goal 5 and Goal 8	3	ILO	
8	Percentage distribution of employed population by sector, each sex (sectors here refer to Agriculture; Industry; Services)	F.5, H.3, Goal 8	1	ILO	

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
9	Proportion of informal employment in non-agriculture employment, by sex	F.2, H.3, Goal 8 target 3	2	ILO	8.3.1
10	Unemployment rate, by sex, age and persons with disabilities	F.1, Goal 8 target 5	1	ILO	8.5.2
11	Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider, by sex	F.1, F.2, Goal 8 target 10	1	WB	8.10.2
12	(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of	A.1, A.2, Goal 5 target a	2	FAO/UN Women/UNSD	5.a.1

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
	agricultural land, by type of tenure				
13	Gender gap in wages, by occupation, age and persons with disabilities*	F.1, F.5, Goal 8 target 5	2	ILO	8.5.1
14	Proportion of employed working part-time, by sex	F.5, Goal 8	2	ILO	
15	Employment rate of persons aged 25-49 with a child under age 3 living in a household and with no children living in the household, by sex	F.6, Goal 8	3	ILO	
16	Proportion of children under age 3 in formal care	F.6, Goal 5	3	OECD	
17	Proportion of individuals using the Internet, by sex	F.3, Goal 17 target 8	1	ITU	17.8.1

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
18	Proportion of individuals who own a mobile telephone, by sex	F.3, Goal 5 target b	1	ITU	5.b.1
19	Proportion of households with access to mass media (radio, television, Internet), by sex of household head	F.3	3	ITU	

II. Education

20	Youth literacy rate of persons (15-24 years), by sex	B.2, L.4, Goal 4	1	UIS	
21	Adjusted net enrolment rate in primary education, by sex	B.1, L.4, Goal 4	1	UIS	
22	Gross enrolment ratio in secondary education, by sex	B.1, Goal 4	1	UIS	

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
23	Gross enrolment ratio in tertiary education, by sex	B.1, Goal 4	1	UIS	
24	Gender parity index of the gross enrolment ratios in primary, secondary and tertiary education	B.1, L.4, Goal 4	1	UIS	
25	Share of female science, technology, engineering and mathematics graduates at tertiary level	B.3, B.4, L.4, Goal 4	1	UIS	
26	Proportion of females among tertiary education teachers or professors	B.4, L.4, Goal 4	1	UIS	
27	Adjusted net intake rate to the first grade of primary education, by sex	B.1, Goal 4	1	UIS	

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
28	Primary education completion rate (proxy), by sex	B.1, Goal 4	1	UIS	
29	Gross graduation ratio from lower secondary education, by sex	B.1, Goal 4	1	UIS	
30	Effective transition rate from primary to secondary education (general programmes), by sex	B.1, Goal 4	1	UIS	
31	Educational attainment of the population aged 25 and older, by sex	B.1, Goal 4	1	UIS	

III. Health and related services

32	Proportion of women of reproductive age (aged 15-49 years) who have their need for	C.1, C.2, Goal 3 target 7	1	UNPD	3.7.1
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Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
	family planning satisfied with modern methods				
33	Under-five mortality rate, by sex	C.1, Goal 3 target 2	1	UNICEF/UNPD/WHO	3.2.1
34	Maternal mortality ratio	C.1, Goal 3 target 1	1	WHO/UNICEF/UNFPA	3.1.1
35	Antenatal care coverage	C.1, Goal 3	1	UNICEF	
36	Proportion of births attended by skilled health personnel	C.1, Goal 3 target 1	1	UNICEF	3.1.2
37	Age-standardized prevalence of current tobacco use among persons aged 15 years and older, by sex	C.2, Goal 3 target a	1	WHO	3.a.1
38	Proportion of adults who are obese, by sex	C.1, C.2, Goal 3	1	WHO	

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
39	Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations	C.3, Goal 3 target 3	2	UNAIDS	3.3.1
40	Access to anti-retroviral drug, by sex	C.3, Goal 3	1	WHO	
41	Life expectancy at age 60, by sex	C.1, C.2, Goal 3	1	UNPD	
42	Mortality rate attributed to cardiovascular disease, cancer, diabetes or chronic respiratory disease, by sex	C.1, C.2, Goal 3 target 4	1	WHO	3.4.1

IV. Public life and decision-making

43	Women's share of government ministerial positions	G.1, Goal 5	1	IPU	
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Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
44	Proportion of seats held by women in (a) national parliaments and (b) local governments	G.1, Goal 5 target 5	1 (a)/ 2 (b)	IPU/UN Women	5.5.1
45	Proportion of women in managerial positions	F.1, F.5, G.1, Goal 5 target 5	1	ILO	5.5.2
46	Percentage of female police officers	I.2	2	UNODC	
47	Percentage of female judges	I.2, Goal 5	2	UNODC	

V. Human rights of women and girl children

48	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous	D.1, D.2, Goal 5 target 2	2	WHO/UNSD/UNICEF/UN Women/UNODC/UNFPA	5.2.1
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Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
	12 months, by form of violence and by age				
49	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence	D.1, D.2, Goal 5 target 2	2	WHO/UNSD/UNICEF/UN Women/UNODC/UNFPA	5.2.2
50	Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age	I.2, Goal 5 target 3	2	UNICEF	5.3.2
51	Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18	L.1, L.2, Goal 5 target 3	2	UNICEF	5.3.1

Indicator number	Indicator	Reference to strategic objectives in Beijing Platform for Action and SDG goals and targets	Tier	Custodian agencies	Corresponding SDG indicators
52	Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group	L.1, L.2, Goal 3 target 7	2	UNPD	3.7.1

A 1.2 Qualitative indicators

Indicator	References to the strategic objective in the Beijing Platform for Action	Tier	Leading agencies
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I. Economic structures, participation in productive activities and access to resources

1	Extent of country commitment to gender equality in employment	F.1, F.5	1	ILO
1a	Whether or not ratified ILO convention 100 on equal remuneration for women and men	F.1		

1b	Whether or not ratified ILO convention 111 on discrimination in employment and occupation	F.1, F.5		
2	Extent of country commitment to support reconciliation of work and family life	F.1, F.5, F.6	1	ILO
2a	Whether or not ratified ILO convention 156 on workers with family responsibilities	F.6		
2b	Whether or not ratified ILO convention 175 on part-time work	F.5		
2c	Whether or not ratified ILO convention 177 on home work	F.5		
2d	Whether or not ratified ILO convention 183 on maternity protection	F.1, F.6		
3	Length of maternity leave	F.1, F.6	1	ILO/UNSD
4	Percentage of wages paid during maternity leave	F.1, F.6	1	ILO/UNSD

IV. Public life and decision-making

5	Gender quota for parliament (reserved seats and legal candidate quotas)	G.1	1	IPU
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6	Gender quota for parliament (voluntary party quotas)	G.1	1	IPU
7	Existence of law on gender statistics		2	UNSD

V. Human rights of women and girl children

8	Whether or not reservation to article 16 of CEDAW	I.1	1	UNW
9	Existence of laws on domestic violence	D.1	1	UNW
10	Whether or not inheritance rights discriminate against women and girls	F.1, L.1	2	UNW
11	Legal minimum age at marriage, by sex	L.1	1	UNSD

APPENDIX 3: GENDER-RELATED SDG INDICATORS

Gender-related SDG Indicators	
Goal 1: End poverty in all its forms everywhere (6* out of 12 indicators)	
1.1.1.	Proportion of population below the international poverty line, by sex, age, employment status and geographical location (urban/rural)
1.2.1	Proportion of population living below the national poverty line, by sex and age
1.2.2	Proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions
1.3.1	Proportion of population covered by social protection floors/systems, by sex, distinguishing children, unemployed persons, older persons, persons with disabilities, pregnant women, newborns, work-injury victims and the poor and the vulnerable
1.4.2	Proportion of total adult population with secure tenure rights to land, with legally recognized documentation and who perceive their rights to land as secure, by sex and by type of tenure
1.b.1	Proportion of government recurrent and capital spending to sectors that disproportionately benefit women, the poor and vulnerable groups
Goal 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture (1* out of 14)	
2.3.2	Average income of small-scale food producers, by sex and indigenous status
Goal 3: Ensure healthy lives and promote well-being for all at all ages (6* out of 26)	
3.1.1	Maternal mortality ratio
3.1.2	Proportion of births attended by skilled health personnel
3.3.1	Number of new HIV infections per 1,000 uninfected population, by sex, age and key populations
3.7.1	Proportion of women of reproductive age (aged 15-49 years) who have their need for family planning satisfied with modern
3.7.2	Adolescent birth rate (aged 10-14 years; aged 15-19 years) per 1,000 women in that age group
3.8.1	Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that
Goal 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (8* out of 11)	
4.1.1	Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by sex

Gender-related SDG Indicators	
4.2.1	Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial wellbeing, by sex
4.2.2	Participation rate in organized learning (one year before the official primary entry age), by sex
4.3.1	Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by sex
4.5.1	Parity indices (female/male, rural/urban, bottom/top wealth quintile and others such as disability status indigenous peoples and conflict-affected, as data become available) for all education indicators on this list that can be disaggregated
4.6.1	Percentage of population in a given age group achieving at least a fixed level of proficiency in functional (a) literacy and (b) numeracy skills, by sex
4.7.1	Extent to which (i) global citizenship education and (ii) education for sustainable development, including gender equality and human rights, are mainstreamed at all levels in: (a) national education policies, (b) curricula, (c) teacher education and (d) student assessment
4.a.1	Proportion of schools with access to: (a) electricity; (b) the Internet for pedagogical purposes; (c) computers for pedagogical purposes; (d) adapted infrastructure and materials for students with disabilities; (e) basic drinking water; (f) single-sex basic sanitation facilities; and (g) basic handwashing facilities (as per the WASH indicator definitions)
Goal 5: Achieve gender equality and empower all women and girls (14* out of 14)	
5.1.1	Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex
5.2.1	Proportion of ever-partnered women and girls aged 15 years and older subjected to physical, sexual or psychological violence by a current or former intimate partner in the previous 12 months, by form of violence and by age
5.2.2	Proportion of women and girls aged 15 years and older subjected to sexual violence by persons other than an intimate partner in the previous 12 months, by age and place of occurrence
5.3.1	Proportion of women aged 20-24 years who were married or in a union before age 15 and before age 18
5.3.2	Proportion of girls and women aged 15-49 years who have undergone female genital mutilation/cutting, by age
5.4.1	Proportion of time spent on unpaid domestic and care work, by sex, age and location
5.5.1	Proportion of seats held by women in national parliaments and local governments
5.5.2	Proportion of women in managerial positions
5.6.1	Proportion of women aged 15-49 years who make their own informed decisions regarding sexual relations, contraceptive use and reproductive health care

Gender-related SDG Indicators	
5.6.2	Number of countries with laws and regulations that guarantee women aged 15- 49 years access to sexual and reproductive health care, information and education
5.a.1	(a) Proportion of total agricultural population with ownership or secure rights over agricultural land, by sex; and (b) share of women among owners or rights-bearers of agricultural land, by type of tenure
5.a.2	Proportion of countries where the legal framework (including customary law) guarantees women's equal rights to land ownership and/or control
5.b.1	Proportion of individuals who own a mobile telephone, by sex
5.c.1	Proportion of countries with systems to track and make public allocations for gender equality and women's empowerment
Goal 6: Ensure availability and sustainable management of water and sanitation for all (0* out of 11)	
Goal 7: Ensure access to affordable, reliable, sustainable and modern energy for all (0* out of 6)	
Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (7* out of 17)	
8.3.1	Proportion of informal employment in non-agriculture employment, by sex
8.5.1	Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
8.5.2	Unemployment rate, by sex, age and persons with disabilities
8.7.1	Proportion and number of children aged 5-17 years engaged in child labour, by sex and age
8.8.1	Frequency rates of fatal and nonfatal occupational injuries, by sex and migrant status
8.8.2	Increase in national compliance of labour rights (freedom of association and collective bargaining) based on International Labour Organization (ILO) textual sources and national legislation, by sex and migrant status
8.9.2	Number of jobs in tourism industries as a proportion of total jobs and growth rate of jobs, by sex
Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation (0* out of 12)	
Goal 10: Reduce inequality within and among countries (1* out of 11)	
10.2.1	Proportion of people living below 50 per cent of median income, by age, sex and persons with disabilities
Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable (3* out of 15)	
11.2.1	Proportion of population that has convenient access to public transport, by sex, age and persons with disabilities

Gender-related SDG Indicators	
11.7.1	Average share of the built-up area of cities that is open space for public use for all, by sex, age and persons with disabilities
11.7.2	Proportion of persons victim of physical or sexual harassment, by sex, age, disability status and place of occurrence, in the previous 12 months
Goal 12: Ensure sustainable consumption and production patterns (0* out of 13)	
Goal 13: Take urgent action to combat climate change and its impacts (1* out of 7)	
13.b.1	Number of least developed countries and small island developing States that are receiving specialized support, and amount of support, including finance, technology and capacity-building, for mechanisms for raising capacities for effective climate change-related planning and management, including focusing on women, youth and local and marginalized communities
Goal 14: Conserve and sustainably use the oceans, seas and marine resources for sustainable development (0* out of 10)	
Goal 15: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss (0* out of 14)	
Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels (6* out of 23)	
16.1.1	Number of victims of intentional homicide per 100,000 population, by sex and age
16.1.2	Conflict-related deaths per 100,000 population, by sex, age and cause
16.2.2	Number of victims of human trafficking per 100,000 population, by sex, age and form of exploitation
16.2.3	Proportion of young women and men aged 18-29 years who experienced sexual violence by age 18
16.7.1	Proportions of positions (by sex, age, persons with disabilities and population groups) in public institutions (national and local legislatures, public service, and judiciary) compared to national distributions
16.7.2	Proportion of population who believe decision-making is inclusive and responsive, by sex, age, disability and population group
Goal 17: Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development (0* out of 25)	

APPENDIX 4: COUNTRY LEVEL INDICATORS BY MTSF PRIORITIES

3.1 Cross-cutting indicators and lead departments in line with the seven priorities

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
Priority 1: A capable, ethical and developmental state	A gender, youth and disability responsive public service	Mainstreaming of gender, youth and disability, empowerment and development institutionalised	Monitoring of mainstreaming of gender, empowerment and development of youth and persons with disabilities programmes	Level of mainstreaming across public service and through the services delivered by sex, gender, age and disability.	DWYPD and all government and related stakeholders
				Level of implementation of Gender, Youth and Disability Responsive Planning,	DWYPD

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
				Budgeting, Interventions, Policies and legislations.	All government and related stakeholders
		Gender, Youth and Disability-responsive planning, budgeting, monitoring, evaluation and auditing institutionalised across government	Monitoring implementation of Gender, Youth and Disability responsive planning, budgeting, monitoring, evaluation and auditing framework	Level of institutionalisation of the Gender, Youth and Disability responsive planning, budgeting, monitoring , evaluation and auditing	All government
				<ul style="list-style-type: none"> - Number of government entities implementing Gender, Youth and Disability Responsive Planning, Budgeting, Interventions, Policies and legislations - Number of national government department strategic plans which include WYPD priorities - Number of Performance Agreements of Executive 	<p>DWYPD</p> <p>DPSA and DPME</p>

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
				Authorities and Accounting Officers that are responsive to WYPD priorities	
Priority 2: Economic transformation and job creation	Transformed, representative and inclusive economy which prioritises women, youth and persons with disabilities	Increased economic participation, ownership, access to resources, opportunities and wage equality for women, youth and persons with disabilities	Develop, implement, support and monitor programmes for equitable job creation, representation and ownership by women, youth and persons with disabilities	Proportion of youth, women and persons with disabilities	DBSD DTIC DWYPD DPWI DEL
			Expand government spend on women, youth and persons with disabilities through preferential procurement	Percentage preferential procurement spend by sex/gender, age and disability	NT DSBD DTIC DWYP

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
			Programmes to expand access to finance, incentives and opportunities for women, youth and persons with disabilities-led and owned businesses	Percentage funding by sex/gender, age and disability, industry/sector	DBSD DTIC SARS DALRRD NT DWYPD
			Programmes to expand access to and ownership of land by women, youth and persons with disabilities	Percentage hectares of land by sex/gender, age and disability	DALRRD DHS DWYPD
Priority 3: Education, skills and health	All women, girls, youth and persons with disabilities enjoy good quality health care and	Improved educational and health outcomes and skills development for all women, girls, youth and	Targeted programmes to up-scale existing campaigns and programmes on new HIV infections among youth, women and persons with disabilities	HIV prevalence rate by gender, age and disability	NDOH DBE DHET DWYPD

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
	better life opportunities	persons with disabilities	Targeted programme on adolescent sexual and reproductive health and rights, including addressing teenage pregnancies and risky behaviour	Percentage of teenagers reached through intervention programs by gender age and disability	NDOH DBE DSD DHET DWYPD
			Mainstream gender, youth and disability issues in programs on access to universal education, life skills, skills development and training and in different field of study, including STEM	Level of mainstreaming in targeted programmes	DBE DHET DWYPD
Priority 4: Consolidating the social wage through reliable and quality basic services	Human dignity for persons with severe disabilities, women and	Menstrual health and hygiene management for all women and girls achieved		Level of compliance with Sanitary Dignity Framework	DWYPD NT DTI, DBE, DSBD, DHEST

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
	girls' achieved through freedom of choice and decent living conditions		Provide sanitary towels to indigent girls and women in schools (quintile 1, 2 and 3; farm schools and special schools) and TVET colleges and public universities	Percentage of indigent women and girls in quintile 1, 2 and 3; farm schools and special schools; TVET colleges and public universities receiving free sanitary towels	DWYPD NT DTI, DBE, DSBD, DHEST
		Increased access to development opportunities for children, youth and parents/ guardians		Percentage of screened children with disabilities receiving individualised support	NDOH DBE DSD
			Introduce measures to ensure early development screening for all children, and clearly defined eligibility criteria to reduce exclusion errors for social assistance support for children with disabilities	Percentage of Early multi-sectoral screening conducted on all children 0-8 years to identify developmental delays and/or disability that will determine intervention and support needs	NDOH DBE DSD

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
		Increased access to development opportunities for children, youth and parents/ guardians		Number of persons with disabilities receiving personal assistance services support by 2024	DSD
			Ensure roll-out of basket of social services to families caring for children and adults of disabilities regardless of geographical location	Number of families caring for children and adults with disabilities who have access to a well-defined basket of social support services by 2024	DSD
			Ensuring access to by all persons with disabilities to integrated community-based personal assistance services supporting independent living in community regardless of geographical location	Number of persons with disabilities receiving personal assistance services support by 2024	DSD

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
Priority 5: Spatial integration, human settlements and local government	Transform ownership and management patterns by supporting women-owned and led enterprises	Increased access to land reform, housing, safe living environment, universal access and design and safe and affordable transport and ICT services	Targeted programme to expand access to and ownership of land in both urban and rural areas, including title deeds for women, youth and persons with disabilities	Percentage share by gender, age and disability of hectares (Ha) of land acquired, for redistribution, restitution, tenure reform and access to title deeds	DALRAD DHSWS DPWI DCOG DOT
			Programmes to accelerate equitable access to and ownership of different types of housing opportunities, decent shelter and safe living conditions	Percentage accessing housing by gender, age and disability	DHSWS
			All infrastructure and neighbourhood development grants and tax rebates and new structures must incorporate universal design requirement,	Level of compliance with universal design, norms and standards	NT DPWI DOT DoC DWYPD

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
			norms and standards including programs to retrofit existing buildings, transport and ICT systems and infrastructure		
Priority 6: Social cohesion and safe communities	All women, girls, youth and persons with disabilities are and feel safe and enjoy	Levels of marginalisation, stigmatisation and discrimination and violence against women,	Establish Gender Based Violence and Femicide Council	Level of implementation of GBVF Council	DWYPD
			Produce and coordinate implementation of a national strategic plan	Level of implementation of the NSP	DWYPD, DSD, DoJ&CD, SAPS, DCS

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
	freedom and a better life	girls and persons with disabilities	(NSP) to end gender-based violence.		
			Develop a system to ensure consistent barrier free access for persons with disabilities to justice across the justice value chain	Percentage of disability-related complaints and investigations where reasonable accommodation measures were provided	DoJ&CD, SAPS
			Programme in place to protect children and adults with disabilities in institutionalised settings	Percentage reduction in complaints, investigations and loss of life	DSD
Priority 7 : A better Africa and world	Gender equality, youth and disability agenda strengthened within	Women, youth and disability empowerment and gender equality advanced through	Advance and comply with Gender, Youth and Disability obligations in UN, AU, SADC, Common Wealth, IORA, BRICS including the institutions hosted in	Multilateral engagements and treaty reports	DIRCO

Priority number and name	Impact	Outcome	Intervention	Women, youth and disability indicators (outcome and outputs indicators)	Lead depart and implementing departs
	multilateral institutions	multilateral forums and engagements and compliance	South Africa (NEPAD, APRM, PAWO)		

3.2 Mainstreamed indicators relating to women, youth and persons with disabilities in the seven priorities of the MTSF 2019-2024 in the Country Gender Indicator Framework.

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
Priority 1: A capable, ethical and developmental state	Improved governance and accountability	Performance management of ministers and deputy ministers	Annual performance score card reports for ministers and deputy ministers submitted to the President	The scorecard to include WYPD priorities	Lead: Presidency, Contributing: DPME DWYPD
	Professional, meritocratic and	Institutionalise professional code of ethics in public	Programme to institutionalise professional code of ethics in public administration.	The programme to include institutionalisation of the training on gender	Lead: DPSA, Contributing:

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
	ethical public administration	administration programme		mainstreaming and GRPBMEA.	DCOG and DWYPD
Priority 2: Economic transformation and job creation	More decent jobs created and sustained, with youth, women and persons with disabilities prioritised	Create jobs through Job Summit commitments Operation Phakisa and other public sector employment programmes	<ul style="list-style-type: none"> - Number of jobs created per year through Job Summit initiatives - Number of Jobs created through Operation Phakisa - Number of work opportunities reported through other public employment programmes 	Disaggregate number of jobs and work opportunities by sex, age and disabilities	DEL DPME DPWI
		Implement Presidential comprehensive youth employment intervention	Number of youth NEET absorbed in employment	Disaggregate the number by sex and disabilities	DEL and Presidency
	Reduced concentration and monopolies and	Facilitate the increase in number of competitive small businesses with a focus	Number of competitive small businesses and cooperatives supported	Disaggregate the small business cooperatives supported by sex, age and	DSBD

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
	expanded small business sector	on township economies and rural development		disability for shareholding and ownership	
		Explore the introduction of measures (such as tax breaks) to support the establishment of new, youth owned start-ups	Number of youth business start-ups	Disaggregate the youth business by sex and disability shareholding and ownership	DSBD, NT, DTIC
Priority 3: Education, skills and health	10-year-old learners enrolled in publicly funded schools read for meaning	Professional teacher development provided for teaching, reading and numeracy	% of foundation phase teachers trained on teaching, reading and numeracy	% to be disaggregated by sex, age and disabilities	DBE, PEDs, DSAC, DSD, DWYPD, NGOs, CBOs, SACE
		Enrol children with disabilities in appropriate formal education programmes	Number of educators trained in inclusion	Number to be disaggregated by sex, age and disabilities	
	Youths better prepared for further studies and the	Build on past successes in improving learner access to textbooks and	Percentage of learners with access to required maths and	% to de disaggregated by sex, age and disabilities	SACE PEDS DBE

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
	world of work beyond Grade 9	workbooks with a view to ensuring that no learners are without the books they need	EFAL textbooks in Grades 6 and 9		
		Through improved collaboration with universities, and the Funza Lushaka bursary programme, ensure that enough young teachers with the right skills join the teaching profession	Percentage of Funza Lushaka bursary holders placed in schools within 6 months upon completion	% of bursary holders to be disaggregated by sex, age and disabilities	DBE
	Youths leaving the schooling system more prepared to contribute towards a prosperous and equitable South Africa	Programmes for improvement of teacher subject knowledge and teaching skills	Number of teachers trained in maths and language content and methodology	The number of teachers trained in maths and language content methodology to be disaggregated by sex, age and disabilities	PEDs

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
	Expanded access to PSET opportunities	Promote the take up of artisanal trades as career choices among youth	Number of learners entering artisanal programmes annually	Number of learners to be disaggregated by sex, age and disabilities	
		Attract, recruit and train young people to pursue careers in the agricultural sector value chain by enrolling them into applicable programs	Number of students enrolled in diploma in agriculture at agricultural colleges	Number of students enrolled for diploma in agriculture to be disaggregated by sex, age and disabilities	DHET
	Improved success and efficiency of the PSET system	Implement capacity building programmes and interventions at universities	<ul style="list-style-type: none"> • Number of students completing a university qualification annually • Number of doctoral graduates annually • Number of TVET College students completing N6 qualification annually 	Numbers herein to be disaggregated by sex, age and disabilities Providers of students service support to be disaggregated by sex, age and disability	DHET

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
		Increase the number of TVET students attending foundation courses	Number of TVET students enrolled in the prevocational learning programme (PLP) annually	Numbers to be disaggregated by sex, age and disabilities	DHET
	Improved quality of PSET provisioning		Proportion of TVET college lecturers with appropriate qualifications	Proportion of lecturers with appropriate qualifications to be disaggregated by sex, age and disabilities	DHET
			Proportion of university lecturers (permanent instruction/ research staff) who hold doctoral degrees	Proportion of university lecturers who holds doctoral degrees to be disaggregated by sex, age and disabilities	DHET
			Number of emerging researcher grants to improve the percentage of PhDs qualified staff	Researcher grants allocation to contain targets for women, youth and persons with disabilities	DHET

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
		Implement the New Generation of Academic Programme (nGAP)	Number of lecturers from HDIs through nGAP	Number of lecturers from HDI through nGAP to be disaggregated by sex, age and disabilities	DHET DSI
	A responsive PSET system	Train young artisans through the centres of specialisation at TVET colleges	Number of artisan learners trained in 30 centres of specialisation per annum	Number of artisans trained in all centres to be disaggregated by sex, age and disabilities	DHET
		CET college skills programme piloted around community needs	Percentage of NEET taking part in CETC occupational skills programs becoming economically active	% of NEET taking part in occupational skills programs who become economically active to be disaggregated by sex, age and disabilities	DHET
	Number of users from the education and research sector supported through SANREN	Conduct IP awareness sessions (IP Wise) at TVET colleges (at least two per annum)	<ul style="list-style-type: none"> • Number of IP awareness sessions in TVET colleges conducted. • Number of people reached through outreach, awareness 	<ul style="list-style-type: none"> • Number of participants in the IP awareness sessions conducted in TVET colleges to be disaggregated by sex, age and 	DSI

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
			and training programmes in Space Science.	<p>disabilities or set target for participation of women, youth and disabilities and report in a disaggregated manner.</p> <ul style="list-style-type: none"> • Number of people reached through outreach, awareness and training programme in space science to be disaggregated by sex, age and disabilities 	
	Universal health coverage for all South Africans achieved by 2030	Expand the primary healthcare system by absorbing over 50 000 community health workers (CHWs) into the public health system. Within five	<ul style="list-style-type: none"> • Number of Community Health Workers (CHWs) integrated into the health system 	Number of community health workers integrated to be disaggregated by sex, age and disabilities	NDOH

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
		years, the number of community health workers will be doubled and deployed in our villages, townships and informal settlements to serve our people			
	Progressive improvement in the total life expectancy of South Africans	Drive national health wellness and healthy lifestyle campaigns to reduce the burden of disease and ill health	<ul style="list-style-type: none"> • Number of people screened for TB • TB treatment success rate • Proportion of people living with HIV who know their status • Proportion of HIV positive people who are initiated on ART 	<ul style="list-style-type: none"> • Number of people screened for TB to be disaggregated by sex, age and disabilities • TB treatment success rate to be disaggregated by sex, age and disabilities • Proportion of people living with HIV who know their status to be disaggregated by sex, age and disabilities 	NDOH

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
				<ul style="list-style-type: none"> Proportion of HIV positive people who are initiated on ART to be disaggregated by sex, age and disabilities 	
		Total life expectancy of South Africans improved	<ul style="list-style-type: none"> Total life expectancy 	Life expectancy of men and women to be reflected	NDOH
		Drive national health wellness and healthy lifestyle campaigns to reduce the burden of disease and ill health	<ul style="list-style-type: none"> Proportion of people on ART that are virally suppressed HIV tests conducted annually by 2024 	<ul style="list-style-type: none"> Proportion of people on ART that are virally suppressed to be disaggregated by sex, age and disabilities Number of HIV tests conducted annually by 2024 to be disaggregated by sex, age and disabilities 	NDOH

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
	<p>Reduce maternal and child mortality</p> <p>Under-5 mortality rate</p>	<p>Improve the integrated management of childhood disease services</p>	<ul style="list-style-type: none"> • Children under-5 years severe acute malnutrition case fatality rate • Children under 5 years pneumonia case fatality rate • Children under- 5 years diarrhea case fatality rate 	<p>All children under-5 fatality rate to be disaggregated by sex and disabilities</p>	<p>NDOH</p>
	<p>Progressive improvement in the total life expectancy of South Africans</p>	<p>Drive national health wellness and healthy lifestyle campaigns to reduce the burden of disease and ill-health</p>	<ul style="list-style-type: none"> • Number of people screened for high blood pressure • Number of people screened for elevated blood glucose levels 	<ul style="list-style-type: none"> • Number of people screened for high blood pressure disaggregated by sex, age and disabilities • Number of people screened for elevated blood glucose levels disaggregated by sex, age and disabilities 	<p>NDOH</p>

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
Priority 4: Consolidating the social wage through reliable and quality basic services	Transformed social welfare	Expand the number of social services professionals	Increase the number of social service professionals in the public service	The number of social service professionals increase in the public service to take into consideration the balance towards gender equity and persons with disabilities. Disaggregation by sex, age and disabilities.	DSD
	Percentage decline in incidences of GBV	Develop a core package of social welfare interventions including an essential minimum psychosocial support and norms and standards for substance abuse, violence against women and children, families and communities	Number of victims of Substance abuse accessing support Programmes	Number of victims of substance abuse accessing support programmes to be disaggregated by sex, age and disabilities	DSD DWYPD

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
		Strengthen prevention and response interventions for substance abuse	Increase the number of people accessing prevention programmes	The number of people accessing prevention programmes to be disaggregated by sex, age and disabilities	DSD
	Comprehensive social security system	Payment of social grants to eligible beneficiaries	% of eligible grant beneficiaries receiving grants per grant type	% of eligible grant beneficiaries to be disaggregated by sex, age and disabilities per grant type	DSD SASSA
Improve coverage and efficiency of social insurance		Number of employees newly registered by the Fund			
		Percentage of new companies created with registration document (UI54) within specified timeframes.	The company registration to document ownership by sex, age and disabilities and report in a disaggregated manner	DEL -UIF	

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
			Percentage of applications with complete information issued with compliance certificates, tender letters or non-compliance letters within specified timeframes	The record of completed applications should reflect sex, age and disability for the report to be in a disaggregated manner	DEL -UIF
			Percentage of valid claims (Unemployment benefit) with complete information approved or rejected within specified time frames.	The total approval or rejected claims should be disaggregated by sex, age and disabilities	DEL -UIF
			Percentage of valid claims (In-service benefits; Maternity, illness and adoption benefits) with complete information approved or rejected within specified time frames.	The total approved or rejected claims to be disaggregated by sex, age and disabilities	DEL -UIF

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
			Percentage of valid claims (Deceased benefit) with complete information approved or rejected within specified time frames.	The total approved or rejected claims to be disaggregated by sex, age and disabilities	DEL -UIF
		Implementation of the comprehensive social protection system by 2024	Number of claims finalised by Compensation Commissioner (CCOD) of Department of Health (other than pensioners) per year	The number to be disaggregated by sex, age and disabilities of claimant	CCOD/ MBOD
	Sustainable community development interventions	Create vibrant and sustainable communities	<ul style="list-style-type: none"> • % of households profiled empowered through sustainable livelihood programmes 	<ul style="list-style-type: none"> • The household profiles to reflect headed by sex, age and disabilities 	DSD
		Implement food and nutrition security initiatives for vulnerable individuals and households	<ul style="list-style-type: none"> • % of food insecure vulnerable households accessing food through food and nutrition security initiatives • % of individuals vulnerable to hunger 	<ul style="list-style-type: none"> • The % of household accessing food through food and nutrition security initiatives to reflect household headed by sex, age and disabilities 	DSD

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
			<p>accessing food through food and nutrition security initiatives</p>	<ul style="list-style-type: none"> The % of individuals vulnerable to hunger accessing food and nutrition security initiatives to be disaggregated sex age and disabilities 	
		<p>Contribute and provide employment opportunities for vulnerable and poor citizens</p>	<ul style="list-style-type: none"> % of CSG recipients below 60 linked to sustainable livelihoods opportunities Number of EPWP work opportunities created through DSD Programmes 	<p>The % of CSG recipients below 60 to be disaggregated by sex, age and disabilities</p> <p>EPWP work opportunities created to indicate the targeted beneficiaries by sex, age and disability and indicate % allocated to women, youth and disabilities businesses</p>	<p>DSD</p>
<p>Priority 5: Spatial integration, human</p>	<p>GHG reduction (mitigation)</p>	<p>Build capacity and allocate adequate resources for implementing climate</p>	<p>Percentage reduction of losses (human life; livestock/crop yield; houses/shelter;</p>	<p>The % reduction of losses for human life to be</p>	<p>DCOG DMC NDOH, DHSWS,</p>

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
settlements and local government		change programmes in municipalities	infrastructure; species) due to climate change disasters	disaggregated by sex, age and disabilities Indicate the how the losses have impacted on women, youth and disabilities in numbers	DEFF, DALRRD, DHSW
	Sustainable land reform	Land acquired for redistribution, restitution and tenure reform	Hectares (Ha) of Land redistributed or acquired and or allocated for agrarian transformation, industrial parks, human settlements and rural development.	The Ha of land redistributed or acquired and or allocated for agrarian transformation, or to individuals of groups of individuals to be disaggregated by sex, age and disabilities	DALRAD DPWI
	Agrarian transformation	Smallholder farmers supported for food production and commercial activities	Number of FPSU (Farmer Production Support Units) functional	The number of the FPSU to reflect ownership or management by sex, age and disabilities	DALRAD

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		Smallholder farmers supported with skills and infrastructure and financial support measures to increased productivity	Number of smallholder farmers supported	The number of smallholder farmers supported to reflect ownership according to sex, age and disabilities	DALRAD
	Adequate housing and improved quality living environments.	Deliver housing units through subsidy mechanism	Number of BNG houses delivered	Ensure that a percentage of houses delivered are targeted to and accessible for persons with disabilities	DHSWS
		Approve applications and purchase units for the Finance Linked Individual Subsidy Programme (FLISP)	Number of households that received financial assistance and purchased units through FLISP	The number of household that received financial assistance and purchased units through FLISH to be disaggregated by sex, age and disabilities	DHSWS
	Eradicate backlog and issuing of title deeds	Eradicate backlog and issuing of title deeds	Number of new title deeds registered	The number of these title deeds registered to be disaggregated by sex, age and disabilities	DHSWS

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
	Improved capacity to deliver basic services, quality infrastructure and integrated public transport to increase household access to basic services.	Grid connections to households in terms of the National Electrification Plan	Number of households electrified through grid connection	The number of women, youth and disabilities companies benefitting from this programme.	DMRE
		Non-grid connections to households in terms of the National Electrification Plan	No. of households electrified through non-grid connection	The number of women, youth and disabilities companies benefitting from this programme.	DMRE
	Affordable, safe and reliable public transport	Downscaling of BRT specifications and technical norms and standards	<ul style="list-style-type: none"> • Revised BRT specifications and technical norms and standards • New implementation plans for BRTs with revised specifications and technical norms and standards 	The revised specification and technical norms and standards to accommodate and facilitated access to transport by persons with disabilities	DoT
Priority 6: Social cohesion and safe communities	Fostering constitutional values		% of citizens who show a strong devotion to the country	Any study/research conducted to consider devotion from representative number of	DoJ&CD

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		Promotion of national identity utilising the flag at national days, major cultural and sporting events in schools, the Monument Flag Project and “I am the Flag Campaign”.	Workshops to advance knowledge on National Symbols, including the Flag	women, youth and persons with disabilities	
	Equal opportunities, inclusion and redress	Improve the enforcement of the Employment Equity Act	Number of designated employers subject to the DG review process in order to enforce compliance with the Employment Equity Act	The number of designated employers to be disaggregated by sex, age and disabilities	DEL
		Improve representation of the designated groups across occupational levels	<ul style="list-style-type: none"> At least 2% annual increase in the representation of Africans in senior and middle management levels by 2024 	<ul style="list-style-type: none"> The % increase to work toward the achievement of 50% women, 30-40% youth and 7% of persons with disabilities 	DEL

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			<ul style="list-style-type: none"> • Number of persons with disabilities employed increased annually by at least 1.5% of the total workforce reported by designated employers. • Development of Income differential data collection tool (EEA4 form) for designated employers 	<ul style="list-style-type: none"> • The income differentiation data collection tool to reflect sex, age and disabilities 	<p>DEL</p> <p>DELDPSA</p>
		<p>Outreach initiatives to change behaviour in relation to gender and xenophobia</p>	<p>Number of sustained and visible initiatives campaigns throughout the year on gender and antixenophobia</p>	<p>Mainstream women, youth and persons with disabilities special needs in the initiatives</p>	<p>DWYPD</p>
		<p>Coordinate the implementation of the NAP Action Plan to combat racism, racial discrimination, xenophobia and related intolerance</p>	<p>Data collection of disaggregated statistical data for measurement of racism, racial discrimination, xenophobia and related intolerance</p>	<p>Data to be disaggregated by sex , age and disabilities</p>	<p>DoJ&CD</p>

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		Increase support in the creative industry through the Mzansi Golden Economy project	Number of projects in the creative industry supported through the Mzansi Golden Economy programme	The numbers of these projects to be disaggregated ownership sex, age and disabilities	DSAC
		Promote the study of history in schools	Number of curriculum specialist, teachers, examiners and moderators trained on the revised History Curriculum Policy documents	Number of curriculum specialist, teachers, examiners and moderators trained on the revised History Curriculum Policy documents to be disaggregated by sex, age and disabilities	DBE
		Support the increase of qualified language practitioners through language bursaries	Number of language practice bursaries awarded per year	The number of persons awarded bursaries to be disaggregated by sex, age and disabilities	DSAC

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		Introduce compulsory module for public servants on diversity (gender, race and disability)	<ul style="list-style-type: none"> • % of public servants trained how to deal with all forms of discrimination • Number of in-service teachers and School Management trained on anti-discrimination 	<ul style="list-style-type: none"> • % of trained public servants on how to deal with all forms of discrimination to be disaggregated by sex, age, disabilities and level of department • Number of in-service teachers and School Management trained on anti-discrimination to be disaggregated by sex, age and disabilities 	NSG
	Promoting social cohesion through increased interaction across space and class	Implement the community conversations / dialogue programme	Number of community conversations / dialogues held to foster social interaction	The community conversations / dialogues held to foster social interaction to set a target related to the participation of women, youth and persons with disabilities.	DSAC

Priority number and name	Outcome	Intervention	Indicators from the MTSF 2019-2024	Mainstreaming women, youth and persons with disabilities in the selected indicators	Lead and implementing departs
				Conversations/dialogues to consider priorities of WYPD	
		Implement advocacy platforms on social cohesion by Social Cohesion Advocates	Number of advocacy platforms on social cohesion by social cohesion advocates	The advocacy platforms on social cohesion by social cohesion advocates to set target for the participation of women, youth and persons with disabilities	DSAC
		Promote participation in sport and recreation by facilitating opportunities for people to share space and by providing equipment and/ or attire to schools, hubs and clubs	Number of people actively participating in organised sport and active recreation events	Number of people actively participating in organised sport and active recreation events should be disaggregated by sex, age and disabilities	DSAC
		Develop talented athletes by providing them with opportunities to excel at the national school sport	<ul style="list-style-type: none"> Number of learners in the national school sport championships per year 	<ul style="list-style-type: none"> The number to be disaggregated by sex and disabilities The number of athletes supported by sport academies 	DSAC

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		championships and by supporting athletes through the sports academies	<ul style="list-style-type: none"> Number of athletes supported by the sports academies 	to be disaggregated by sex, age and disabilities	
		Support high performance athletes to achieve success in international sport	Number of athletes supported through the scientific support programme per year	The number of athletes supported to be disaggregated by sex, age and disabilities	DSAC
	Promoting active citizenry and leadership	Conduct continuous Civic and Democracy Education (CDE) campaigns to improve participation in elections	Number of face to face CDE events held per annum	Number of participants in the face to face to be disaggregated by sex, age and disabilities.	IEC
		Maintain an accurate national common voters' roll to ensure	Number of registered voters reflected on the voters' roll as at 31 March each year	Number of voters in the voter's roll disaggregated by sex, age and disabilities	IEC

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		the credibility of elections			
		Improve participation in general elections (both National and Municipal elections	% of voters who turn out in local government elections, as a percentage of registered voters in years when applicable. Reporting period – per general electoral event	% of voters registered to be disaggregated by sex, age and disabilities	IEC
		Promote participation in community-based governance processes (Active citizenship bodies)	% of SGBs trained on school policies and code of conduct.	The % of SGBs trained on school policies and code of conduct to be disaggregated by sex, age and disabilities	DBE
	Reduced organised crime	Reduce drug syndicates through the implementation of the Narcotics Intervention Strategy and the	Percentage increase in the number of arrests (number of cases) for dealing in drugs (excluding cannabis)	The % to reflect sex, age and disabilities of persons arrested	SAPS

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		revised National Drug Master Plan			
	Increased feelings of safety in communities	Reduction in violence against women	Percentage reduction in the number of crimes against women	The % to reflect age and disabilities	SAPS
		Reduction in violence against children.	Percentage reduction in the number of crimes against children	The % to reflect sex and age	SAPS
		Increased trust in the police	Percentage of victims satisfied with their interaction with the police (to be based on call backs to a sample of victims in each police	Percentage of victims satisfied with their interaction with the police (to be based on callbacks to a sample of victims in each police) to be disaggregated by sex, age and disabilities.	CSPS
	Secured cyber space	Build capacity, training and development in fighting cybercrime and	National Cybersecurity training and awareness plan completed	Training and awareness on national cybersecurity to include a target for women,	SSA

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		promoting cybersecurity		youth and persons with disabilities	
Priority 7 : A better Africa and world	Increased FDI	Source investment for the identified sectors in the South African economy	Increased FDI into South Africa	% of allocation of FDI to the empowerment of women, youth development and rights of persons disabilities	
		South Africa's obligations towards UN, SADC and the AU including the institutions hosted in South Africa (PAP, NEPAD, APRM, AFCONE, PAUSSI) and TFCA's (payments) honoured	Country obligation to SADC and AU fulfilled	All departments and related SOC to identify indicators implement and report in line with country obligation to SADC and AU fulfilled toward commitments to women, youth and persons with disabilities that South Africa has committed.	DIRCO and partner departments
	Increased regional and global integration	Promote regional, global integration, and improve peace, security and stability on the Continent	Compliance with international commitments (where commitment refers to military, humanitarian, environmental and any other)	All departments and related SOC to identify indicators implement and report in line with commitment for women, youth and persons	DIRCO, Partner departments

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				with disabilities that South Africa has committed.	