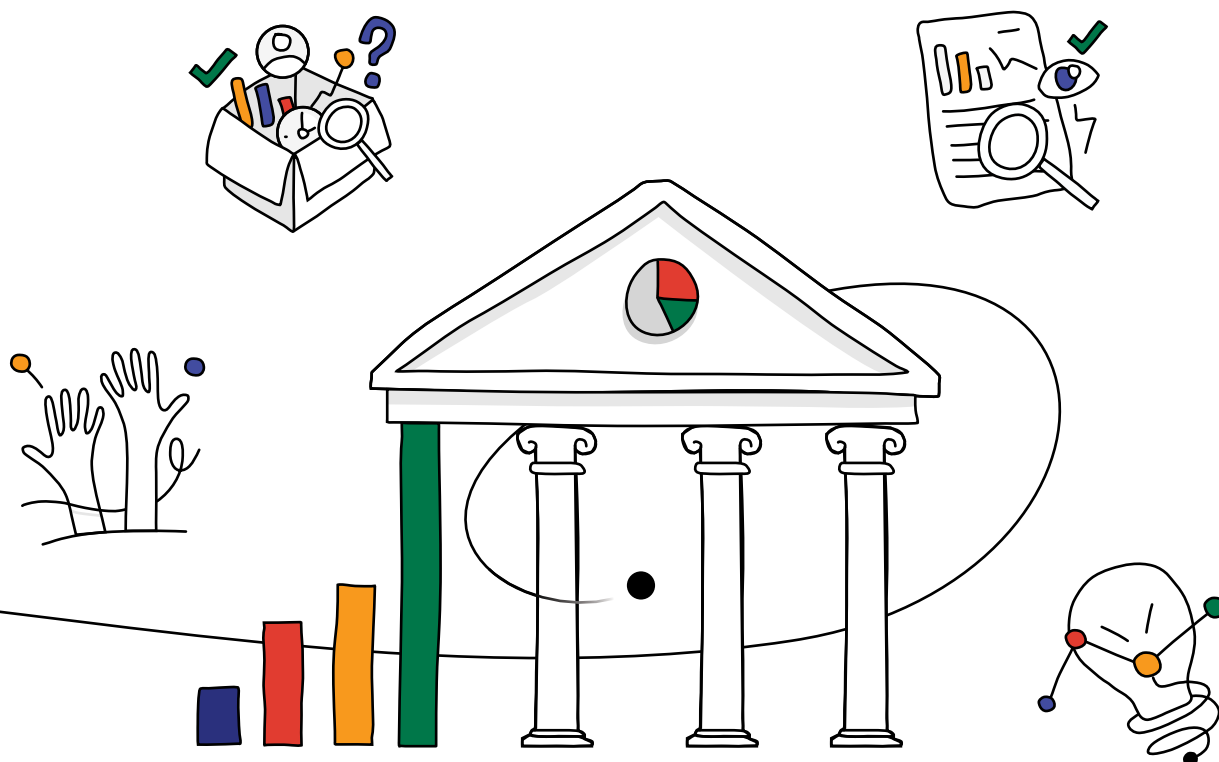




EU Parliamentary Report

Assessing the South African Parliament:
Using the assessment Criteria of the
Indicators for Democratic Parliament

Target 5: Inclusive Parliament



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the European Union

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1. Acronyms

AGSA	Auditor-General of South Africa
APRM	African Peer Review Mechanism
CEDAW	Convention On The Elimination Of Discrimination Against Women
CGE	Commission for Gender Equality
CSO	Civil Society Organisation
ICT	Information Communication Technology
IDP	Indicators For Democratic Parliaments
ILO	International Labour Organisation
IPU	Inter-Parliamentary Union
MPS	Members of Parliament
NHRI	National Human Rights Institution
NYDA	National Youth Development Agency
OUTA	Organisation Undoing Tax Abuse
PAIA	Promotion of Access to Information Act
PBO	Parliamentary Budget Office
PC	Portfolio Committee
PFMA	Public Finance Management Act
PLIAs	Post-Legislative Impact Assessments
PMG	Parliamentary Monitoring Group
RIAs	Regulatory Impact Assessments
SAFLII	South African Legal Information Institute
SAHRC	South African Human Rights Commission
SAIIA	South African Institute of International Affairs
SDGS	Sustainable Development Goals
UN	United Nation
UNDP	United Nations Development Programme
UPR	Universal Periodic Review
WYPD	Women, Youth and Persons with Disabilities

2. Executive summary

This report presents an independent civil-society assessment of the South African (SA) Parliament against [Target 5: Inclusive Parliament](#) of the Indicators for Democratic Parliaments (IDPs) framework.

An [inclusive parliament](#) ensures equitable participation in law-making, oversight, and budgeting, while fostering internal institutional practices that reflect diversity, dignity, and equal opportunity. In SA's constitutional democracy, inclusivity is not only a legal obligation but a core requirement for democratic legitimacy, social cohesion, and public trust in governance.

The assessment finds that Parliament has established a strong [constitutional mandate](#), legal, and policy foundation for inclusive governance. The the [Constitution](#), supporting legislation, parliamentary rules, and institutional frameworks provide an enabling environment aligned with international democratic standards. Parliament demonstrates notable strengths, including a clear mandate to authorise and oversee [international human rights obligations](#); specialised committees addressing human rights, gender equality, youth, and vulnerable groups; established mechanisms for public participation; multilingual parliamentary services with simultaneous interpretation across all official languages; and internal policies addressing workplace safety, dignity, and non-discrimination.

Despite these strengths, the assessment identifies structural and implementation gaps that constrain the full realisation of an inclusive parliament in practice. Inclusivity is not yet consistently institutionalised across all parliamentary processes and remains unevenly applied. Challenges persist in the application of impact assessments, the mainstreaming of gender and [youth participation](#), the capacity of committees to track inclusion outcomes, and the accessibility of parliamentary systems for persons with disabilities, particularly in digital environments.

Key findings of the report include:

- **Strong constitutional and legal foundations for inclusivity**, aligned with the IDP framework and international democratic standards.
- **Effective use of specialised structures**, with inclusivity largely concentrated in dedicated committees rather than mainstreamed across all portfolio committees (PCs).
- **Inconsistent application of impact assessments**, particularly in fast-tracked or urgent legislation.
- **Partial institutionalisation of gender equality and gender-responsive budgeting**, with uneven integration across legislative, oversight, and budgetary processes.

- **Youth participation that remains largely consultative**, with limited influence on substantive decision-making.
- **Progress in inclusive workplace practices**, but with gaps in monitoring, enforcement, leadership diversity, and digital accessibility.
- **Well-developed multilingual services**, though affected by delays and inconsistencies in document translation and availability.

The following recommendations aim to address these challenges:

- **Institutionalise inclusivity across all parliamentary functions**, embedding it as a mandatory consideration in legislative, oversight, and budgetary work.
- **Formalise impact assessment processes**, requiring systematic social, human-rights, gender, and youth impact assessments for all significant legislation.
- **Strengthen committee capacity and coordination**, supported by enhanced research, data, and analytical resources.
- **Deepen gender mainstreaming and gender-responsive budgeting**, through measurable targets, stronger oversight, improved gender-disaggregated data, and sustained training.
- **Reposition youth participation towards substantive influence**, ensuring youth inputs meaningfully inform parliamentary decision-making.
- **Strengthen inclusive institutional practices and workplace culture**, with clearer accountability, monitoring, and reporting mechanisms.
- **Expand and modernise multilingual and digital accessibility**, prioritising timely translation, interpretation, and accessible digital platforms.

The report concludes that Parliament is well positioned to consolidate its role as an inclusive democratic institution, but doing so will require sustained political will, administrative reform, and performance-driven implementation to move from formal inclusion to lived inclusion in parliamentary practice.

3. Introduction

South Africa's [constitutional democracy](#) is founded on the principles of human dignity, equality, participation, and accountability. Parliament, as the central institution of representative democracy, carries the responsibility not only to legislate and oversee the executive, but to embody these democratic values in its own institutional design and operational culture.

An inclusive parliament is fundamental to democratic legitimacy. It ensures that all sectors of society, specifically [women, youth, persons with disabilities](#), different language minorities, and marginalised communities are represented in law-making, oversight, and budgeting processes. Inclusivity is therefore not a secondary concern, but a core measure of democratic performance.

In recognition of this imperative, the [IDPs](#) provide a comprehensive self-assessment tool that enables parliaments to evaluate their performance against international democratic standards aligned with the United Nations Sustainable Development Goals, particularly [SDG 16.6 and 16.7](#) on effective, accountable, inclusive, and participatory institutions. These collectively measure parliamentary performance across effectiveness, accountability, transparency, responsiveness, participation, representation, and inclusivity.

This report applies the IDP framework to assess the SA parliament against [Target 5: Inclusive Parliament](#). Through this assessment, OUTA aims to offer a comprehensive evaluation of the SA parliament's current state and provide guidance for its continued development in line with IDPs and within the framework of the co-funded EU project on Enhancing Accountability and Transparency in SA.

The objective of the assessment is threefold:

1. To evaluate the extent to which parliament's laws, policies, structures, and practices promote inclusivity;
2. To identify institutional strengths, gaps, and implementation challenges; and
3. To provide actionable recommendations for strengthening inclusive parliamentary governance.

By applying an internationally recognised assessment framework to SA's parliament, this report contributes to a growing body of civic-led democratic performance monitoring. It is intended to support parliament, civil society, and the public in strengthening the institutional foundations of inclusive governance.

4. Background to and methodology used for the assessment of the IDP framework

The Indicators for Democratic Parliaments (IDPs) framework provides a tool to help national parliaments assess and enhance their effectiveness, accountability, transparency, and responsiveness. This multi-partner initiative aims to align parliamentary practices with the United Nations (UN) Sustainable Development Goals (SDGs), in particular SDG targets [16.6](#) [*Develop effective, accountable, and transparent institutions at all levels*] and [16.7](#) [*Ensure responsive, inclusive, participatory, and representative decision-making at all levels*], which aim to develop transparent and accountable institutions and ensure inclusive, participatory decision-making.

The indicators cover various dimensions of parliamentary function, from autonomy and legislative procedures to oversight and public participation, supporting self-assessment to identify strengths and areas for improvement. The framework is designed to assist parliaments, regardless of their political system or size, in fostering reforms that enhance democratic governance and strengthen public trust.

The framework not only serves as a [self-assessment tool](#) for parliaments but also helps guide them through processes of modernisation, reform, and greater public accountability. By utilising this tool, parliaments can improve their responsiveness to public concerns, better serve their constituencies, and contribute meaningfully to achieving the broader SDGs of peace, justice, and strong institutions.

Grading	Rate 0-5	Description
	0	The object of the assessment criterion simply does not exist in parliament.
	1	The object of the assessment criterion exists but in a rudimentary form. It is not an established part of parliament's capacity and practice.
	2	The object of the assessment criterion exists in a basic form. It is part of parliament's capacity and practice but is not well-developed.

	3	The object of the assessment criterion is an established part of parliament's capacity and practice and is somewhat developed.
	4	The object of the assessment criterion is a well-established part of parliament's capacity and practice.
	5	The object of the assessment criterion is a highly developed part of parliament's capacity and practice, with little obvious room for improvement.

Table 1 Rating Criteria

There are three phases of the assessment:

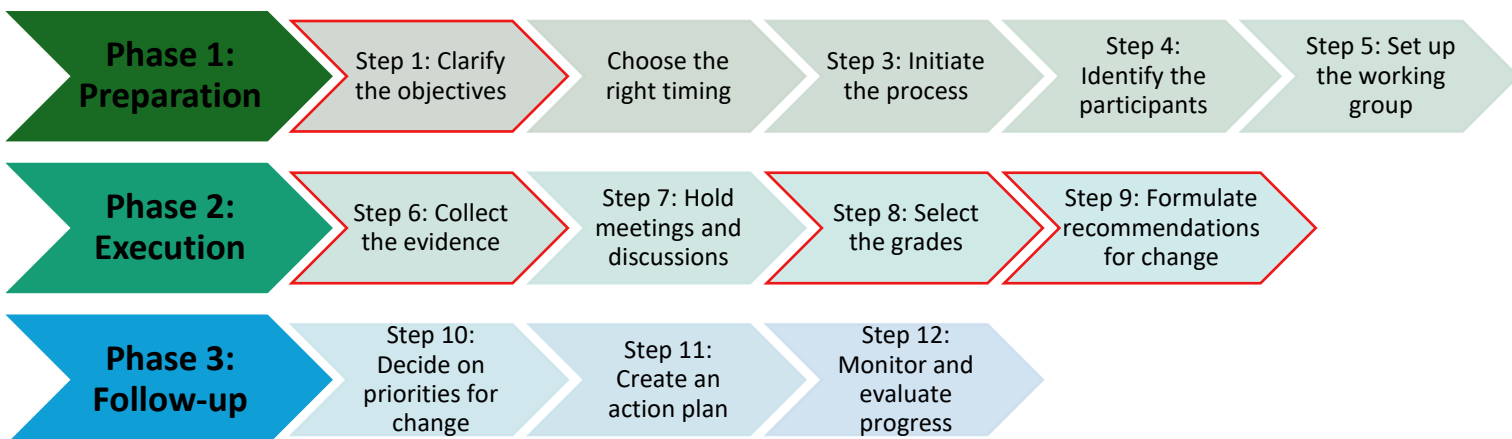


Figure 1: Phases and steps of assessment

Figure 1 indicates the phases of the assessment, and specifically in this report the following phases are covered: Step 1, 6, 8, and 9. It is recommended that the steps not initiated should be completed by parliament internally. The aim of this report is to provide recommendations on how to increase parliament's ratings based on the external assessment ratings we have assigned for each assessment

criteria. The IDPs provides an Assessment Checklist to guide parliaments through the preparation and execution of the assessment process. This checklist includes ten key items:

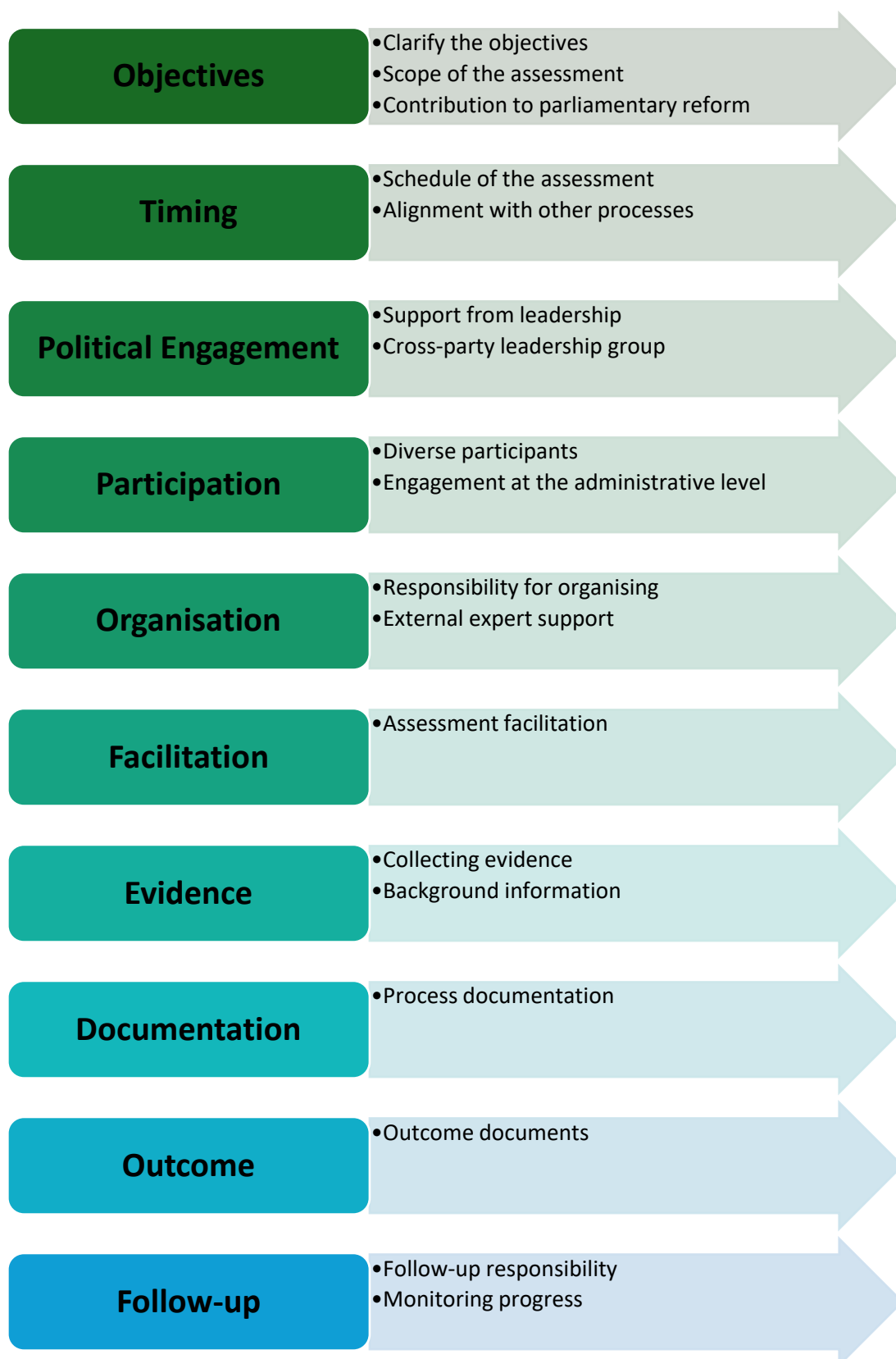


Figure 2 Assessment Checklist

Methodology used:

In order to conduct the assessment of Target 5, three research methods have been implemented.

1. **Document Analysis:** This method was used to search, find and gather qualitative data on parliamentary procedures, laws, and practices. Thereafter, a systematic review was conducted to search through and find material from various documents such as constitutional documents, legal manuals, public reports, parliamentary proceedings, budget and financial reports, international and local civil society reports and IDP publications and articles.
2. **Case Studies:** This method was used to analyse existing material for both the local and international levels on the IDPs. Academic articles and journals were also scrutinised to examine what information related to IDPs and the assessment criteria that have been previously documented and applied.
3. **Benchmarking:** This technique was used to analyse what has already been done in SA as well as other countries, which have submitted their assessments to the Inter-Parliamentary Union (IPU). Furthermore, this technique aided in the recommendations provided.

The sources used for this report include the following websites: SA parliament's [website](#), Indicators for Democratic Parliaments [website](#) and [case studies](#), South African Legal Information Institute's (SAFLII) website, reports and publications from the Inter-Parliamentary Union (IPU), United Nations Development Programme (UNDP) — International [website](#) and South African [website](#), Auditor-General of South Africa's (AGSA) website, Public Protector South Africa's [website](#), South African Human Rights Commission (SAHRC), National Treasury South Africa's [website](#), and UN Sustainable Development Goal (SDG) publications. The portals include: the South African Government's [portal](#), the South African Institute of International Affairs (SAIIA) and the African Peer Review Mechanism (APRM). The CSO publications include various reports from: Corruption Watch South Africa's [website](#), Organisation Undoing Tax Abuse (OUTA), [My Vote Counts](#), and Parliamentary Monitoring Group (PMG). The academic databases include: [JSTOR](#), [Sabinet](#), and Google Scholar for relevant and reliable international governance reports and articles.

By applying these three research methods to collect information, it enables one to thoroughly research and conduct an external assessment of Target 5 (and the subsequent targets). Thus, using a wide range of legal, procedural, government, parliamentary, CSO publications and academic sources, the report provides a balanced and evidence-based evaluation of the application of this assessment criterion.

5. Observations

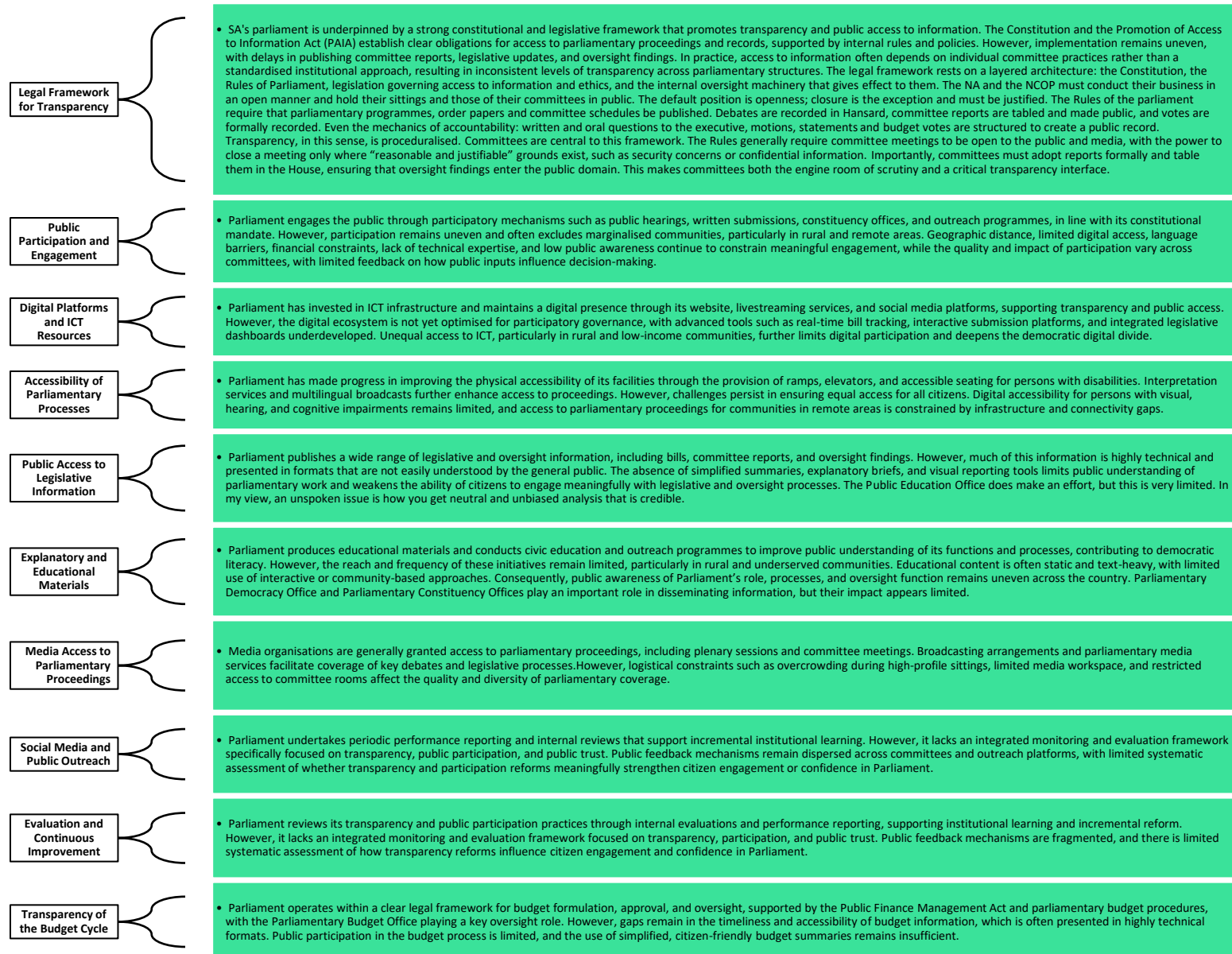


Figure 3 Observations from analysis

6. Assessment of Target Five for the South African Parliament

For this section the target, indicators and sub-indicators will be discussed.

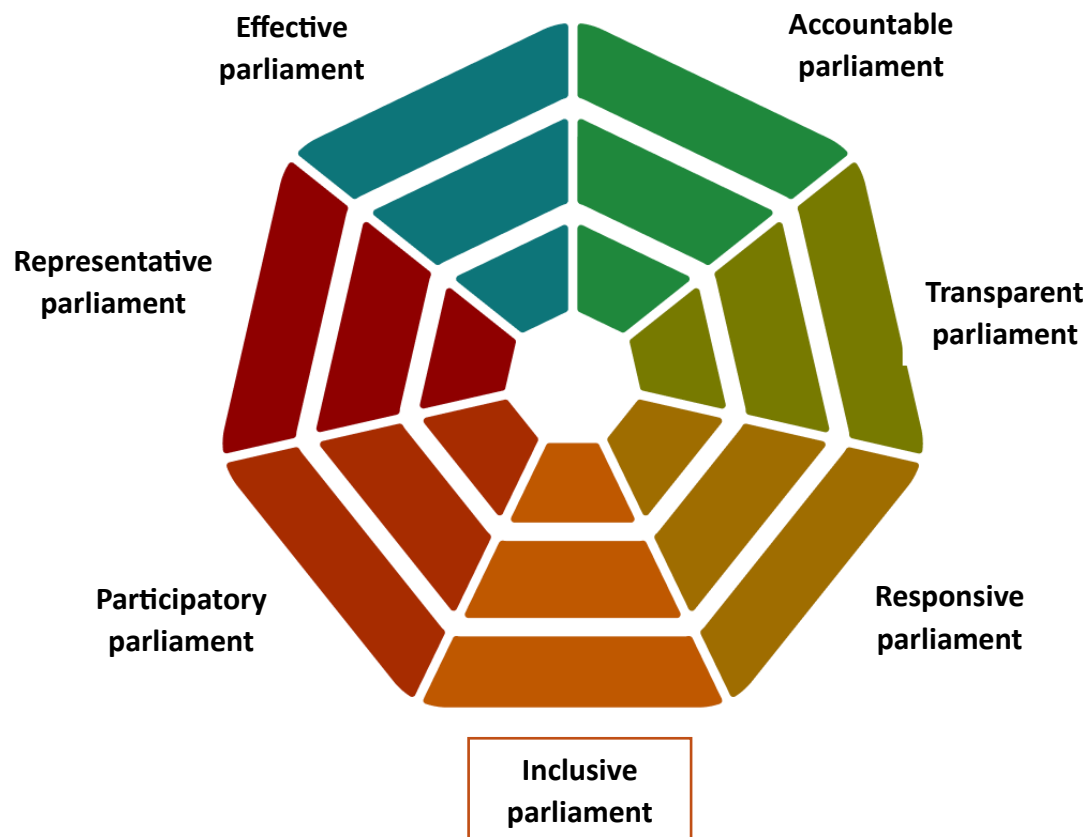


Figure 4 Indicators for Democratic Parliaments

Target 5² which is an inclusive parliament, ensures that all voices are represented in the legislative process, particularly those from marginalised or underrepresented groups. It guarantees equal participation in law-making, oversight, and budgeting, while fostering an environment that supports diversity within parliament's internal practices and external engagements. Inclusivity promotes equality and allows for broader and fairer representation in decision-making.

- Indicator 5.1: Inclusive Law-Making, Oversight, and Budgeting
- Indicator 5.2: Inclusive Institutional Practices

² Parliamentary Indicators. 2023. *Parliamentary Indicators*. [online] Available at: <https://www.parliamentaryindicators.org/> [Accessed 15 July 2024].

6.1.1 Indicator 5.1 Inclusive law-making, oversight and budgeting

Inclusive law-making, oversight, and budgeting ensure that all societal groups are considered in the legislative process. This indicator assesses how parliament incorporates human rights, gender mainstreaming, and youth inclusion in the creation of laws, the budget cycle, and oversight activities. It looks at whether impact assessments are conducted and whether budgets are responsive to the needs of marginalised communities. An inclusive parliament ensures that its processes reflect the interests and priorities of diverse groups, fostering equality and fairness in decision-making.

6.1.1.1 Human rights

This dimension focuses on the integration of human rights principles in parliamentary processes and legislation. It ensures that parliament considers and upholds human rights in all its activities, ensuring that laws and policies protect the dignity, equality, and freedom of all individuals. A parliament that prioritises human rights works towards social justice and equity for all citizens.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	International human rights obligations	Parliament has a mandate to debate and ratify international human rights treaties, and to ensure that the national legal framework is consistent with international	SA's parliament has a constitutional mandate to ratify international treaties, including human rights treaties. The Constitution requires that parliament debate and ratify such treaties before they become binding, and parliament must ensure that national laws align with international human rights standards. Parliament plays an active role in	3	- Streamline the ratification process for human rights treaties to ensure timely consideration and alignment with international obligations. - Enhance mechanisms for ensuring that SA's legal framework is regularly reviewed to maintain alignment with evolving international human rights standards.

		human rights obligations.	debating and ratifying international human rights treaties, contributing to SA's commitment to international human rights norms. Parliament also ensures that SA's legal framework is consistent with international human rights obligations. Despite the constitutional mandate, there can be delays in the ratification of human rights treaties, and in some cases, the implementation of international commitments into domestic law may not be timely or comprehensive.		• Provide periodic updates on the status of the implementation of ratified treaties to ensure ongoing compliance. • Enhance Parliament's involvement before the government signs an international agreement. • Enhance public participation in the consideration of international instruments.
2	Specialised committees	Parliament has one or more specialised committees responsible for human rights, with powers to assess legislation and government policy and action, and to ensure their compatibility with	SA's parliament has established specialised committees, such as the PC on Justice and Correctional Services, which oversees human rights issues related to legislation and government action. These committees assess whether laws and policies comply with human rights standards and hold the executive accountable for its actions. Specialised committees have the mandate and	4	• Strengthen the capacity of specialised committees by providing more resources and training to better assess human rights compatibility with legislation. • Foster more consistent engagement between parliamentary committees and human rights organisations to ensure that diverse perspectives are considered during reviews of policies and legislation.

		human rights obligations.	authority to scrutinise legislation and government policies, ensuring that they adhere to human rights standards. These committees also facilitate dialogue with stakeholders, including CSOs, to ensure that human rights are considered in the legislative process. While the committees have the necessary mandate, there may be challenges related to resources, capacity, and the political dynamics within parliament, which could limit the committees' ability to act decisively or swiftly on human rights issues.		• Increase the frequency and depth of reviews on existing policies and legislation to ensure ongoing alignment with international human rights standards.
3	NHRI	The NHRI is established in law and has the necessary mandate and resources to carry out its work. Its relationship with parliament is in line with the Belgrade principles on the	SA's NHRI, the South African Human Rights Commission (SAHRC), is established in law and operates with the necessary mandate to protect and promote human rights. The SAHRC works closely with parliament, providing reports and recommendations that parliament reviews and often acts upon. The SAHRC	3	• Ensure that the SAHRC is adequately funded to enable it to fully carry out its mandate, including conducting investigations, monitoring human rights conditions, and engaging with parliament. • Formalise and strengthen the mechanisms for implementing the recommendations of the SAHRC, ensuring that its findings

		relationship between national human rights institutions and parliaments.	is a strong institution with broad powers to protect human rights . Its relationship with parliament is generally positive, with parliament often consulting the Commission when reviewing human rights-related policies or legislation. The SAHRC sometimes faces resource constraints that limit its ability to fully carry out its mandate. Therefore, while there is regular interaction between parliament and the SAHRC, there may be room for improvement in ensuring that the Commission's recommendations are fully implemented by the government.		directly influence policy and legislative actions. • Increase the frequency and depth of parliamentary discussions on the work of the SAHRC to enhance its visibility and influence in human rights policymaking.
4	Engagement with UN human rights mechanisms	Parliament has a clear role in the different stages of the reporting procedures to the UN Human Rights Council under its universal periodic review and to	SA's parliament plays an active role in the country's participation in UN human rights mechanisms. This includes contributing to the preparation of national reports for the UN Human Rights Council's UPR and engaging with UN human rights treaty bodies. Parliament is	4	• Strengthen parliament's oversight role in tracking the implementation of UN human rights recommendations, ensuring that there is a clear mechanism for follow-up. • Increase coordination between parliament, the executive, and civil society organisations in preparing reports and

		the UN human rights treaty bodies. It contributes to the preparation and presentation of national reports and the implementation of subsequent recommendations.	involved in the follow-up processes to ensure that recommendations are implemented. Parliament's involvement in the UPR and other UN human rights processes ensures that SA's commitments to international human rights obligations are effectively monitored and implemented. Parliamentary committees work with the executive to prepare national reports and assess the implementation of recommendations. While parliament is involved, the level of engagement could be enhanced to ensure that the implementation of UN recommendations is tracked more effectively. There may also be challenges in coordinating the work of various stakeholders, including the executive, CSOs, and the UN.		ensuring the effective implementation of recommendations. Enhance parliamentary education on UN human rights mechanisms to improve the quality of input provided by parliament during UPR and treaty body discussions.
5	Practice	In practice, human rights are mainstreamed	SA's parliament mainstreams human rights in its work, with parliamentary committees regularly engaging with	3	Formalise the integration of human rights in all parliamentary processes, ensuring

		throughout parliamentary work. Parliament interacts on a regular basis with NHRIs, CSOs and UN human rights mechanisms.	NHRIs, CSOs, and international human rights mechanisms. Parliament holds discussions on a variety of human rights topics and incorporates human rights considerations into policy reviews. Parliament engages actively with civil society organisations, human rights institutions, and international bodies to ensure that human rights issues are consistently integrated into legislative processes. There is a growing recognition of human rights as central to SA's development. While human rights are integrated into much of parliament's work, there may be gaps in consistently prioritising human rights across all sectors, particularly when it comes to urgent national challenges or political interests. Further efforts are needed to ensure that human rights considerations are central to all legislative debates.		that all committees consistently consider human rights implications in their work. • Enhance training and capacity-building for MPs to ensure that human rights are given priority in all legislative processes, not just those focused on specific human rights issues. • Increase the visibility of human rights discussions within parliament by holding regular, public debates on pressing human rights challenges and their potential solutions.
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Ensure that committees consistently track [human rights impacts of legislation and government action](#). This includes improving the efficiency of reviews and monitoring government responses to human rights concerns. Ensure that the SAHRC has the resources and capacity to effectively carry out its mandate and engage more deeply with parliament. Strengthening this relationship will help ensure that human rights are better integrated into legislative and policy decisions. Parliament should play a more prominent role in the follow-up to UN human rights recommendations and engage more directly with CSOs to ensure that human rights progress is being effectively tracked and implemented. Institutionalise human rights considerations across all areas of parliamentary work, ensuring that every piece of legislation and policy is assessed for its human rights implications. This would include training MPs and parliamentary staff to better incorporate human rights into their daily work.



6.1.1.2 Impact assessments

Impact assessments are tools used to evaluate the potential effects of proposed laws and policies on various sectors of society. This dimension ensures that parliament requires comprehensive assessments to understand the social, economic, and environmental impacts of legislation before it is enacted. By conducting thorough impact assessments, parliament can make informed decisions that enhance the effectiveness and fairness of policies.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	Use of impact assessments	Impact assessments of the positive and negative effects of proposals for laws on different groups in society are an	SA's parliament incorporates impact assessments in the legislative process, particularly through the use of regulatory impact assessments (RIAs) for proposed laws. These assessments are used to understand the potential social,	4	- Ensure that all significant laws undergo comprehensive impact assessments to evaluate their effects on various groups and sectors of society. - Create a clear framework for conducting impact assessments for all types of

		established part of the law-making process.	economic, and environmental impacts of legislation before it is enacted. Parliamentary committees often review these assessments during the legislative review process. Impact assessments are a key part of the legislative process, helping MPs to understand the potential effects of new laws on different sectors of society. These assessments support evidence-based decision-making and help parliament make more informed decisions. The integration of impact assessments can be inconsistent. While they are used for some laws, there may be gaps in ensuring that all proposed legislation undergoes a thorough impact assessment, particularly for complex or urgent laws. The effectiveness of these assessments also depends on their quality and scope. SA's parliament has, in recent years, begun piloting Post-Legislative Impact Assessments (PLIAs).		legislation, including emergency or fast-tracked laws, to ensure no law is passed without a proper analysis. • Encourage a more systematic approach to assessing social, economic, and environmental impacts to ensure comprehensive evaluations are done. • Post-legislative impact assessment should be formally institutionalised within committee planning cycles and embedded in parliamentary rules to ensure it becomes a systematic and mandatory component of oversight, rather than remaining an ad hoc or occasional exercise.
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			PLIAs not only focus on whether the law is being implemented but if the law is working, is achieving its intended objectives, whether there are unintended consequences, and whether amendments or even repeal may be necessary. This development rebalances power within the legislative process, enhancing Parliament's evaluative function rather than confining it to processing executive-initiated Bills. If institutionalised, PLIAs could shift the culture from reactive oversight to evidence-based law reform.		
2	Expertise	Parliament has the necessary expertise, among parliamentary staff, advisory bodies, or external experts, to analyse impact assessments reports or to conduct or	SA's parliament relies on a combination of internal expertise, advisory bodies, and external experts to analyse impact assessments. Parliamentary committees, particularly those focused on finance and planning, often rely on expert analysis from bodies such as the Parliamentary Budget Office (PBO) and external consultants to assess the validity and	3	• Increase investment in building internal capacity within parliament for conducting or analysing impact assessments, including hiring specialised staff or expanding training for parliamentary personnel. • Develop stronger partnerships with academic institutions, think tanks, and other external experts to enhance the breadth and depth of impact assessments.

		commission its own impact assessments.	scope of impact assessments. The use of advisory bodies and external experts helps ensure that impact assessments are analysed by qualified individuals with specialised knowledge. This provides parliament with the necessary expertise to critically evaluate the potential effects of legislation. There may be limitations in terms of capacity and the availability of experts for more detailed or specialised impact assessments. Furthermore, while expertise exists, there may be constraints in ensuring consistent access to relevant data and comprehensive analysis for all proposed legislation.		• Ensure that expertise is applied consistently across all legislative areas, especially those that affect vulnerable or marginalised groups.
3	Publication	The findings and reports of impact assessments, whether carried out by parliament or by the executive, are made	SA's parliament makes impact assessment reports available to MPs, and there is increasing transparency regarding the availability of these assessments to the public. Impact assessments conducted by the executive are often published on government websites, and MPs are	3	• Improve the timeliness and consistency of impact assessment publication to ensure that MPs and the public have access to these reports early in the legislative process. • Develop a centralised, easily accessible online platform where all impact

		available to MPs and the public.	provided with relevant reports during the legislative review process. The publication of impact assessments contributes to transparency , allowing both MPs and the public to examine the potential effects of proposed legislation. Public access to these reports encourages accountability and helps ensure that the legislative process is open. While some impact assessments are published, there is variability in the consistency and timeliness of these publications. In some cases, reports may be released too late in the legislative process for meaningful public consultation or scrutiny.		assessments and related reports are published and can be easily searched by the public. • Ensure that the findings of impact assessments are presented in clear and user-friendly formats, including executive summaries, to make them accessible to a wider audience.
4	Practice	In practice, parliament routinely analyses impact assessments provided by the executive, conducts, or commissions its own impact assessments,	SA's parliament does analyse impact assessments provided by the executive, particularly for key legislation, and commissions its own impact assessments on important policy issues . Parliamentary committees review these findings and use them to inform decisions. However, the	3	• Formalise the process for conducting and analysing impact assessments for all major pieces of legislation to ensure that they are consistently incorporated into legislative work. • Improve coordination between parliamentary committees and the

		and uses the related findings and reports to inform its work.	practice is not always systematic, and there are occasional gaps in ensuring that all legislation undergoes thorough impact analysis. Parliament does make use of impact assessments to inform policy decisions, and committees are often proactive in requesting or reviewing these reports. The increasing use of evidence-based approaches supports better decision-making. While impact assessments are used in practice, they may not always be incorporated systematically into the decision-making process. Some bills may proceed without a detailed impact assessment, especially during periods of political urgency. Furthermore, the quality of assessments may vary, leading to inconsistent application of findings.		executive to ensure that impact assessments are systematically provided and used to inform legislative debates. • Encourage the use of impact assessments as a standard practice in all legislative reviews, particularly for bills with significant social, economic, or environmental implications.
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Ensure that impact assessments are [consistently and systematically](#) applied to all major pieces of legislation. This includes formalising the process and establishing clear procedures for reviewing and using impact assessment findings. Increase the capacity of parliament's internal staff to conduct or analyse impact assessments. This could be achieved by investing in training or expanding collaborations with external experts and advisory bodies to ensure that the analysis is comprehensive and reliable. Improve the publication process for impact assessments by ensuring timely and consistent release of reports. Create a centralised platform for public access to all impact assessments, ensuring that they are accessible and understandable for a wide audience. Make the use of impact assessments a regular practice in the legislative process. This would involve greater coordination between parliamentary committees and the executive, ensuring that all relevant policy and legislation undergo proper impact analysis.



6.1.1.3 Gender mainstreaming

Gender mainstreaming involves ensuring that gender equality considerations are integrated into all legislative, policy, and institutional processes. This dimension assesses how parliament incorporates gender perspectives into decision-making, legislation, and government oversight, striving to reduce gender inequalities and promote equal opportunities for all genders.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	Commitment to gender mainstreaming	A commitment to gender mainstreaming is publicly manifested in parliamentary rules, strategic planning	SA's parliament has made strong commitments to gender mainstreaming , which are reflected in its rules of procedure, strategic planning documents, and various resolutions	4	• Increase the frequency and visibility of gender equality performance reports to ensure that gender mainstreaming efforts are more comprehensively monitored and evaluated.

		documents and practices. Parliament regularly monitors and reports on its performance on gender mainstreaming.	aimed at promoting gender equality. The parliament monitors its gender equality performance through reports on gender balance in representation, the implementation of gender-sensitive policies, and progress on gender equality legislation. SA has a robust commitment to gender equality, with a dedicated focus on gender mainstreaming in strategic planning documents. Parliamentary rules reflect a clear commitment to advancing gender equality, and parliament has been proactive in tracking its gender equality performance. While gender mainstreaming is a priority, consistent monitoring and transparent reporting on the effectiveness of gender mainstreaming initiatives could be further improved. There may also be gaps in fully integrating gender		• Strengthen the institutionalisation of gender equality across all parliamentary processes, ensuring that gender perspectives are consistently applied in all legislative and oversight activities. • Develop clear, measurable targets for gender mainstreaming to improve accountability and transparency.
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			perspectives across all parliamentary processes.		
2	Law-making and oversight	Parliament has established a gender equality committee or other dedicated body with a mandate to scrutinise legislation and oversee the executive from a gender perspective. Mechanisms exist to support the mainstreaming of a gender perspective in the work of all parliamentary committees.	SA's parliament has the Multi-Party Women's Caucus and various parliamentary committees that specifically focus on gender equality, such as the PC on Women, Youth, and Persons with Disabilities (WYPD). These committees scrutinise legislation from a gender perspective and ensure that the executive is held accountable for its gender equality commitments. These bodies regularly review legislation and executive action with a focus on gender equality, ensuring that gender is considered in the legislative process. While specialised committees are in place, their capacity to influence broader policy decisions or to ensure that gender perspectives are fully integrated into all legislative processes may still be limited by political dynamics, competing	3	• Strengthen the capacity of gender equality committees to influence policy and legislation across all sectors, including increasing their engagement with other parliamentary committees. • Ensure that gender perspectives are mainstreamed into the work of all parliamentary committees, not just those focused on women's issues. • Enhance coordination between gender-focused committees and other parliamentary committees to ensure that gender issues are considered throughout the legislative process.

			priorities, or resource constraints. Furthermore, it also exercises oversight over the Commission for Gender Equality (CGE), a Chapter 9 institution mandated to promote and protect gender equality. In recent years, the CGE has faced governance and administrative challenges, highlighting the importance of strengthened parliamentary oversight. The PC on WYPD should prioritise stricter monitoring of remedial actions, improved follow-through on recommendations, and institutional reform where necessary. While specialised gender structures exist, their broader influence may remain constrained by political dynamics, competing priorities and resource limitations, underscoring the need for more integrated and consistent oversight across parliament.		
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3	Consultation	National women's groups, gender rights advocates, CSOs, the private sector, academia and other outside sources of expertise are routinely consulted in the work of parliament and its committees.	SA's parliament regularly consults with national women's groups, gender rights advocates, CSOs, and other stakeholders in the legislative process , especially during the review of gender-related bills or policies. Public hearings and consultations need to be a regular part of parliament's approach to engaging with external experts and organisations. Parliament is proactive in consulting diverse stakeholders, including women's groups, gender experts, and civil society organisations, ensuring that various perspectives are included in decision-making processes related to gender equality. While consultation is a regular practice, the inclusiveness and representativeness of these consultations could be improved. There may be instances where marginalised or rural women's groups are not	3	• Ensure that consultations are more inclusive by engaging with a broader range of women's organisations, especially those representing marginalised communities or rural areas. • Institutionalise the feedback process from consultations so that stakeholders can see how their input has been used in decision-making. • Enhance public awareness of consultation opportunities and encourage more active participation from diverse groups of society, including women in remote areas.
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			adequately represented in the consultation process.		
4	CEDAW Committee	Parliament participates in the preparation and presentation of national reports to international bodies including the Committee on the Elimination of Discrimination against Women (CEDAW Committee) and holds debates on the resulting recommendations.	SA is a state party to the CEDAW convention and actively participates in preparing and presenting national reports to the CEDAW Committee. Parliament plays a key role in debates on the recommendations from the CEDAW Committee and in reviewing the government's actions in response. Parliament has a clear role in the CEDAW reporting process and engages with the executive to discuss recommendations from the CEDAW Committee. This ensures that international human rights commitments related to women's rights are integrated into national policies. While parliament engages with CEDAW recommendations, the level of detail and follow-up on these recommendations may not always be sufficient. There may be delays in implementing the	3	• Strengthen parliament's role in ensuring that the government responds promptly and effectively to CEDAW recommendations, with regular updates on the implementation of these recommendations. • Increase parliamentary debates and public discussions on CEDAW recommendations to raise awareness and foster accountability. • Establish clear mechanisms for tracking the implementation of CEDAW recommendations and ensuring that they are integrated into national policies.

			recommendations or in tracking progress toward compliance.		
5	Resources	Training on gender issues is provided for all MPs. Parliamentary research and committee staff have the capacity to provide expert analysis and briefings on gender issues, including gender statistics and sex-disaggregated data.	SA's parliament provides training on gender issues to MPs and parliamentary staff. Gender focal points within parliamentary committees and research units provide expert analysis on gender issues , and gender statistics and data are used to inform legislative decision-making. Parliamentary staff and MPs have access to gender-focused training and research, helping to build expertise on gender issues. Parliamentary committees also benefit from expert briefings on gender equality. While training is provided, there may be gaps in ensuring that all MPs, particularly new ones, receive comprehensive gender training. The availability of gender-disaggregated data and statistics could also be expanded to improve evidence-based decision-making.	4	• Expand gender training programs to ensure that all MPs, particularly new members, are well-equipped to consider gender issues in their work. • Ensure that all parliamentary committees have access to up-to-date gender statistics and sex-disaggregated data to better inform their decision-making. • Foster partnerships with research institutions and international organisations to enhance the capacity of parliamentary staff in providing expert gender analysis.

Expand consultation efforts to ensure the representation of marginalised women's groups, especially those from rural and remote areas, in the [legislative process](#). This will improve the inclusivity and impact of policy decisions related to gender equality. Parliament should work more closely with the CGE to leverage its provincial footprint, investigative mandate and community engagement mechanisms to improve inclusivity and the [policy impact of gender-related legislation](#). Strengthen parliament's role in tracking the implementation of CEDAW recommendations and ensure that these recommendations are integrated into national legislation and policies. Expand access to sex-disaggregated data and gender statistics to support evidence-based policymaking. Ensure that parliamentary staff and committees are well-equipped with relevant data to inform legislative decisions. Ensure that all MPs, particularly those new to parliament, receive comprehensive gender training. Invest in continuous capacity-building for parliamentary staff to enhance their ability to provide expert analysis and gender-sensitive briefings. Furthermore, parliamentary committees need to continuously engage directly with the [CGE's strategic and annual performance](#) reports, which demonstrates ongoing scrutiny and engagement with CGE operations.



6.1.1.4 Gender-responsive budgeting

Gender-responsive budgeting ensures that financial resources are allocated in a way that promotes gender equality. This dimension focuses on how parliament scrutinises and adjusts the national budget to ensure that it addresses the needs of both women and men, with specific attention to reducing gender disparities and advancing gender equality in society.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	Gender budget statement	The legal framework requires the executive to produce a gender	SA's legal framework, through the Public Finance Management Act (PFMA) and the National Treasury, requires that	3	Introduce a formal requirement for the executive to produce a gender budget statement alongside the draft budget,

		budget statement to accompany the draft budget.	gender considerations are included in the budgeting process. While a formal gender budget statement is not universally required for all budget drafts, the executive does integrate gender budgeting into key areas of the national budget, such as through the allocation of resources for programs targeting women and children. Gender considerations are embedded into various budget proposals, but the executive does not always issue a comprehensive standalone gender budget statement. The integration of gender considerations in the budget process is a positive step towards gender-responsive budgeting. Ministries and government departments are expected to consider gender when formulating budget proposals, especially in areas like social development, health, and education. There is no formal requirement for a gender budget		ensuring that gender equality is explicitly addressed in the budgeting process. • Regularly update and strengthen guidelines for gender-responsive budgeting to ensure that gender considerations are consistently integrated across all sectors. • Provide clear definitions and measurable targets for gender-related budget allocations to ensure transparency and accountability.
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			statement to accompany the draft budget in a comprehensive, systematic manner. The lack of a standalone gender budget statement can limit the transparency and visibility of gender-specific financial allocations.		
2	Dedicated body	Parliament has a dedicated body or bodies responsible for supporting gender-responsive budgeting, which have established procedures and authority to obtain supplementary information from the executive.	SA's parliament has established various parliamentary committees and bodies, including the PC on Women, Youth, and Persons with Disabilities, to support gender-responsive budgeting. These committees have the authority to review budget proposals and request supplementary information from the executive on gender-related allocations. The PC on WYPD also exercises oversight over the budget of the CGE, as a Chapter 9 institution reporting to Parliament. In this regard, the Committee should interrogate the CGE's budget, expenditure patterns and audit outcomes more closely to prevent	4	• Strengthen the mandate and powers of gender-focused committees to ensure they can effectively influence budgetary decisions and ensure that gender-responsive budgeting is implemented across all sectors. • Improve coordination between gender-focused committees and finance or economic committees to ensure that gender considerations are integrated into broader fiscal policy and budget decisions. • Expand the capacity of parliamentary bodies, including the PBO, to provide more detailed and frequent gender-sensitive budget analysis and recommendations.

			unnecessary expenditure, strengthen financial management, and ensure alignment between allocated resources and its constitutional mandate. The Parliamentary Budget Office (PBO) also plays a role in supporting gender-responsive budgeting by providing independent analysis and recommendations. Parliament has a dedicated focus on gender equality through committees and the PBO, which plays an advisory role in reviewing budget proposals. These bodies can request additional information from the executive to ensure that gender-responsive budgeting is appropriately implemented. While dedicated committees exist, there may be gaps in the power and capacity of these bodies to enforce gender-responsive budgeting practices or ensure that gender considerations are consistently		• Strengthen oversight of the CGE by closely scrutinising and insisting that the CGE adhere to legislative mandates.
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			prioritised. The influence of gender-focused committees may be limited when compared to committees focused on more traditional economic or finance issues.		
3	Resources	Parliament has sufficient research and analysis capacity to support gender-responsive budgeting. MPs have access to training on gender-responsive budgeting and to information needed to support their work.	SA's parliament has made efforts to provide MPs with training and resources on gender-responsive budgeting . Parliamentary research staff and committees have access to resources on gender equality, including gender-disaggregated data and analysis. The PBO and other research units provide analysis and support to ensure that gender issues are considered in the budgetary process. There is a growing awareness and capacity for gender-responsive budgeting within parliament. Training programs on gender budgeting are available to MPs and parliamentary staff, and gender-sensitive budget analysis is increasingly incorporated into	3	• Enhance the capacity of parliamentary research units and staff to conduct in-depth gender-responsive budgeting analysis, providing MPs with comprehensive reports on gender equality in the budget. • Increase the frequency and accessibility of training programs on gender-responsive budgeting for MPs and parliamentary staff, ensuring that all members are equipped with the knowledge and tools to incorporate gender equality into their work. • Improve the availability and accessibility of gender-disaggregated data, ensuring that MPs and parliamentary committees have the information they need to

			parliamentary research. Despite these efforts, there may still be gaps in the availability of expert analysis and capacity in gender-responsive budgeting, especially in areas where gender equality is not seen as a priority. Access to comprehensive and accurate gender-disaggregated data may also be inconsistent, limiting the effectiveness of gender budgeting analysis.		evaluate the impact of budgetary decisions on women and men.
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Introduce a formal requirement for the executive to produce a gender budget statement as part of the budget process, ensuring that gender equality is explicitly addressed in the budget allocation and review process. Parliament should work more closely with the CGE, drawing on its [research, monitoring and constitutional mandate](#) to strengthen gender-responsive fiscal oversight. The CGE's findings and recommendations should be systematically incorporated into parliamentary budget deliberations and reporting cycles. Empower [gender-focused](#) committees and parliamentary bodies to have greater authority and influence over budgetary decisions, ensuring that gender-responsive budgeting is fully integrated into the overall budgetary process. Invest further in the research and analytical capacity of parliament to support gender-responsive budgeting. This includes providing MPs with more in-depth gender analysis and ensuring that relevant data is easily accessible. Provide more training opportunities for MPs, parliamentary staff, and committees on gender-responsive budgeting, ensuring that gender considerations are prioritised and systematically integrated into all stages of the budget cycle.



6.1.1.5 Youth inclusion

Youth inclusion refers to the active involvement of young people in the legislative process and the consideration of their needs in policymaking. This dimension ensures that parliament promotes policies and practices that include the perspectives and participation of youth, ensuring that their voices are heard and their interests are represented in national decision-making.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	Consultation	Parliament regularly consults with youth organisations with a view to developing effective mechanisms for including young people in formal and informal political processes.	SA's parliament regularly engages with youth organisations , including through forums and public consultations on youth-related issues. The parliament's youth committees and related activities facilitate discussions on youth inclusion and the role of young people in the democratic process. Parliament has established regular mechanisms for consulting youth organisations, such as through the South African Youth Parliament, and actively seeks input from youth groups on various issues, including education, employment, and social rights. While consultations with youth organisations are conducted, the	4	• Strengthen efforts to consult a wider range of youth organisations, especially those from marginalised or rural communities, ensuring diverse perspectives are included. • Institutionalise youth consultations to ensure regular and consistent involvement in policy development. • Ensure that the feedback from youth consultations is systematically incorporated into legislative processes.

			extent of their influence on policymaking could be more significant. Furthermore, there may be barriers to engaging youth from underrepresented groups, particularly those in rural or marginalised areas. The PC on WYPD oversees the National Youth Development Agency (NYDA), and should therefore ensure that the agency's consultation processes are inclusive, compliant with legislative mandates, and are aligned with parliamentary engagement priorities.		
2	Youth engagement opportunities	Parliament provides young people with meaningful opportunities to engage in core aspects of parliamentary work, including the work of its committees. Such forms of engagement	Sa's parliament offers various platforms for youth engagement, such as youth parliaments, internships, and participation in parliamentary committees. However, these opportunities are not always deeply integrated into the decision-making process. SA's parliament provides some meaningful opportunities for youth to	3	• Ensure that youth engagement opportunities are not just symbolic but have a clear pathway for youth ideas to influence policy and legislative decisions. • Strengthen the integration of youth perspectives into the work of parliamentary committees, particularly those related to youth development and social issues.

		are substantive and influence parliamentary decision-making.	engage, such as through youth parliaments and educational programs that allow young people to interact with MPs and contribute to debates on youth issues. While young people are given opportunities to engage, their input may not always lead to substantial changes in parliamentary decision-making. The level of influence that youth participants have on actual policy outcomes could be greater. The PC on WYPD should scrutinise the NYDA's programme implementation and governance to ensure that youth participation initiatives translate into measurable developmental and policy outcomes, and that the agency adheres strictly to its statutory and accountability obligations.		• Increase the frequency of youth-focused sessions and consultations in parliamentary work to ensure continuous and meaningful engagement.
3	Youth inclusion and education programmes	Parliament has developed diverse, meaningful, and youth-	SA's parliament has developed a range of youth inclusion and education programs , including partnerships with universities	3	• Expand youth inclusion and education programs to reach a wider, more diverse group of young people, especially those

		friendly programmes for youth inclusion and education, including programmes developed in conjunction with schools, universities, and youth organisations.	and youth organisations. Programs such as the National Youth Service Programme aim to educate young people about the political process and encourage active citizenship. Parliament's collaboration with educational institutions and youth organisations has led to the creation of youth-friendly programs that introduce young people to parliamentary work and civic engagement. These initiatives promote democratic participation and increase awareness of government structures. While these programs exist, they may not be as widespread or impactful as they could be. There may be limited access to these programs for young people in rural areas or those from disadvantaged backgrounds. Thus, some programs may not fully engage young people in the legislative process itself. Through the PC on WYPD conduct		from rural and underrepresented communities. • Develop more interactive and participatory programs that involve youth in real decision-making processes and discussions within parliament. • Strengthen partnerships with schools and universities to create continuous learning opportunities.
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			oversight of the NYDA, it should increasingly interrogate whether resources are equitably allocated and whether rural outreach targets are met as well as reflects accurate programme expenditure and financial management.		
4	Continuous improvement	Parliament gathers data and participant feedback on its youth inclusion and education programmes for the purpose of continuous improvement.	SA's parliament does gather feedback from participants in youth programs and events. This feedback is used to assess the effectiveness of programs, though there may be room for improvement in systematically using this data to refine and enhance these programs. There is some mechanism for gathering feedback from youth participants to assess the impact of engagement programs. Parliament has also shown willingness to adjust its programs based on feedback from participants and stakeholders. While feedback mechanisms exist, there may not be a fully integrated process for ensuring that insights from these	3	• Strengthen the feedback process by ensuring that all youth participants have the opportunity to provide input and that their suggestions are used to make meaningful changes to programs. • Ensure that feedback and data collection on youth programs are regularly reviewed and acted upon by parliament to facilitate continuous improvement. • Expand the scope of data collection to include diverse forms of feedback, such as surveys, interviews.

			evaluations lead to substantive improvements or programmatic changes. Therefore, the reach of these feedback systems may be limited in terms of participation. The PC on WYPD should also require clearer reporting on how beneficiary feedback informs programme adjustments, strengthens compliance with legislative requirements, and enhances executive accountability from the NYDA.		
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Ensure that [youth input](#) is not only gathered but also actively integrated into legislative decisions and committee work. Strengthen the formal mechanisms by which youth can influence policy outcomes. Parliament should enhance collaboration with the NYDA to align youth engagement initiatives with [national youth development priorities](#) and to leverage its research, outreach programmes and provincial footprint. Broaden access to [youth inclusion and education programs](#), particularly in rural and marginalised communities, including through structured partnerships with the NYDA to reach underrepresented groups. Offer more interactive and hands-on opportunities for youth to engage directly with the legislative process. Develop a more systematic process for collecting, analysing, and acting upon feedback from youth participants to ensure that engagement programs are consistently improved based on real-world data. Create more meaningful platforms for youth representation in the formal parliamentary process, including committee work and decision-making sessions, to enhance the impact of youth involvement in political processes.



6.1.2 Indicator 5.2 Inclusive institutional practices

This indicator focuses on how parliament fosters inclusivity within its own institutional practices. It evaluates the diversity of the parliamentary workforce and the workplace environment, ensuring that it is conducive to a wide range of individuals. It also examines measures to combat sexism, harassment, and violence within parliament, as well as efforts to provide multilingual services. An inclusive parliament creates a supportive and welcoming environment for all members, staff, and citizens, regardless of gender, background, or identity, contributing to fair representation and participation in parliamentary processes.

6.1.2.1 Workforce diversity

This dimension focuses on ensuring a diverse workforce within parliament, reflecting the demographic makeup of society. It assesses whether parliament employs people from various backgrounds, including different genders, ethnicities, abilities, and other underrepresented groups. A diverse workforce promotes inclusivity and brings a variety of perspectives to the legislative process, ensuring that all citizens are fairly represented.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	Equal-opportunity employer	The legal framework establishes that parliament is an equal-opportunity employer and provides for non-discrimination in the recruitment, employment, and	SA's parliament operates under a legal framework that ensures equal opportunities for all individuals, irrespective of gender, race, disability, or other characteristics. The Constitution, along with labour laws such as the Employment Equity Act , mandates non-discrimination in the recruitment, employment, and promotion of	4	• Ensure that recruitment and advancement processes are consistently applied and that they actively promote diversity and non-discrimination in all aspects of employment. • Regularly review recruitment practices to eliminate potential biases and to ensure that they support fair opportunities for all

		advancement of parliamentary staff.	parliamentary staff. SA's legal framework ensures that parliament adheres to principles of non-discrimination , creating an inclusive work environment. The parliament's commitment to equality is reflected in recruitment policies and practices. Despite these legal guarantees, there may still be disparities in the actual implementation of these principles, especially in terms of representation at higher levels within parliament or in certain departments. Achieving full gender and racial equality, particularly in leadership positions, remains a challenge.		candidates, particularly those from underrepresented groups. Promote awareness and training for staff to reinforce the principles of equality and non-discrimination in daily work practices.
2	Gender equality policy or plan	Parliament has a gender equality policy or plan that includes a clear and detailed set of objectives and processes for achieving gender balance within	SA's parliament has a gender equality policy that includes goals for achieving gender balance in the workforce. The policy sets out clear objectives, such as increasing female representation at senior levels, and integrates gender equality measures into the hiring and	4	- Set measurable targets for gender balance at all levels of parliament, with particular emphasis on increasing female representation in leadership positions. - Regularly review and update the gender equality policy to ensure it remains

		the parliamentary administration, including at senior levels.	promotion process. Parliament's gender equality policy reflects a commitment to achieving gender balance at all levels, including senior positions. The policy is in line with SA's broader commitment to gender equality as outlined in the Constitution and international agreements such as CEDAW . While the gender equality policy is in place, there are still challenges in achieving gender parity at senior and decision-making levels within parliament. Efforts to break the "glass ceiling" for women in senior leadership positions need further attention.		effective and aligned with best practices in diversity and inclusion. Strengthen mentorship and career development programs for women in parliament to support their progression to leadership roles.
3	Positive approaches to workforce diversity	Parliament adopts positive approaches that provide real opportunities for all groups in society, including underrepresented	SA's parliament has adopted various positive approaches to workforce diversity, including affirmative action policies and strategies for recruiting and retaining staff from underrepresented groups. Parliament aims to ensure that individuals from diverse backgrounds are	4	- Strengthen recruitment efforts to increase the representation of underrepresented groups, particularly in leadership and senior roles within parliament. - Expand retention and promotion programs for diverse groups to ensure that they not

		groups, to be included in the parliamentary workforce. Human resources policies place a special emphasis on the recruitment, retention, and promotion of underrepresented groups.	represented at all levels of the workforce. Parliament has made significant strides in ensuring diversity in its workforce, particularly in terms of gender and racial representation . There are policies and programs in place to encourage the inclusion of underrepresented groups, such as people with disabilities and youth. Despite these positive efforts, there remain challenges in fully integrating diverse groups, especially in higher-ranking positions. Retention and career advancement for underrepresented groups can also be challenging, particularly when it comes to leadership opportunities.		only enter parliament but are also supported in advancing their careers. • Monitor and evaluate the effectiveness of diversity programs, ensuring they result in meaningful inclusion at all levels of the parliamentary workforce.
4	Monitoring	Workforce diversity, including gender balance, is regularly monitored. Data on the composition of the	SA's parliament monitors workforce diversity, and data on the composition of the parliamentary administration is publicly available through reports such as the annual report that includes	3	• Improve data collection and analysis on the diversity of parliament's workforce, including intersectional data on gender, race, and disability, to better understand diversity challenges.

		parliamentary administration is publicly available. The effectiveness of diversity and gender equality policies is regularly reviewed.	parliamentary human resources data and report. The effectiveness of gender equality and diversity policies is reviewed periodically, with adjustments made to improve outcomes. Parliament tracks the gender balance and overall diversity of its workforce, and publicly available reports help to ensure transparency in the monitoring process. The review and assessment of policies ensure that diversity initiatives are continuously evaluated and improved. Although monitoring occurs, there is room for more detailed and comprehensive data collection, particularly regarding the intersectionality of gender, race, and disability. Thus, more frequent and detailed evaluations of the impact of diversity policies could help to identify areas of improvement.		• Increase the frequency and depth of reviews on gender equality and diversity policies to ensure they are achieving tangible outcomes and making a significant impact. • Ensure that monitoring reports are comprehensive, transparent, and easily accessible to the public, with clear recommendations for action.
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Expand monitoring mechanisms to ensure that detailed, intersectional data on gender, race, and disability is consistently collected and publicly available. This will allow for more targeted interventions to improve diversity at all levels. Focus on increasing the representation of women and other underrepresented groups in leadership roles within parliament, particularly through mentorship and leadership development programs. Ensure that the [gender equality policy](#) is comprehensive, with measurable targets for gender balance and a clear path for achieving equality at senior levels. Regularly evaluate the policy's impact and update it as necessary to reflect changing dynamics. Make sure that diversity programs go beyond recruitment and focus on retention and promotion strategies. Ensure that underrepresented groups not only join parliament but also thrive and advance in their careers.



6.1.2.2 Workplace environment

The workplace environment dimension evaluates whether parliament provides a supportive, respectful, and professional working environment for its members and staff. This includes ensuring that the physical and organisational structures support efficiency, well-being, and collaboration. A positive workplace environment encourages productivity, fosters cooperation, and promotes a culture of respect and dignity.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	Health and safety	The legal framework requires parliament to ensure the health and safety of MPs, staff, and visitors to parliament. Health and safety policies and	SA's parliament has a legal framework in place to ensure the health and safety of MPs, staff, and visitors, in line with national health and safety laws. Parliament's health and safety policies include regular assessments and evaluations to address any risks and to	3	• Increase the frequency of health and safety assessments to ensure that policies are continuously updated in response to new health risks. • Strengthen communication and training programs on health and safety protocols for all parliament staff and visitors.

		regulations are subject to regular monitoring and evaluation.	ensure a safe environment. Parliament complies with national health and safety laws, with policies in place to safeguard employees and visitors. There is regular monitoring of these policies to ensure compliance and address any emerging issues. While policies are in place, ongoing monitoring and evaluation could be enhanced to ensure that health and safety standards remain up to date with evolving risks , particularly in response to public health challenges such as the COVID-19 pandemic and the fire at parliament in January 2022.		• Develop and communicate clear emergency procedures to MPs, staff, and visitors to ensure swift action in the event of health or safety concerns.
2	MPs and staff with disabilities	Parliament provides a safe and functional workplace for MPs and staff with disabilities	SA's parliament has made efforts to accommodate MPs and staff with disabilities , ensuring that the workplace is accessible and meets the needs of individuals with mobility impairments and other disabilities. Parliament has accessible facilities, including ramps, elevators, and special seating	3	• Enhance digital accessibility for MPs and staff with disabilities by ensuring that all online tools and resources are compatible with assistive technologies. • Increase training for staff to better support MPs and colleagues with disabilities in the workplace.

			arrangements for MPs with disabilities. The parliament building is equipped with facilities that support the inclusion of individuals with disabilities, and accessibility is prioritised in terms of physical infrastructure. While physical accessibility is being addressed, other support mechanisms, such as accessible digital tools and tailored assistance for MPs and staff with other types of disabilities (e.g., visual or auditory impairments), could be improved.		Regularly review and upgrade accessibility features to ensure that all staff, regardless of disability, can fully participate in parliamentary activities.
3	Breastfeeding or caring for young children	Parliament's rules of procedure enable MPs who are breastfeeding or caring for young children to fulfil their parliamentary duties, including voting.	SA's parliament should make provisions to support MPs who are breastfeeding or caring for young children. MPs need to have access to breastfeeding rooms and other facilities that allow them to fulfil their parliamentary duties, including voting, while managing childcare responsibilities. Parliament should provide adequate support for MPs with young children, ensuring that they can	1	- Increase awareness and accessibility of family-friendly facilities, including breastfeeding rooms and childcare spaces, to ensure that MPs fully benefit from these resources. - Continue to assess the effectiveness of existing policies and ensure they meet the evolving needs of MPs with young children.

			fulfil their roles without compromising their responsibilities as parents. There may be instances where the support provided is not fully utilised due to lack of awareness or stigma associated with parental duties in the workplace. Furthermore, no open access evidence has been found based on such policies.		• Foster an environment where MPs feel comfortable and supported in balancing parliamentary duties with their parenting responsibilities.
4	Family-friendly facilities and services	Parliament provides family-friendly facilities and services for MPs and staff, such as breastfeeding spaces, spaces for family members, and childcare facilities.	SA's parliament has passed a law on family-friendly services, including breastfeeding rooms and spaces for family members. However, parliament does not yet offer formal childcare facilities on-site, which could be a limitation for MPs and staff who require such services. These facilities will help ensure that parental duties do not hinder the ability to perform parliamentary functions. While family-friendly facilities exist, the lack of formal childcare services on-site may limit the ability of MPs and staff to fully	1	• Explore the possibility of establishing formal on-site childcare services to support MPs and staff with young children. • Ensure that family-friendly facilities are equipped with the necessary amenities, such as comfortable seating and privacy, to ensure they meet the needs of parents. • Regularly review the use and effectiveness of family-friendly services to ensure they are providing the necessary support to MPs and staff.

			participate in parliamentary work while managing childcare duties. Furthermore, no open access evidence has been found based on such policies.		
5	Work-life balance	Parliament takes measures to facilitate work-life balance for MPs and staff, including predictable sitting hours and session periods, flexible working hours, and opportunities for virtual participation and remote working.	SA's parliament has made strides in facilitating work-life balance, including providing remote participation opportunities . MPs can participate virtually in certain parliamentary sessions, and flexible working hours are allowed under certain circumstances. Parliament has introduced virtual participation options, helping MPs and staff balance their professional responsibilities with personal and family obligations. While these provisions exist, there may still be challenges related to the unpredictable nature of parliamentary sessions and the high demands placed on MPs, which can affect their work-life balance. Not all staff may have the same level of	3	• Establish clearer and more predictable sitting hours and session periods to improve work-life balance for MPs and staff. • Expand the availability of virtual participation for both MPs and staff, allowing them to engage in parliamentary work from remote locations when necessary. • Regularly assess the effectiveness of work-life balance initiatives and ensure they are meeting the needs of MPs and staff, particularly those with caregiving responsibilities.

			flexibility or access to remote working options.		
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Further improve the workplace environment for MPs and staff with disabilities by ensuring that all facilities, including [digital tools, are fully accessible](#). Introduce formal childcare facilities within parliament to further support MPs and staff with young children. This would complement existing breastfeeding spaces and help ensure comprehensive support for family responsibilities. Continue to refine work-life balance policies by making parliamentary hours more predictable and expanding opportunities for remote work, ensuring greater flexibility for all MPs and staff. Regularly review the effectiveness of health, safety, and family-friendly policies, gathering feedback from MPs and staff to ensure these provisions are meeting their needs and enabling a healthy work-life balance.



6.1.2.3 Combating sexism, harassment, and violence

This dimension addresses measures within parliament to prevent and respond to sexism, harassment, and violence. It ensures that there are robust policies and procedures in place to protect all members and staff from discrimination, harassment, and abuse. A parliament that effectively combats these issues fosters a safe and equitable environment for everyone involved, promoting a healthy and inclusive workplace culture.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	Policy for combating sexism, harassment,	Parliament has adopted a workplace policy for combating sexism, harassment and violence in parliament that is in	SA's parliament has adopted a policy for combating sexism, harassment, and violence, which aligns with the country's legal frameworks, such as the Employment Equity Act , and	4	Ensure consistent application and enforcement of the policy across parliament, with regular checks to ensure adherence.

	and violence in parliament	line with national and international obligations and best practice.	international standards, including conventions from the International Labour Organisation (ILO). The policy addresses various forms of harassment and violence in the workplace and sets clear guidelines for dealing with such issues. The policy is in place and is a step toward creating a respectful and safe environment in parliament. It reflects the commitment to addressing issues of sexism, harassment, and violence and aligns with international best practices. While the policy is in place, its enforcement and consistency across all levels of parliament can be challenging. There may also be gaps in awareness and training for MPs and staff on the application of this policy.		• Provide clear guidelines on the process for handling complaints and ensure transparency in reporting and addressing harassment and violence. • Regularly update the policy to ensure it remains aligned with evolving best practices and emerging trends in workplace safety and gender equality.
2	Protection against abuse by third parties	Parliament takes specific measures to protect MPs and others working there who are subjected by	SA's parliament has implemented protective measures to safeguard MPs and staff from abuse by third parties, including threats, assaults, and	3	• Strengthen protective measures against online harassment and cyberbullying, including providing resources for MPs and staff to report and address such incidents.

		third parties to threats, assaults, or sexist or sexual violence, including online harassment/cyberbullying.	cyberbullying. These measures include security protocols, legal protections, and support systems for individuals facing harassment or violence from external sources. Parliament takes steps to ensure the safety and well-being of MPs and staff, both physically and online. Security measures and legal protections are in place to address threats and incidents of violence. The rise of online harassment and cyberbullying presents a challenge that requires continuous adaptation of protective measures. Ensuring that MPs and staff feel safe from third-party abuse, including online harassment, can be difficult in an increasingly digital world.		• Expand training on identifying and responding to threats from third parties, particularly in the digital space, to ensure that all MPs and staff are adequately protected. • Ensure that there is ongoing communication about available protections and resources to MPs and staff, so they know how to access support when needed.
3	Complaints mechanism	Parliament has a confidential complaints mechanism to receive and process complaints by MPs and staff. This	SA's parliament has established a confidential complaints mechanism to handle complaints related to sexism, harassment, and violence. The process is designed to be responsive to	4	• Increase transparency around the complaints process, including how cases are handled, to build trust and encourage more MPs and staff to use the system.

		mechanism is confidential; responsive to complainants; fair to all parties; based on a thorough, impartial, and comprehensive investigation; and timely.	complainants, ensuring that the investigation is impartial, fair, and conducted in a timely manner. The complaints mechanism is an essential part of parliament's commitment to addressing harassment and violence . It ensures that MPs and staff have a confidential and structured way to report issues without fear of retaliation. While the mechanism exists, some individuals may be hesitant to use it due to concerns about the effectiveness of the process or potential backlash. There may also be gaps in ensuring that complaints are resolved in a timely manner.		- Regularly review and assess the effectiveness of the complaint's mechanism, ensuring that it is consistently impartial and responsive to the needs of complainants. - Ensure that all MPs and staff are well-informed about how to use the complaints system and what protections are in place to safeguard their confidentiality and well-being.
4	Awareness-raising and training	Parliament regularly conducts awareness-raising and training programmes for MPs and staff combating sexism, harassment, and violence,	SA's parliament conducts regular training and awareness-raising programs aimed at addressing sexism, harassment, and violence in the workplace. These programs are designed to educate MPs and staff	3	Make training on combating sexism, harassment, and violence a mandatory, ongoing component of parliamentary orientation and professional development for MPs and staff.

		both internally and from third parties.	about the importance of creating a respectful and safe work environment. Parliament has committed to providing training on these issues, which is a crucial step toward raising awareness and fostering a culture of respect within parliament. These efforts help MPs and staff understand their rights and responsibilities in preventing harassment and violence . While training is provided, its reach and effectiveness may vary. There may also be gaps in ensuring that all MPs and staff, particularly new members, receive adequate and ongoing training on these important issues.		• Ensure that training is not only available but also actively used to foster a culture of respect, with regular follow-up sessions and evaluations. • Evaluate the effectiveness of training programs and adjust them as necessary to ensure that they meet the needs of MPs and staff in addressing evolving challenges related to sexism, harassment, and violence.
5	Monitoring	Parliament monitors the effectiveness and impact over time of policies to combat sexism, harassment, and violence in parliament, including by	SA's parliament monitors the effectiveness of its policies to combat sexism, harassment, and violence, gathering data on the experiences and perceptions of MPs and staff. This data helps parliament understand the impact	3	• Strengthen monitoring efforts by ensuring that data is consistently collected, analysed, and acted upon to improve policies and practices related to harassment and violence.

		collecting baseline data and the experiences and perceptions of people working in parliament.	of its policies and make necessary adjustments. Monitoring is a key component of parliament's strategy to combat harassment and violence, providing valuable data on the effectiveness of policies and identifying areas for improvement. The collection of baseline data and the ongoing monitoring of experiences can be challenging, particularly in ensuring comprehensive and accurate reporting.		• Increase efforts to gather anonymous feedback from MPs and staff to ensure that those who have experienced harassment or violence feel safe in sharing their experiences. • Make monitoring results and any subsequent policy changes publicly available to demonstrate parliament's commitment to addressing these issues.
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Strengthen protective measures against online harassment and cyberbullying, ensuring MPs and staff have the tools to address these issues promptly and effectively. Make training on harassment, sexism, and violence more comprehensive and ongoing, ensuring that all MPs and staff have the knowledge and resources to prevent and address these issues. Develop a more robust system for collecting, analysing, and acting on data related to harassment and violence in parliament. Ensure that feedback from MPs and staff is used to [improve policies and practices](#). Increase transparency in the complaints process, providing clear information about how cases are handled and ensuring that all complainants feel confident in using the system without fear of retaliation.



6.1.2.4 Multilingual service delivery

This dimension focuses on the provision of services in multiple languages to ensure that parliament is accessible to all citizens, regardless of their linguistic background. It ensures that parliamentary materials, communications, and services are available in the main languages spoken by the population, promoting inclusivity and ensuring that all members of society can engage with parliament effectively.

The assessment:

Criteria	Name	Description	SA Parliament	Grade	Recommendations
1	Official languages	In countries with more than one official language, parliamentary information and services are available in all official languages.	SA has 12 official languages , and parliament provides significant efforts to make parliamentary information and services available in multiple official languages. The Constitution and the Use of Official Languages Act mandate that parliament must ensure access to information in these languages, including translation and interpretation services during debates. Parliament has a legal framework in place that promotes the use of all official languages. Key documents, such as budget speeches and reports, are made available in multiple languages. Simultaneous interpretation	3	• Continue expanding the availability of parliamentary documents in all official languages, ensuring that all citizens have equal access to information. • Regularly review the effectiveness of language services in parliament, ensuring that materials are updated and available in all official languages without delay. • Explore other platforms or tools (e.g., digital translations) to make sure that language barriers do not prevent full participation in parliamentary activities.

			during plenary sessions ensures that MPs and citizens who speak different languages can participate in the legislative process. While efforts have been made to provide information in multiple languages, there may be limitations in ensuring that all documents and services are consistently available in all official languages, particularly when considering technical language or complex legislative content.		
2	Languages used by MPs	MPs are able to contribute to parliamentary work in any official language. Simultaneous interpretation between official languages is provided in plenary and committees.	MPs need to be allowed to contribute to parliamentary work in any of SA's 12 official languages. Simultaneous interpretation should be provided in both plenary sessions and committees, ensuring that MPs are able to engage in debates, discussions, and decision-making in their preferred language. SA's parliament does offer simultaneous interpretation on request but this is not consistently available or fully	2	• Continue to invest in high-quality simultaneous interpretation services, ensuring that all debates, including in committees, are accessible to MPs in their preferred language. • Provide additional language training and support to MPs and staff to help them effectively participate in a multilingual environment. • Regularly assess the efficiency and quality of language services, identifying any gaps in

			implemented in practice as English remains the dominant language in parliamentary debates and proceedings. In doing so, this will enable MPs to participate in parliamentary work, regardless of their language preference. This provision will ensure inclusivity and support MPs in expressing themselves in the language they are most comfortable with. While simultaneous interpretation is provided thus being two interpreters per language per session, there may be instances where the quality or availability of interpretation could be compromised during large debates or when complex technical language is involved. Therefore, ensuring that all MPs have the necessary resources and training to work in multiple languages can be challenging. Furthermore, no open access evidence has been found based on such policies.		interpretation or translation and addressing them promptly.
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3	Other widely used languages	In addition to official languages, parliament endeavours to make at least the most important information and services available in languages that are widely used in the country.	Due to the 12 official languages, parliament also strives to make important information available in languages that are widely used. For example, parliament provides some materials and information in languages such as Afrikaans, Xhosa, and Zulu, which are commonly spoken across various regions in SA. Parliament acknowledges the linguistic diversity of SA, however, providing some key information in all languages has not been addressed. This will help reach a broader segment of the population, ensuring that more citizens can engage with parliamentary proceedings. Expanding access to materials in widely spoken non-official languages presents logistical and financial challenges. While key documents may be translated, not all information is available in these languages, which can limit accessibility for those who speak them.	2	• Increase the availability of essential parliamentary information in the most widely spoken non-official languages, particularly in areas with large concentrations of speakers. • Develop partnerships with language experts and community organisations to enhance translation services for non-official languages, ensuring high-quality and accurate communication. • Prioritise key public-facing documents and speeches for translation into widely spoken languages to improve access to parliamentary processes.
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Continue to expand the availability of parliamentary documents and services in all official languages, ensuring that citizens from diverse linguistic backgrounds can access critical information. Enhance language training and [interpretation services](#) for MPs, ensuring that they can fully engage in parliamentary proceedings in their preferred language. Invest in providing key parliamentary materials in widely spoken non-official languages, ensuring that SA's who speak these languages have access to essential information. Regularly assess the effectiveness of language services in parliament, gathering feedback from MPs and the public to improve the accessibility of parliamentary processes.



7. Way forward & Conclusion

This report constitutes an external assessment of the SA parliament conducted within the framework of the Indicators for Democratic Parliaments (IDPs) assessment guidelines, specifically focusing on Target 5: Inclusive Parliament. The research is undertaken from the perspective of a civil society organisation and is based on an analysis of publicly available information, parliamentary documentation, and relevant secondary sources. The assessment is intended to contribute to evidence-based reflection on Parliament's institutional capacity and performance in advancing inclusive democratic governance.

The way forward is to extend this body of research to the remaining IDP targets (six and seven), and ensure alignment with the targets already assessed (one to five). This will be done through further external and internal assessments of the SA parliament. Continued [civil-society-led](#) research can complement parliamentary self-assessment processes and support institutional learning. Possible areas of further research that may be undertaken by Parliament, civil society organisations, and research institutions include:

1. Examining how digital strategies and technologies can enhance inclusivity, accessibility, transparency, and performance management within parliamentary processes.
2. Developing mechanisms that deepen understanding of the evolving relationship between Parliament and the public, with a particular focus on meaningful participation by women, youth, persons with disabilities, and marginalised communities.
3. Conducting comparative studies based on international best practices in inclusive governance, gender mainstreaming, youth participation, and institutional accessibility, to inform reforms aimed at strengthening parliamentary effectiveness and legitimacy.

In conclusion, this assessment of the SA parliament against Target 5: Inclusive Parliament, highlights both significant strengths and persistent challenges in advancing equitable participation, representation, and internal institutional practices. While the constitutional and legislative framework provides a strong foundation for inclusivity, gaps remain in the consistent institutionalisation of inclusive practices across [legislative](#), oversight, and budgetary processes. Areas such as impact assessment, [gender mainstreaming](#), [youth participation](#), workforce diversity, digital accessibility, and performance monitoring require further strengthening to ensure that inclusivity moves from formal commitment to lived institutional practice.

The findings emphasise the need for reforms that enhance the mainstreaming of inclusivity across all parliamentary structures, rather than confining these responsibilities to specialised committees or isolated initiatives. Addressing [long-standing challenges](#) related to capacity constraints, coordination, [data availability](#), and implementation oversight will be essential for parliament to optimise its role as an inclusive democratic institution. Strengthening accountability mechanisms, improving institutional coordination, and embedding inclusivity within performance management systems will support parliament in fulfilling its constitutional mandate more effectively.

Recommendations for improvement include the [institutionalisation](#) of inclusivity as a standard operating principle, the formalisation of impact assessment processes, strengthened committee capacity, enhanced gender-responsive budgeting, more substantive youth participation mechanisms, and continued investment in multilingual and accessible parliamentary systems. However, the implementation of these recommendations should not occur through isolated or siloed interventions. Instead, they should form part of an integrated approach that brings together parliamentary leadership, administration, government departments, civil society organisations, and academic research. Such an approach must be sustained, coordinated, and consistently reinforced to achieve long-term institutional improvement.

By adopting a holistic and performance-driven reform agenda, SA's parliament can strengthen its inclusivity, enhance public trust, and more fully realise its role as a cornerstone of constitutional democracy, democratic accountability, and sustainable development.

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9. Glossary

Affirmative Action	Legislative and institutional measures designed to promote the recruitment, retention, and advancement of historically disadvantaged groups.
Audit Scrutiny	Parliamentary examination of financial management, audit outcomes, and compliance with public finance legislation.
Belgrade Principles	International principles governing the relationship between National Human Rights Institutions and parliaments.
Civil Society Organisation	A non-governmental organisation that represents public interests and engages in advocacy, research, and democratic participation.
Combating Sexism, Harassment and Violence	Institutional measures and policies to prevent and respond to discrimination, abuse, and misconduct within parliament.
Commission for Gender Equality	An independent constitutional institution established in terms of Chapter 9 of the Constitution of SA and is mandated to promote respect for gender equality and the protection, development, and attainment of gender equality in South Africa.
Compliance Mechanisms	Institutional systems used to ensure adherence to laws, policies, rules, and international obligations.
Consequence Management	Disciplinary and corrective actions taken in response to misconduct, maladministration, or non-compliance.
Constitutional Mandate	The authority granted to parliament by the Constitution to legislate, oversee the executive, and represent the people.
Consultative Processes	Formal mechanisms through which parliament engages stakeholders, civil society, and the public in legislative and oversight work.

Convention on the Elimination of Discrimination Against Women	An international human rights treaty that obligates states to eliminate discrimination against women and promote gender equality.
Digital Accessibility	The extent to which parliamentary digital platforms and information systems are usable by persons with disabilities.
Employment Equity Act	SA legislation requiring institutions to promote equal opportunity and eliminate unfair discrimination in the workplace.
Equal-Opportunity Employer	A legal requirement that parliament recruit, employ, and promote staff without discrimination.
Evidence-Based Decision-Making	The use of research, data, impact assessments, and expert analysis to inform parliamentary decisions.
Executive Accountability	The obligation of the executive to report to parliament and justify its policies, actions, and expenditure.
Family-Friendly Facilities	Facilities and services provided by parliament to support MPs and staff with caregiving responsibilities.
Gender Equality	The principle that women and men must have equal rights, opportunities, and representation in parliamentary processes.
Gender Mainstreaming	The integration of gender equality considerations into all legislative, oversight, and institutional processes.
Gender-Disaggregated Data	Statistical information separated by gender to support gender-responsive policymaking and oversight.
Gender-Responsive Budgeting	A budgeting approach that ensures public resources are allocated in ways that promote gender equality.

Governance Architecture	The institutional framework, rules, policies, and structures that guide parliamentary operations.
Human Rights Mainstreaming	The systematic integration of human rights principles into all parliamentary activities.
Human Rights Obligations	International and domestic legal commitments requiring parliament to protect, promote, and fulfil fundamental rights.
Inclusive Institutional Practices	Internal parliamentary policies and workplace standards that promote equality, diversity, and accessibility.
Inclusive Parliament	A parliament that ensures equal participation of all societal groups in law-making, oversight, and budgeting and promotes diversity within its institutional practices.
Institutional Culture	The norms, values, behaviours, and practices that shape how parliament functions internally.
Institutionalisation	The process of embedding policies and practices into formal parliamentary systems and routines.
International Human Rights Treaties	Agreements ratified by parliament that bind SA to global human rights standards.
Intersectional Data	Data that reflects overlapping social identities such as gender, race, disability, and age.
Legislative Scrutiny	Parliamentary examination of proposed laws to ensure constitutionality, effectiveness, and public interest.
Multilingual Interpretation	Simultaneous interpretation services provided during plenary and committee proceedings.

Multilingual Service Delivery	The provision of parliamentary information and services in all official languages to ensure accessibility.
National Human Rights Institution	An independent institution established by law to promote and protect human rights, such as the SA Human Rights Commission.
National Youth Development Agency	A SA public entity established under the National Youth Development Agency Act (Act 54 of 2008) and is mandated to initiate, facilitate, implement, coordinate, and monitor youth development interventions aimed at addressing challenges faced by young people aged 14–35 years.
Normative Framework	The legal and policy standards guiding parliamentary conduct and democratic governance.
Operational Consistency	Uniform application of policies and procedures across parliamentary structures.
Policy Implementation Gap	The disparity between formal policy commitments and actual practice.
Public Accountability	Parliament’s responsibility to act transparently and be answerable to citizens.
Public Participation	The involvement of citizens and stakeholders in parliamentary processes through hearings, submissions, and consultations.
Regulatory Impact Assessment	An evaluation of the social, economic, and environmental effects of proposed legislation.
Social Justice	The constitutional principle of fairness, equality, and dignity in public policy and governance.
Specialised Committees	Parliamentary committees responsible for specific policy areas such as human rights, gender equality, and youth development.

Stakeholder Engagement	Structured interaction between parliament and civil society, experts, and the public.
Transformative Constitutionalism	The constitutional project of redressing historical injustice and achieving substantive equality.
Transparency Mechanisms	Institutional measures that promote openness, access to information, and public accountability.
Universal Periodic Review	A UN Human Rights Council mechanism reviewing states' human rights records.
Workforce Diversity	The representation of different genders, races, abilities, and backgrounds within the parliamentary administration.
Work-Life Balance	Institutional measures enabling MPs and staff to balance parliamentary duties with personal responsibilities.
Workplace Dignity	The right of MPs and staff to a professional environment free from harassment and discrimination.