



**MSUNDUZI MUNICIPALITY**

# **STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH**

## **Empowerment Strategy**

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# MSUNDUZI MUNICIPALITY

## STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH

### TABLE OF CONTENTS

<b>1.</b>	<b>INTRODUCTION .....</b>	<b>1</b>
1.1	PURPOSE OF STRATEGY .....	1
1.2	BACKGROUND TO THE STRATEGY.....	1
1.3	CONFIRMING THE TARGET GROUP .....	2
1.4	PROJECT METHODOLOGY .....	2
1.5	OVERVIEW OF STRATEGY DOCUMENT.....	3
<b>2.</b>	<b>SOCIO ECONOMIC OVERVIEW OF THE MSUNUZI YOUTH .....</b>	<b>4</b>
2.1	INTRODUCTION .....	4
2.2	DEMOGRAPHIC PROFILE OF THE MSUNDUZI YOUTH.....	4
2.3	SOCIO-ECONOMIC PROFILE OF THE MSUNDUZI YOUTH.....	7
<b>3.</b>	<b>THE MSUNDUZI ECONOMIC CONTEXT .....</b>	<b>11</b>
3.1	INTRODUCTION .....	11
3.2	STRUCTURE OF THE ECONOMY .....	11
3.3	KEY FEATURES OF MSUNDUZI ECONOMY .....	12
3.4	ECONOMIC IMPLICATIONS .....	12
3.5	OVERVIEW OF 2015 LED STRATEGY .....	13
<b>4.</b>	<b>THE POLICY AND STRATEGY ENVIRONMENT .....</b>	<b>15</b>
4.1	INTRODUCTION .....	15
4.2	2012 NATIONAL DEVELOPMENT PLAN.....	15
4.3	2011 DRAFT INTEGRATED YOUTH DEVELOPMENT STRATEGY FOR SOUTH AFRICA– ECONOMIC PARTICIPATION FOCUS .....	16
4.4	2014 KZN SOCIAL ACCORD BY KZN ECONOMIC COUNCIL .....	21
4.5	2016 KZN PROVINCIAL GROWTH AND DEVELOPMENT PLAN (PGDP).....	21
4.6	2017 DRAFT MSUNDUZI IDP 2017 TO 2022 .....	23
4.7	MSUNDUZI LED.....	23
<b>5.</b>	<b>CURRENT YOUTH EMPOWERMENT FOCUS.....</b>	<b>24</b>
5.1	INTRODUCTION .....	24
5.2	PUBLIC SECTOR ECONOMIC EMPOWERMENT PROGRAMMES .....	24
5.3	YOUTH EMPOWERMENT IN THE MUNICIPALITY .....	26
5.4	STAKEHOLDERS IN YOUTH EMPOWERMENT .....	27
<b>6.</b>	<b>ISSUE IDENTIFICATION (CHALLENGES).....</b>	<b>32</b>
6.1	INTRODUCTION .....	32
6.2	PERCEPTIONS.....	32
6.3	EDUCATION AND TRAINING.....	32
6.4	ACCESS TO FINANCE.....	33
6.5	ACCESS TO BUSINESS SUPPORT.....	34
6.6	ACCESS TO MEANS OF PRODUCTION .....	35
6.7	LEGISLATION .....	36
6.8	SUPPLY CHAIN MANAGEMENT.....	36
6.9	LEADERSHIP AND ORGANISATION .....	37

<b>7.</b>	<b>OPPORTUNITIES FOR YOUTH ECONOMIC EMPOWERMENT .....</b>	<b>38</b>
7.1	INTRODUCTION .....	38
7.2	MUNICIPAL SECTOR.....	38
7.3	PUBLIC SECTOR.....	39
7.4	SPECIFIC ECONOMIC SECTORS .....	39
7.5	PRIVATE (FORMAL) SECTOR.....	40
7.6	INFORMAL SECTOR.....	40
<b>8.</b>	<b>STAKEHOLDER VIEWS ON YOUTH ECONOMIC EMPOWERMENT .....</b>	<b>44</b>
8.1	INTRODUCTION .....	44
8.2	WORKSHOP OVERVIEW.....	44
8.3	CHALLENGES: YOUTH ECONOMIC EMPOWERMENT .....	46
8.4	OPPORTUNITIES: YOUTH ECONOMIC EMPOWERMENT .....	47
8.5	TOWARDS A STRATEGY: YOUTH ECONOMIC EMPOWERMENT .....	50
<b>9.</b>	<b>STRATEGY FOR YOUTH ECONOMIC EMPOWERMENT .....</b>	<b>51</b>
9.1	INTRODUCTION .....	51
9.2	VISION FOR YOUTH ECONOMIC EMPOWERMENT.....	51
9.3	KEY OBJECTIVES FOR YOUTH ECONOMIC EMPOWERMENT.....	51
9.4	STRATEGIES, PROGRAMMES AND PROJECTS.....	51
<b>10.</b>	<b>IMPLEMENTATION PLAN .....</b>	<b>54</b>
10.1	INTRODUCTION .....	54
10.2	INSTITUTIONAL STRUCTURING FOR IMPLEMENTATION .....	54
10.3	RESOURCES FOR IMPLEMENTATION.....	54
10.4	PROGRAMME FOR IMPLEMENTATION.....	56
10.5	DATABASE OF PROGRAMMES / PROJECTS.....	56
10.6	INTEGRATION WITH THE LED PLAN.....	57

## **APPENDICES**

APPENDIX 1:	WARD LEVEL STATISTICS FOR MSUNDUZI YOUTH
APPENDIX 2A:	REMARKS BY THE MSUNDUZI MAYOR – HONOURABLE COUNCILLOR THEMBA NJILO: MSUNDUZI YOUTH EMPOWERMENT SUMMIT JUNE 2017
APPENDIX 2B:	SPEECH BY: Z MKHIZE: YOUTH ECONOMIC EMPOWERMENT SUMMIT 2006
APPENDIX 3:	EXTRACT FROM 2016/17 KZN PROVINCIAL GROWTH AND DEVELOPMENT STRATEGY
APPENDIX 4:	CONSIDERING APPROACHES TO ENTERPRISE DEVELOPMENT
APPENDIX 5:	GOVERNMENT PROGRAMMES POTENTIALLY PROVIDING LINKAGES TO ECONOMIC OPPORTUNITIES
APPENDIX 6:	PARTICIPATION WORKSHOP ATTENDANCE REGISTER

## LIST OF TABLES

TABLE 3.1: 2012 STRUCTURE OF THE MSUNDUZI ECONOMY BASED ON GVA CONTRIBUTION PER SECTOR .....	11
TABLE 4.1: STRATEGIC GOALS AND OBJECTIVES ESTABLISHED IN 2016 KZN GROWTH AND DEVELOPMENT STRATEGY .....	21
TABLE 5.1: GOVERNMENT ENTERPRISE SUPPORT AGENCIES / PROGRAMMES .....	24
TABLE 5.2: ORGANISATION FOR YOUTH ECONOMIC EMPOWERMENT WORKSHOP .....	28
TABLE 7.1: CATEGORIES AND TYPES OF INFORMAL BUSINESSES .....	41
TABLE 9.1: TABLE: YOUTH ECONOMIC EMPOWERMENT STRATEGIES, PROGRAMMES AND PROJECTS ..	52
TABLE 10.1: YOUTH ECONOMIC EMPOWERMENT PROGRAMMES AND PROJECTS.....	57
TABLE 10.2: INTEGRATING THE PRELIMINARY 2017 LED PROJECTS WITH THE YOUTH'S ECONOMIC EMPOWERMENT STRATEGY .....	58

## LIST OF DIAGRAMS

DIAGRAM 1.1: METHODOLOGY: ECONOMIC EMPOWERMENT STRATEGY DEVELOPMENT.....	2
DIAGRAM 2.1: 2011 GENDER DISTRIBUTION IN MSUNDUZI .....	4
DIAGRAM 2.2: 2011 DISTRIBUTION OF YOUTH IN AGE CATEGORIES IN MSUNDUZI.....	5
DIAGRAM 2.3: 2011 DISTRIBUTION OF YOUTH IN MSUNDUZI BY GENDER .....	5
DIAGRAM 2.4: 2011 EDUCATION LEVELS OF LABOUR FORCE IN MSUNDUZI.....	6
DIAGRAM 2.5: 2011 EDUCATION LEVELS OF YOUTH IN MSUNDUZI LABOUR FORCE.....	7
DIAGRAM 2.6: 2011 EMPLOYMENT OF LABOUR FORCE IN MSUNDUZI (ALL GENDERS).....	7
DIAGRAM 2.7: 2011 EMPLOYMENT OF YOUTH IN LABOUR FORCE OF MSUNDUZI .....	8
DIAGRAM 2.8: 2011 EMPLOYMENT OF YOUTH IN LABOUR FORCE IN WARDS OF MSUNDUZI .....	9
DIAGRAM 2.9: 2011 MONTHLY INDIVIDUAL INCOME LEVELS IN MSUNDUZI (ALL AGES) .....	10
DIAGRAM 2.10: 2011 INCOME LEVELS OF EMPLOYED YOUTH IN MSUNDUZI .....	10

# 1. INTRODUCTION

## 1.1 PURPOSE OF STRATEGY

This report presents a Strategy for the Economic Empowerment of the Youth in the Msunduzi Municipality. The strategy presented is based on an understanding of (1) the policy context for the economic empowerment of the youth, (2) the socio-economic characteristics of the group and (3) the Msunduzi local economic development context.

The Strategy presents a framework guiding more detailed and focused implementation plans aimed at realizing the economic empowerment of the Youth in Msunduzi. The Empowerment Strategy is a component of the overall 2017 LED Strategy of the Msunduzi Municipality. There is also substantial overlap between this Strategy for the Youth and the economic empowerment strategies for Women and the Disabled (see separate strategy documents).

## 1.2 BACKGROUND TO THE STRATEGY

The Terms of Reference for the Strategy describes the objective of the initiative as being to “... compile and complete a Strategy for the Economic Empowerment of the Youth that will highlight areas that the Municipality need to concentrate on to ensure that it creates an enabling environment for young people within Msunduzi Local Municipality to thrive”. It is further noted that the Strategy must provide guidance for the future strategic economic development planning processes in the Municipality, with specific reference to the LED and SMME strategies under preparation. A feasible implementation plan is required.

The scope of the assignment includes the preparation of a strategy for the economic empowerment of the Youth, and to develop feasible implementation plans. It is noted that the “... the preparation of the strategies will focus on the economic development needs of young people and identify opportunities within the economy of the municipality, looking both internally at procurement and employment processes, as well as externally in the economy at large.”

The project team is then required to undertake the following tasks:

- Review the socio-economic data relating to youth, with particular reference to population growth, economic growth in the city and region, and unemployment. These should preferably unpack the statistics in relation to age groups and gender, educational level, and make provision for identifying those still in education.
- Review the key economic sectors in the municipality and analyse the potential opportunities in each sector and the most recent trends.
- Analyse the latest Provincial Growth and Development Plan, the Municipal IDP, and the LED strategy together with the various plans of other national and provincial government departments in respect of promotion of opportunities for the youth, to identify opportunities and developmental imperatives.
- Undertake structured consultations with relevant stakeholder groups in respect of the youth, in order to identify current obstacles to participation, possible solutions, opportunities and desired outcomes.
- Make recommendations on the creation of an enabling environment for young people which is conducive to promoting economic empowerment.

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MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 1

- Review and prioritise the key projects and programmes which the municipality should implement over the short to medium term.
- Develop a plan that will transform the projects identified and unpacked in the strategy into programmes that can be implemented within prescribed timeframes and budgets, in order to achieve the targets and objectives set out in the strategy, as well as the realization of the economic vision. More specifically, the consultant is required to:
  - Indicate the responsibilities and timeframes for the plan, as well as the resources and budget that would be required.
  - Identify priority projects from the plan for short to medium term implementation.
  - Evaluate the potential funding sources which will enable efficient and effective facilitation of the implementation of projects.

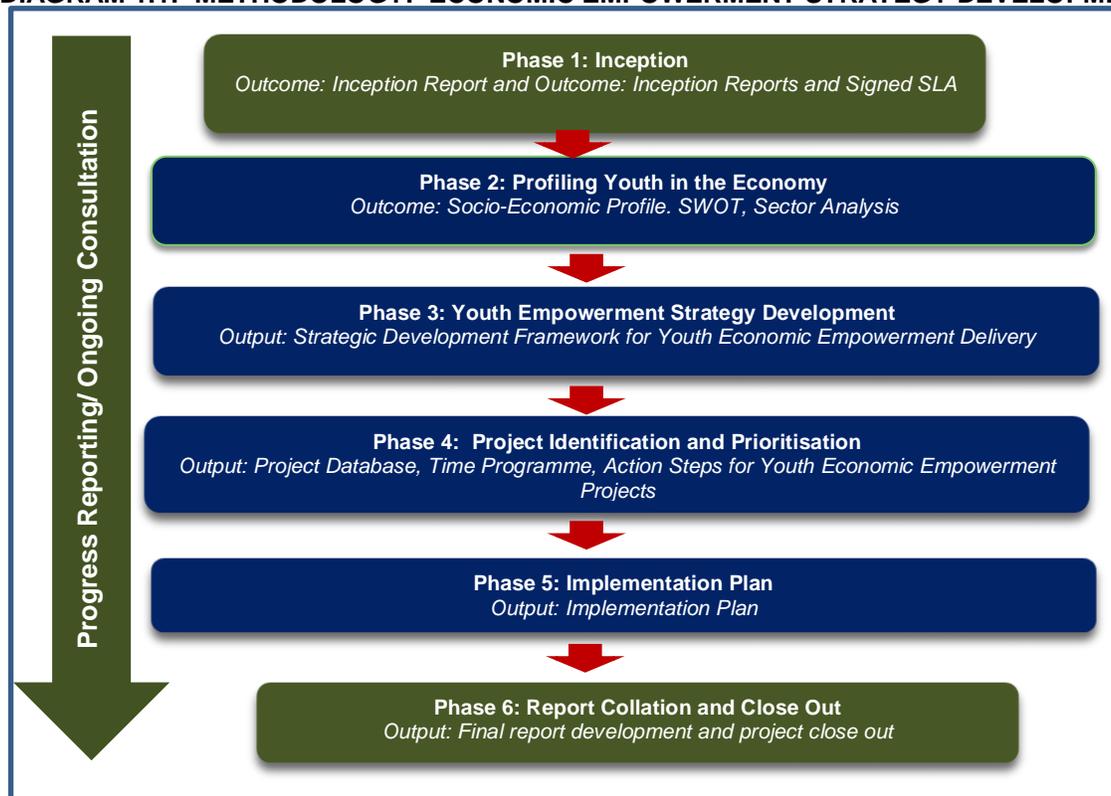
### 1.3 CONFIRMING THE TARGET GROUP

The Youth as the Target Group is generally all people aged between 15 (fifteen) and 35 (thirty-five) years of age. This is also the target group accepted for this Strategy. It is noted that the South Africa's National Youth Commission Act, 1996, defines the youth as those from ages 14 to 35 years.

### 1.4 PROJECT METHODOLOGY

The overall methodology for the project is reflected in the Diagram below.

**DIAGRAM 1.1: METHODOLOGY: ECONOMIC EMPOWERMENT STRATEGY DEVELOPMENT**



The detailed actions steps and the approach to participation are reflected in the Inception Report.

## 1.5 OVERVIEW OF STRATEGY DOCUMENT

This strategy document includes ten sections. The sections are:

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Section 1: Introduction

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Section 2: Socio Economic Overview of Msunduzi Youth

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Section 3: The Msunduzi Economic Context

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Section 4: The Policy and Strategy Environment

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Section 5: Current Youth Empowerment Focus

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Section 6: Issue Identification (Challenges)

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Section 7: Opportunities for Youth Economic Empowerment

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Section 8: Stakeholder Views on Youth Economic Empowerment

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Section 9: Strategy for Youth Economic Empowerment

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Section 10: Implementation Plan

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## 2. SOCIO ECONOMIC OVERVIEW OF THE MSUNUZI YOUTH

### 2.1 INTRODUCTION

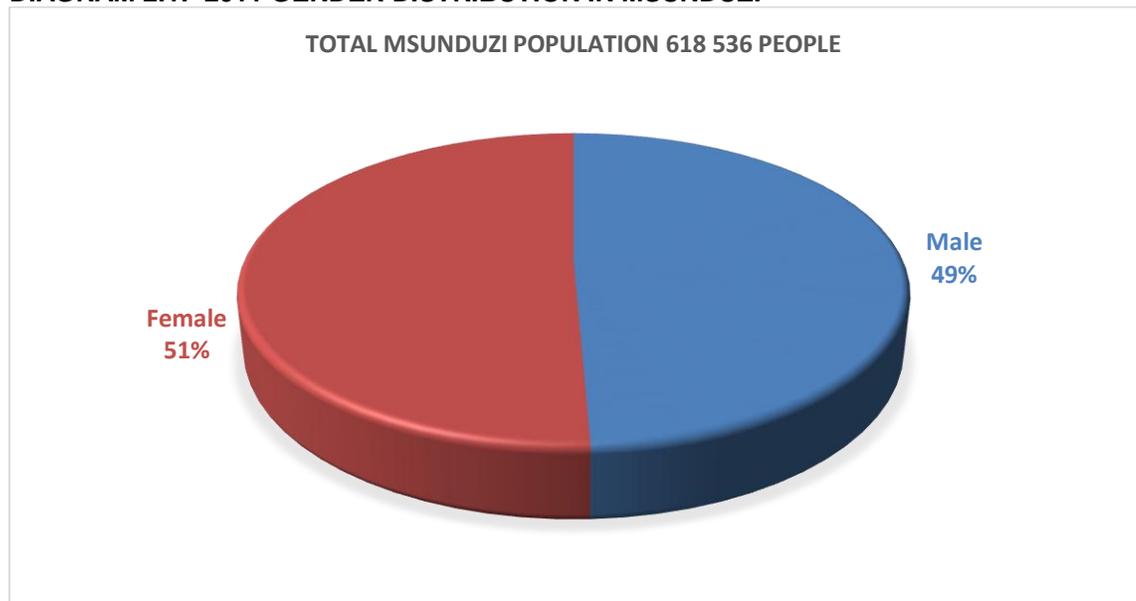
The 2011 Census statistics released over the past year provides an interesting picture of the socio-economic characteristics of the Msunduzi Municipality, and then also provides a profile of the youth of the Municipality specifically. For the purpose of the analysis that follows statistics were generated on a ward level, as this is viewed as the level of information needed in order to make informed strategic policy decisions. The ward level information is not discussed in detail and is reflected in **Appendix 1** attached.

### 2.2 DEMOGRAPHIC PROFILE OF THE MSUNDUZI YOUTH

In 2011 Msunduzi Municipality had a population of 618 536 people and previous analysis confirmed that the population of the Municipality grew by 1.12% per annum for the decade between 2001 and 2011.

The gender distribution within the Municipality, reflected in the diagram below, is in line with what is generally found in urban areas, i.e. a slightly higher percentage of women than men. From an economic development perspective this again reminds of the importance of gender equity considerations in planning decision-making.

**DIAGRAM 2.1: 2011 GENDER DISTRIBUTION IN MSUNDUZI**

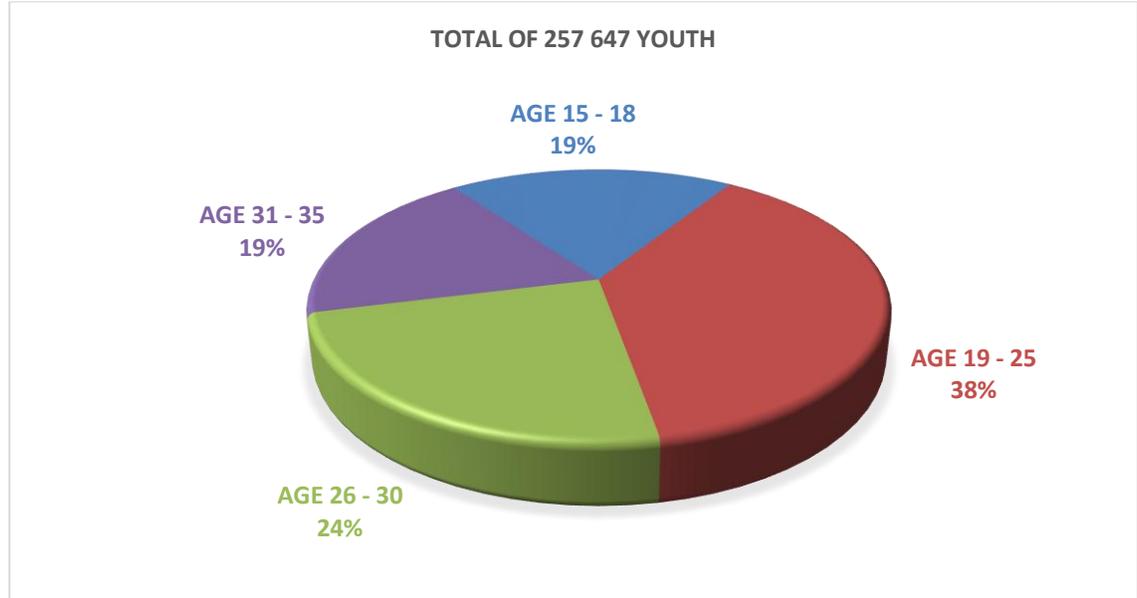


Source: StatsSA 2011

In 2011 there were 257 647 people classified as youth, i.e. people in the 15 to 35 age category. This group then represents nearly 42% of the population of Msunduzi.

The diagram below reflects the age distribution of the youth within the 15 to 35 year age category.

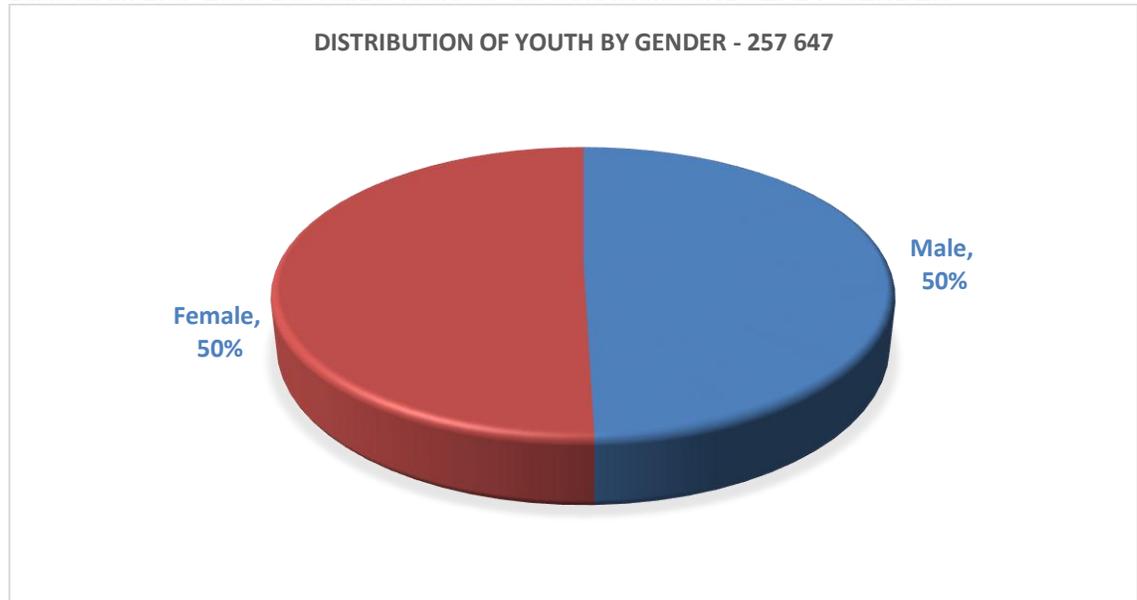
**DIAGRAM 2.2: 2011 DISTRIBUTION OF YOUTH IN AGE CATEGORIES IN MSUNDUZI**



Source: StatsSA 2011

The diagram below, reflects the gender distribution of the youth. This confirms that the gender distribution of the youth is very similar to that of the overall population.

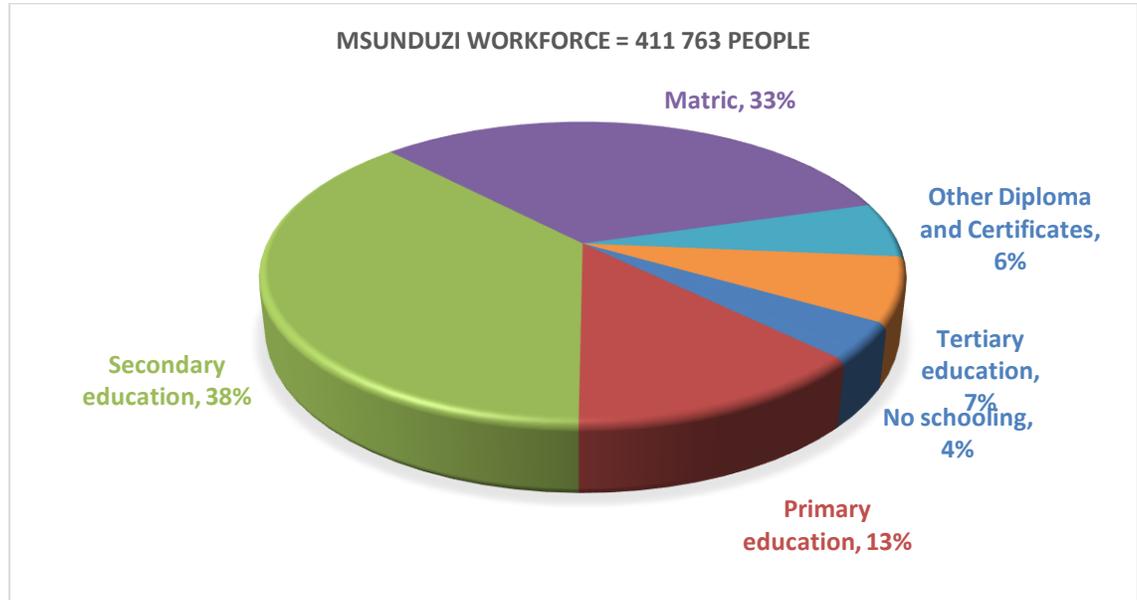
**DIAGRAM 2.3: 2011 DISTRIBUTION OF YOUTH IN MSUNDUZI BY GENDER**



Source: StatsSA 2011

The diagrams following compares education levels of the full Msunduzi workforce with that of the youth. It is evident from this that education levels for youth are in line with that of the full workforce.

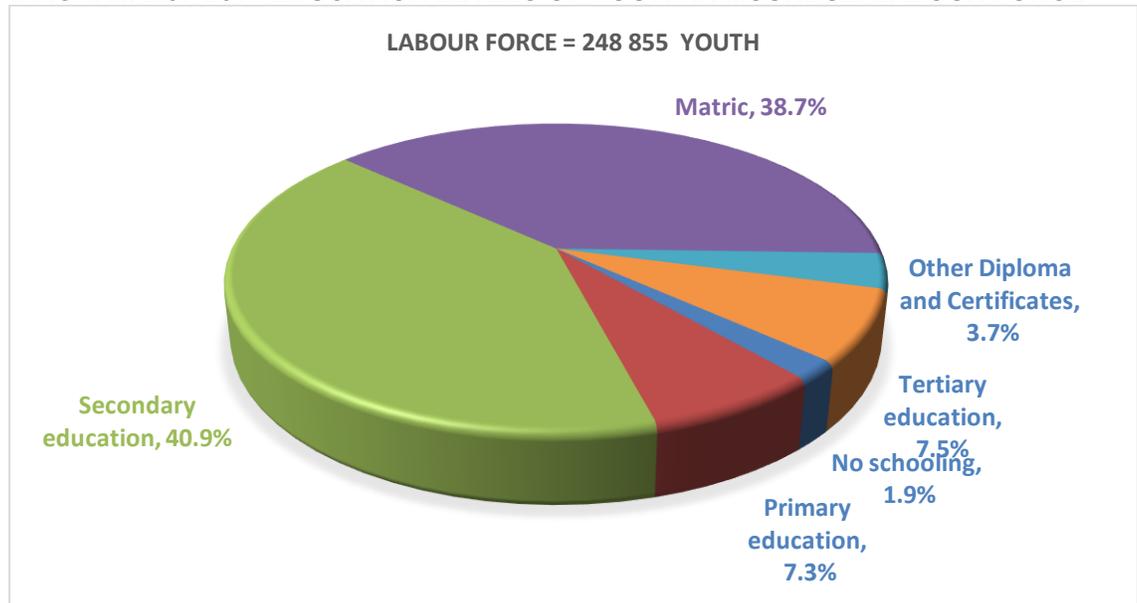
**DIAGRAM 2.4: 2011 EDUCATION LEVELS OF LABOUR FORCE IN MSUNDUZI**



Source: StatsSA 2011

From the statistics in the diagram below it is noted that 49% of the youth labour force did not matriculate. Of this 49%, a total of 1.9% have no education, 7.3% had only a primary education and 40.9% have some level of secondary education (37%). A further 38.7% of the youth had matric, which is substantially higher than the 33% for the population as a whole. A further 6% having other diplomas or certificates (but not matric). Only 7.5% of the youth workforce have formal tertiary education, i.e. a national certificate, diploma or degree. This is slightly higher than the overall level of 7%.

**DIAGRAM 2.5: 2011 EDUCATION LEVELS OF YOUTH IN MSUNDUZI LABOUR FORCE**



Source: StatsSA 2011

**2.3 SOCIO-ECONOMIC PROFILE OF THE MSUNDUZI YOUTH**

On an overall level the employment level in Msunduzi is at 36%, with a large percentage of the workforce (people aged between 15 and 64) then also not actively seeking work. Thus, although the official unemployment rate (only considering the employed and unemployed, but not considering those not actively seeking work) will only be 33% there are a large number of people also discouraged and not seeking work that could potentially be included in the group of unemployed.

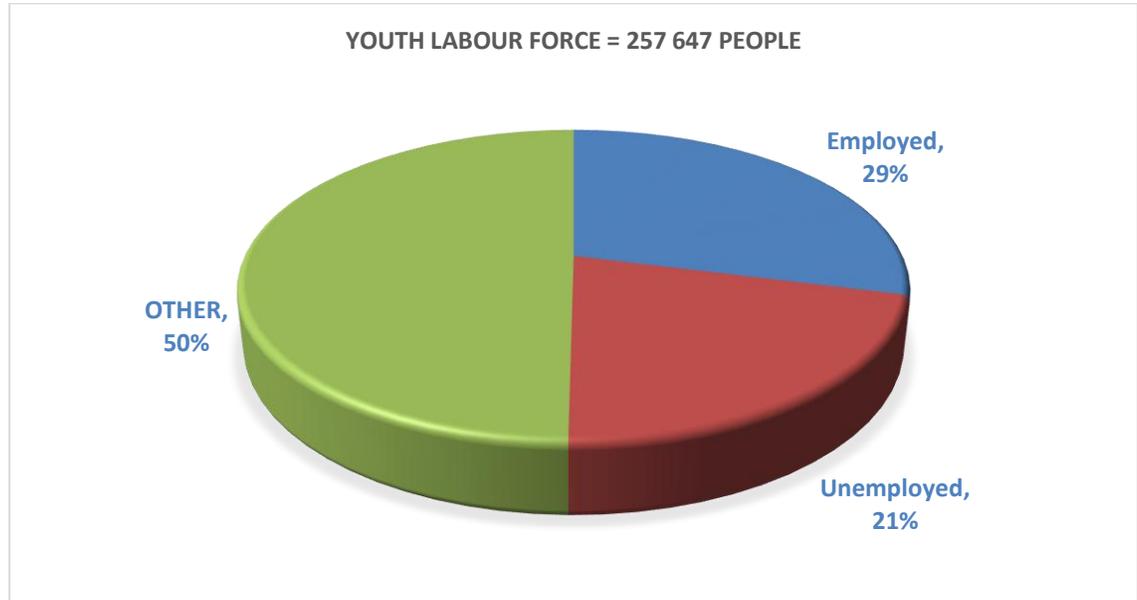
**DIAGRAM 2.6: 2011 EMPLOYMENT OF LABOUR FORCE IN MSUNDUZI (ALL GENDERS)**



Source: StatsSA 2011

The diagram below indicates that a lower percentage of the youth in the workforce (29%) is employed. The percentage of the youth classified as unemployed is higher at 21% (as opposed to 18% for the overall workforce).

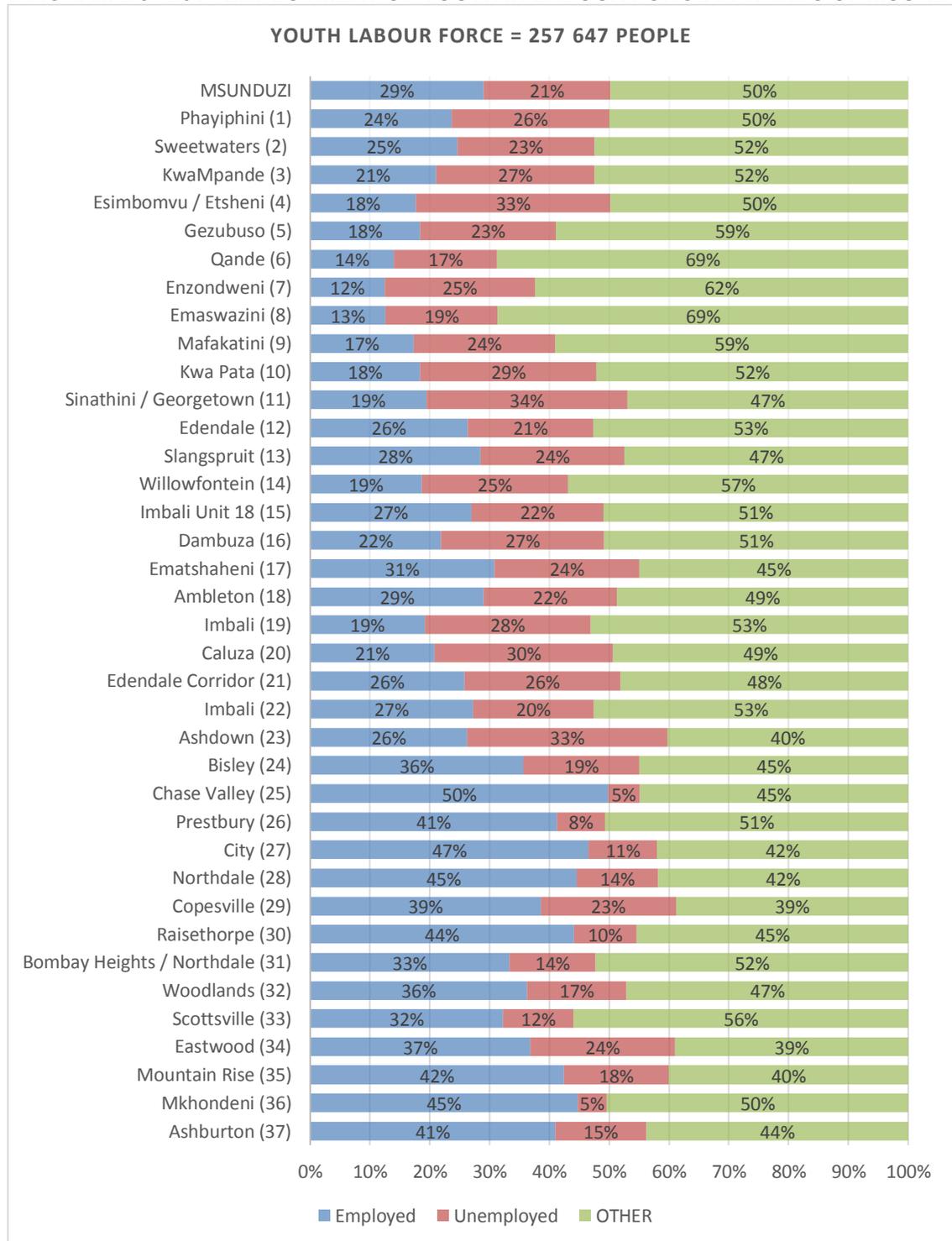
**DIAGRAM 2.7: 2011 EMPLOYMENT OF YOUTH IN LABOUR FORCE OF MSUNDUZI**



Source: StatsSA 2011

The area trends, on a ward level, clearly reflects the critically low levels of employment of youth in certain wards (this being the case in specifically rural wards and urban wards located further from the CBD). In Wards 7 and 8 only respectively 12% and 13% of youth in the workforce are employed. The low level of employment in certain wards is also reflected in the employment of women.

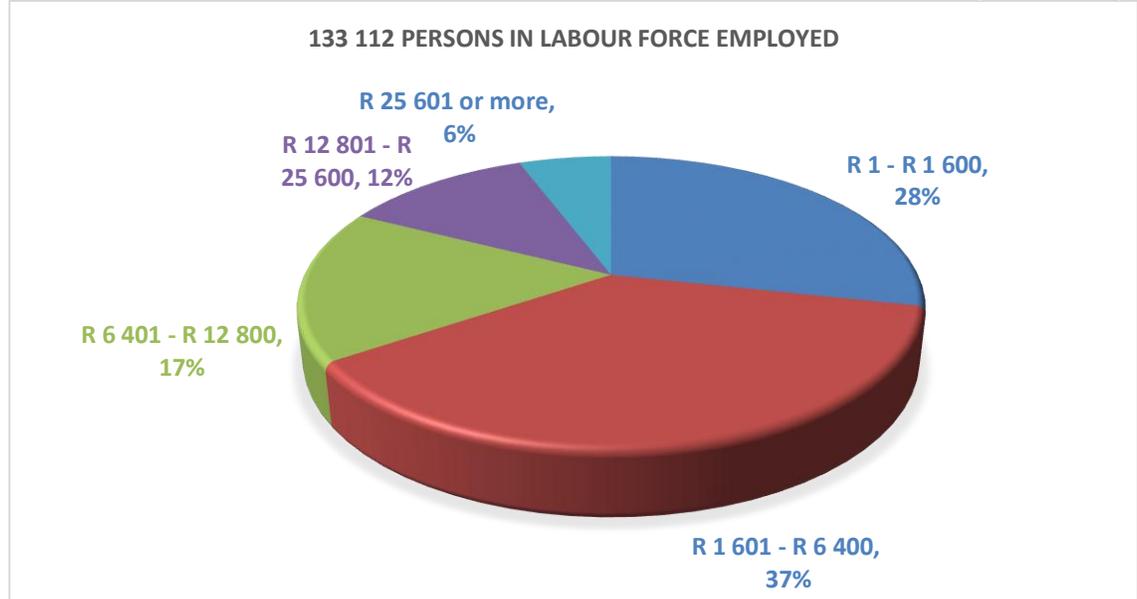
**DIAGRAM 2.8: 2011 EMPLOYMENT OF YOUTH IN LABOUR FORCE IN WARDS OF MSUNDUZI**



Source: StatsSA 2011

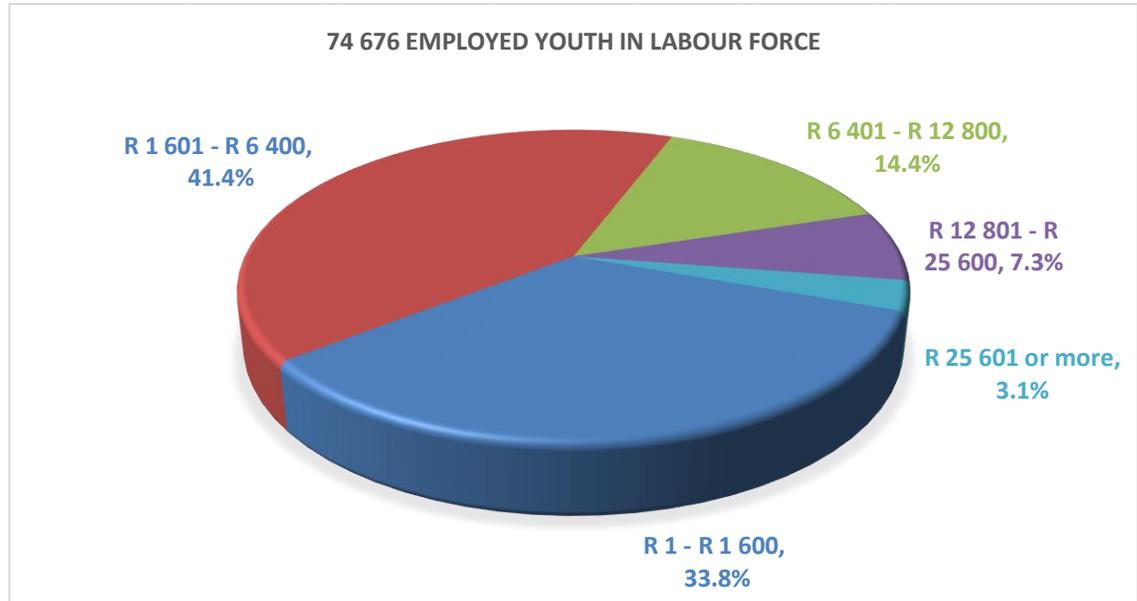
The monthly income levels of employed persons in Msunduzi is compared below, in two diagrams, to that of the employed youth in the labour force specifically. This confirms that more of the youth group falls within the lower income earning categories and less in the higher income earning categories.

**DIAGRAM 2.9: 2011 MONTHLY INDIVIDUAL INCOME LEVELS IN MSUNDUZI (ALL AGES)**



Source: StatsSA 2011

**DIAGRAM 2.10: 2011 INCOME LEVELS OF EMPLOYED YOUTH IN MSUNDUZI**



Source: StatsSA 2011

### 3. THE MSUNDUZI ECONOMIC CONTEXT<sup>1</sup>

#### 3.1 INTRODUCTION

Msunduzi is an important economic hub within the KwaZulu-Natal context and due to its location on a national development corridor is also of national significance. Although its economy is significantly smaller than that of eThekweni, its role in the provincial economy is at least to some extent as significant. This section provides a brief overview of the structure of the Msunduzi economy and considers key features of the economy in brief. It is suggested that on a strategic planning level it needs to be understood what key focus areas are in the economy and the potential spatial implications of these focus areas. Other research reports and documents deal in substantially more detail with analysing the various sectors of the economy and a sectoral analysis will not be dealt with in this report.

#### 3.2 STRUCTURE OF THE ECONOMY

Msunduzi Municipality makes an important contribution to the economy of KwaZulu-Natal, with in 2011 a GVA contribution of R22.702 billion of a total of R32.162 billion of the district economy. The table below suggests that the manufacturing (21%), finance and real estate (19%) and government (19%) sectors all make a substantial contribution to the district economy, suggesting a well-balanced and vibrant economy. The transport, storage and communication sector, as well as the wholesale and retail sector also make a contribution of 14%. Despite the District often being recognised for the contribution of its agricultural sector, in Msunduzi this sector only contributes 3% to the output of the Municipality.

**TABLE 3.1: 2012 STRUCTURE OF THE MSUNDUZI ECONOMY BASED ON GVA CONTRIBUTION PER SECTOR**

INDUSTRY	1996	2001	2006	2011
Manufacturing	21%	24%	24%	21%
Finance, insurance, real estate and business services	19%	19%	20%	19%
General government	24%	19%	17%	19%
Transport, storage and communication	8%	9%	12%	14%
Wholesale + retail trade, catering and accommodation	11%	12%	11%	10%
Community, social and personal services	7%	6%	6%	6%
Agriculture, forestry and fishing	1%	2%	2%	3%
Electricity, gas and water	5%	4%	3%	3%
Construction	2%	3%	2%	3%
Mining and quarrying	1%	1%	2%	2%
<b>TOTAL PERCENTAGE</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>
<b>TOTAL IN Rm</b>	<b>15,689.70</b>	<b>16,265.10</b>	<b>20,041.90</b>	<b>22,701.90</b>

Source: Quantec 2012

<sup>1</sup> Extracted from 2015 Msunduzi LED Plan

The Msunduzi economy as a whole showed substantial growth during the period 2001 to 2006, but this growth appeared to have slowed down, as would be anticipated considering the world recession, during the period 2006 to 2011.

The table above also provides a longer term view of the changing structure of the Msunduzi economy. In the longer term (1996 to 2011) the only significant structural changes in the economy have been in the transport, storage and communications sectors with the contribution of this sector increasing from 8% to 14%, and the contribution of the government sector decreasing from 24% to 19%. Shorter term changes, between 2006 and 2011, has been more significant with declines in the contribution of the manufacturing, and finance / real estate sectors, but growth in the contribution of the government sector from 17% to a significant 19%.

### 3.3 KEY FEATURES OF MSUNDUZI ECONOMY

The Msunduzi economy is analysed and discussed in more detail in various other documents and will not be elaborated in this spatial economic analyses. Robbins (2013) notes the following key features of the Msunduzi economy:

- The economy is well integrated with the Provincial economy;
- It fulfils an important service role to the Midlands and wider region;
- The impact the confirmation of capital city status has had specifically on the residential and commercial property markets;
- The status of educational institutions in and around Msunduzi is noted;
- The strong connection with the 'extensive agricultural activity' in the greater Midlands area is highlighted;
- Msunduzi is described as a 'tourism staging post and have been positioned to take advantage of the growing trend of event-driven tourist';
- Despite strong public sector employment poverty in the region persists; and
- The Strategic Infrastructure Projects of government is anticipated to be 'influential in the city's future'.

In terms of economic performance, based on available data, Robbins (2013) notes the following:

- A slight increase in Msunduzi's share of the provincial economy between 2008 and 2011 is noted in economic data, however, it is suggested that not much can be read into this as a result of the uncertain economic conditions over the period.
- General growth in employment of around 2% per annum is reflected in the data, but with much of this growth in informal, public sector and retail employment.

### 3.4 ECONOMIC IMPLICATIONS

Msunduzi has a well-established and diversified economy that makes an important contribution to regional and provincial economic development. It is important that the SDF reflects the diversity of the economy and ensure the growth of the various sectors of the economy is supported in order to secure employment and business opportunities for the large unemployed population of the City. The most significant contribution that the Msunduzi Municipality can make in this regard is to ensure the availability of zoned and serviced land for the expansion of the activities of the various sectors. The availability of land will be either in greenfields or brownfields development areas.

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**Revision No.** 03

**Date:** September 2017

Page 12

## 3.5 OVERVIEW OF 2015 LED STRATEGY

### 3.5.1 THE STARTING POINT

From an economic development and specifically a spatial economic perspective it is evident that since its establishment right until the 1990s Msunduzi presented a strong location for attracting investment. The City has, however, developed a strong colonial / apartheid city structure causing a number of spatial economic inefficiencies. These inefficiencies must be addressed by ensuring that future economic and social investment is guided in such a way as to transform the City structure.

The development of the Msunduzi economy is currently impacted on by the fact that serviced land for new development / investment in key economic sectors such as manufacturing, logistics, government and commerce is generally not available. For this reason, Msunduzi cannot currently or in the short term future benefit from its location on a corridor of national significance. There are then also no clear strategic spatial planning guiding investors to the land development opportunities required to revive the economy and maintain reasonable growth rates.

It is suggested that apart from the obvious focus on supporting the development of the small business sector it is then the responsibility of the economic cluster leaders to ensure that land for future economic investment and development is available.

### 3.5.2 RE-THINKING MSUNDUZI'S POTENTIAL

Perhaps the most important issue in the planning of future economic investment is that economic cluster leaders in Msunduzi must plan and act on the basis that Msunduzi is:

- the capital of a province with 1/5th of the national population, this implying that a public sector serving a fifth of the South African population should potentially be based in Msunduzi (despite this there has been very limited investment in government facilities in Msunduzi over the past two decades);
- one of three major economic hubs in a province that has a high, if not the highest in the country, economic potential;
- the regional service node for at least four of the KwaZulu-Natal Districts, generally serving all inland areas, but also providing some service functions for eThekweni and coastal areas;
- located on the most significant development corridor in the country, a corridor acknowledged in national planning; and, against the above background
- located in South Africa, potentially the powerhouse that will drive the African Renaissance over the next 50 years (if we choose to do so).

Following on from the above it is evident that, in order to grow the economy to sustain the local and regional population, that additional space for investment / development in Msunduzi is potentially immense. Whether this space will be needed in 40 years as proposed or 20, 90, or 140 years from now is open for debate, but it should be planned for now.

### 3.5.3 THE LED OBJECTIVES

Within the context of the above observations the LED strategy of Msunduzi Municipality has identified the following strategic objectives:

- To promote and attract both foreign direct investments and local investments in the city;
- To position Msunduzi Municipality as a Capital City with highest and reputable standards to attract investment, retain and expand business opportunities;
- **To Promote Township Development and supporting SMMEs in the city;**
- To promote Msunduzi Municipality as a low carbon city and encourage investment that will use renewable and energy efficient technologies;
- A policy-stable environment;
- Implementing area based interventions, including nodes, corridors, town planning schemes with an integrated approach to spatial development framework and local economic development opportunities.

### 3.5.4 THE LED VISION

Local Economic Development Strategy vision for Msunduzi Municipality:

THE VISION OF MSUNDUZI MUNICIPALITY IS OF A GLOBALLY COMPETITIVE METROPOLITAN CITY OF CHOICE WHICH CAPITALIZES ON ITS STRATEGIC LOCATION, ENVIRONMENT, CULTURAL HERITAGE AND EDUCATIONAL FACILITIES IN CREATING A CHOICE QUALITY OF LIFE FOR ALL.

### 3.5.5 THE LED ROLE / MISSION AND STRATEGY

With the above in mind it then becomes important to clarify the role of Municipality in terms of future Economic Development and investment. For discussion purposes and then informing initial strategy proposals it is proposed that the role of the Municipality in Economic Development should be as:

*A FACILITATOR OF ECONOMIC DEVELOPMENT*

Considering the above role, the following strategies are then proposed:

- Strategy 1: Key Sector Focus
- Strategy 2: Land Identification and Development
- Strategy 3: Nurturing the Informal Economy
- Strategy 4: Business Retention and Investment Promotion
- Strategy 5: Drive the Implementation of Catalytic Projects

The above vision then confirms the role of the Municipality as facilitator of economic development and, it is then assumed, the more specific role of facilitating access for youth to economic opportunities leading to economic empowerment.

Although the LED Strategy at the time did not have Youth Economic Empowerment focus it is then important that this focus be integrated in future revision of the LED strategy.

## 4. THE POLICY AND STRATEGY ENVIRONMENT

### 4.1 INTRODUCTION

The preparation of an Economic Empowerment Strategy for Youth in Msunduzi takes place in the context of a number of broader policy and strategy frameworks for Youth empowerment. Over the past two decades the youth empowerment has been high on the agenda of government policies and programmes and in recent years this has found strong expression in national and provincial policies and programs.

This section reflects on the strategic issues emerging from national and provincial policies and programmes and informs the preparation of Youth Economic Empowerment Strategy for Msunduzi. Relevant policies and strategies considered includes:

- 2012 National Development Plan;
- 2011 Draft Integrated Youth Development Strategy for South Africa;
- 2016 KZN Provincial Growth and Development Plan;
- 2016 KZN Social Accord developed by the KZN Economic Council;
- 2016 Msunduzi IDP; and
- 2017 Msunduzi LED (currently in preparation).

The Opening Remarks of the Mayor of Msunduzi to the Msunduzi Youth Summit, held in June 2017, as well as an address by the MEC for Economic Development at a Youth Summit in 2006 are included as **Appendix 2**. This provide an overview of focus areas in terms of the Youth Economic Empowerment at present.

### 4.2 2012 NATIONAL DEVELOPMENT PLAN

The youth focus of the National Development Plan (RSA 2012) is summarised in the NDP. The summary reads as follow:

*South Africa has an urbanising, youthful population. This presents an opportunity to boost economic growth, increase employment and reduce poverty. The Commission, recognising that young people bear the brunt of unemployment, adopted a “youth lens” in preparing its proposals, which include:*

- *A nutrition intervention for pregnant women and young children.*
- *Universal access to two years of early childhood development.*
- *Improve the school system, including increasing the number of students achieving above 50 percent in literacy and mathematics, increasing learner retention rates to 90 percent and bolstering teacher training.*
- *Strengthen youth service programmes and introduce new, community-based programmes to offer young people life-skills training, entrepreneurship training and opportunities to participate in community development programmes.*
- *Strengthen and expand the number of FET colleges to increase the participation rate to 25 percent.*
- *Increase the graduation rate of FET colleges to 75 percent.*

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MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 15

- Provide full funding assistance covering tuition, books, accommodation and living allowance to students from poor families.
- Develop community safety centres to prevent crime and include youth in these initiatives.
- A tax incentive to employers to reduce the initial cost of hiring young labour-market entrants.
- A subsidy to the placement sector to identify, prepare and place matric graduates into work. The subsidy will be paid upon successful placement.
- Expand learnerships and make training vouchers directly available to job seekers.
- A formalised graduate recruitment scheme for the public service to attract highly skilled people.
- Expand the role of state-owned enterprises in training artisans and technical professionals.

## 4.3 2011 DRAFT INTEGRATED YOUTH DEVELOPMENT STRATEGY FOR SOUTH AFRICA– ECONOMIC PARTICIPATION FOCUS

### 4.3.1 BACKGROUND

The Draft Integrated Youth Development for South Africa, prepared by the National Youth Development Agency in 2011, have a section focusing specifically on economic participation of the youth. This is currently viewed as the most comprehensive strategy of this nature and key components from this strategy document is reflected below.

### 4.3.2 DESCRIBING THE STATUS OF ECONOMIC PARTICIPATION

The status of youth participation in the South African economy is described as follows:

*South African youth face multiple structural, systemic and socio-cultural challenges that have an impact on their chances of participating in the economy. Relatively low macroeconomic growth rates, poor quality education, low levels of high-value skills, and a low incidence of entrepreneurship means new economic opportunities created are dwarfed by the number of youth coming into the job market every year.*

*In South Africa, as in many other countries all over the world, youth unemployment is higher than in the adult population and as a result, suffer both income and asset poverty. South Africa is further distinguished by a very large population of young people where 70% of the population is younger than 35 years. Over 55% are people in age brackets 14-35 years old. The NGP mentions that out of 5.96 million who were unemployed as at 31 December 2010, 4.1 million (70%) were youth aged between 15 and 35 years.*

*South Africa labour force is unique in that it is characterized by long-term unemployment, which in itself is driven by a labour supply that has consistently grown faster than the demand for labour. The public sector constitutes a maximum of 13% of the labour market and as such the big employers are the private sector. The private sector, particularly the manufacturing sector which includes agro-processing, mineral beneficiation and the engineering related disciplines has not grown enough to create the needed employment opportunities. In order for these opportunities to be exploited, there is a need to accelerate professional entrepreneurship among youth.*

Currently, only 17% of informal business sector and new business are owned by youth. The Global Entrepreneurship Monitor ranks South Africa very low on entrepreneurship: Accordingly, South Africa is one of the countries with the lowest rates of high-growth entrepreneurs, entrepreneurs whose firms contribute a disproportionate share of all new jobs created. It is also one of the top ten countries with predominantly pessimistic entrepreneurs in terms of growth potential.

Scholars argue that even if there was a maximum education and training to the unemployed, current employers would not immediately be able to absorb that skilled labour. It is therefore logical that there is a need to create genuine, long-term jobs by building advanced entrepreneurial skills amongst university graduates. Research has shown that investing aggressively in young graduate has a disproportionate positive economic impact. Massachusetts Institute of Technology (MIT) has demonstrated that conservatively, if the value generated by businesses created and led by its own graduates were added, that value would equal to the 17th largest economy in the world. This model can be emulated in South Africa over time. The Asian Tigers have also invested aggressively in their high capacity youth. Strategically, priorities should include empowering youth who would in turn create employment opportunities for others. Interventions could include:

- Focus on those who have already obtained tertiary education and build upon their foundation a large entrepreneurial base;
- Mobilize substantial economic and financial resources to invest in key sectors such as agro-processing, beneficiation, ICT and engineering related industries. This includes re-directing CSI and enterprise development budgets of the private sector from welfare and small scale projects to high potential entrepreneurial ventures; maximize technological output to raise competitiveness of industries within emerging markets;
- The students who do not have matric or have not been taken up in entrepreneurship program may be enrolled into the NYS and on short-term, progressed through to various public works programs. Efficient long-term opportunities would typically involve public-private partnerships;
- Well established youth centres should be used to disseminate information. The schools, clinics, FETs and universities could be used as cost-effective measures;
- Start investing in the next generation of leaders by actively facilitating exchange programmes with international institutions worldwide, and gaining exposure by getting work experience in competitive global environments. This cohort will bring an invaluable global perspective and world-class skills back into the domestic markets.

The creation of new Black entrepreneurs to create new businesses is crucial. This would have spin-off on the fiscus and employment through providing opportunities along feeder value-chains. While acknowledging that there are no easy answers to unemployment question, challenges, there is need to strike a balance between the size of the problem and alternatives. The Wage Subsidy if crafted in a way that acknowledges the unique South African situation and minimises the risk of further victimization and replacement of older unskilled work force in favor of youth by companies. An important intervention would be to initiate other direct initiatives around industrialization and youth entrepreneurship. Young graduates should develop high-order and technological skills in order to create a new economy wherein their generation will prosper.

### 4.3.3 CREATING AN ENABLING ENVIRONMENT

The Draft Strategy proposes that an enabling environment for the Youth Economic Empowerment must be established.

*The economic sector is largely grounded on industrial policy, labour law and provision or lack of minimum wage regimes. The following interventions are crucial in balancing the interest of both employer and potential employee concerns:*

- *Labour law needs to be relaxed, especially in the so-called poverty nodes or in the SMME sector in order to encourage opportunities for the youth to gain work experience. The current policy, while protecting the employee, makes it difficult for employers to offer suitable work opportunities that match their own interests while providing work experience for the youth. Quite often, youth are disadvantaged as a result of limited job experience. This strategy will allow flexibility for the employer to provide this valuable job experience needed by the youth;*
- *The minimum wage regime needs to be reviewed as it hinders the entrance of youth into the market to gain work experience with minimum financial risk to the employer. Youth should be encouraged to prioritise work experience more than immediate financial gain. The foundation for meaningful employment is gaining work experience that builds the youth's knowledge, expertise and productivity. This provides an attractive proposition for the small business or entrepreneur who may want to access the labour pool but has financial constraints;*
- *Industrial policy must be devolved rapidly to provinces and municipalities where there is high potential;*
- *There is a need for tax incentives to private sector to support the creation and funding of enterprises developed by the youth;*
- *Micro Enterprise Finance (MIF) needs to be developed along the same lines as the Grameen Bank of Bangladesh; and*
- *Quotas must be set aside for youth with disabilities in all economic activities.*

### 4.3.4 THE GOAL AND OBJECTIVES OF A YOUTH ECONOMIC PARTICIPATION STRATEGY

The goal for the Youth Economic Participation Strategy is:

*To create opportunities for the full participation of the youth in the South African economy to ensure the prosperity of the individual and the country.*

The proposed objectives included:

- *To identify, create and launch sustainable large scale economic ventures for the youth in South Africa, targeting previously disadvantaged groups and rural areas;*
- *To develop key industry sectors in which the youth have total control of the various components of the value-chain, such as supervisory, technical and managerial skills, capital, primary and secondary suppliers to the selected industry and other factors of production;*
- *To stimulate the creation of new value networks owned and controlled by previously disadvantaged individuals that feed into existing large scale corporations;*
- *To create high-order skills amongst the youth, particular those in sectors such as green energy and social economy, ICT and agro-processing, as a base for the control of the selected target industry;*

- To improve accessibility to information with regard to employment opportunities, business advisory services, upcoming youth related activities and programmes as well as funding opportunities;
- To enhance South Africa's regional and international competitiveness through the development of its entrepreneurial sector and the productive use of its youth potential; and
- To ensure equitable participation within the South African economy.

#### 4.3.5 PROPOSED STRATEGIC INTERVENTIONS

The Strategic Interventions proposed by the Draft Strategy are presented as follows:

*A concerted drive is needed to create a new marketplace, one in which innovative and profitable business models are developed and incubated in order to become the major corporate houses and employers of the future. This will in turn enable the creation of supply chains that provide further employment opportunities for previously disadvantaged individuals, as well as procurement opportunities for micro and small enterprises.*

*At the same time, the intellectual and soft skills required to promote the development of these enterprises need to be taught and nurtured, particularly among young population who either feel a sense of entitlement or struggle with a lack of information and inspiration. From an investment point of view, there needs to be greater education on capital being placed in high growth industries, and the need for promotion of technological advancements.*

*The strategy for Economic Participation will address the following dimensions:*

- The individual: Providing information and training to cultivate the entrepreneurial mindset;
- The organization: Developing and incubating profitable business models and organizations;
- Markets: Creating value-chains that serve as feeders into the organizations, providing access to markets and policy advocacy that continues to stimulate the market; and
- Value networks: Access to peer networks, as well as national and global networks that enable the scalability of the organization.

*The interventions should fall into two categories: Those that improve the quality of the supply of labour and those that increase the demand for labour. In simple terms, South Africa already has a large number of people who are willing and ready to work, they constitute the supply of labour. However these people may not be at the right level of quality, for example:*

- *They may not have enough generic learning skills that make them trainable due to poor primary and high school education;*
- *They may not have a wide range of skills that make them flexible enough to take on different jobs as the market changes. For an example, a mechanical engineer can be a mine manager or even lead other types of manufacturing operations;*
- *They may not have enough management, leadership and interpersonal skills;*
- *They may not have well developed technical skills such as artisans; technicians, teachers, nurses or engineers;*
- *They may not fully understand how to position themselves and market themselves in the labour market;*
- *They may need meaningful work experience; and*
- *Work ethic and leadership skills.*

On the employer side, the focus is on:

- *The drive for marketing their products: Growing markets ordinarily calls for expansion of production and marketing capacity;*
- *Financing and the cost of financing;*
- *Profit margins;*
- *Productivity per employee; and*
- *They typically will recruit good employees and prefer a market with an abundance of high quality labour.*

The funding for youth development can be obtained as follows:

- *The CSI and enterprise development budgets need to be channeled into public-private partnership schemes where government leverages such funds and augments them with its own investments. An example of the practical implementation of such programmes can be found with the Business Trust's coordination of CSI funding into key initiatives that are aligned with the national development priorities;*
- *Re-directing learnership and SETA funding into supply side development including supporting the industrial policy projects directly by supporting new businesses and expanding businesses more aggressively where youth are involved. SETAs must be directly aligned to the NGP;*
- *Targeting a subset of the additional funding for job creation set aside by the Department of Economic Development (R102 billion) for investment in a capital fund for new ventures by youth thereby stimulating labour demand; and*
- *Greater coordination of existing funds for entrepreneurship, such as those available through The Business Place, Raizcorp, Endeavour and NYDA.*

Success Indicators:

- *In this case labour absorption in NGP must be at least 50%, where 50% of new jobs go to young South Africans and perhaps at 30% of all funding for new business must also go to young South Africans.*
- *Create 250,000 jobs a year from 2012/2015 in the infrastructure sector;*
- *Create 1,270,000 jobs by 2020 in economic sectors (agricultural, mining, manufacturing, tourism and other high level services);*
- *Create 300,000 jobs by 2020 and a further 100,000 jobs by 2020 in new economies (green and knowledge economies);*
- *Create 260,000 additional jobs by 2030 in the public works, local economic development sectors;*
- *Create 60,000 additional jobs by 2015 and further 90,000 by 2020 in spatial development sectors;*
- *Create and fund 100 new entrepreneurial initiatives by 2015;*
- *Identify and train 375 talented youth (top tier) on entrepreneurship by 2015;*
- *Create and develop 50 new feeder supply chains by 2015;*
- *Provide 1000 job placements for youth by 2015; and*
- *Reach 500 schools and community structures with information on youth opportunities by 2015.*

*Youth employment will reduce by hundreds of thousands per annum and perhaps the first million will be absorbed into the labour market in the first five to seven years of the strategy.*

#### 4.4 2014 KZN SOCIAL ACCORD BY KZN ECONOMIC COUNCIL

The KZN Economic Council was established in 2011 bringing together government, labour, business and civil society. The Council was established to provide the social partners with a permanent platform for action orientated economic partnerships. The KwaZulu-Natal Social Accord, developed by the KZN Economic Council, is aimed at providing the “blueprint for collective action and socio-economic transformation” in the province, complementing on-going efforts by the social partners in their individual capacities (KZN Economic Council 2014).

The KZN Social Accord currently includes three chapters which covers, amongst other focus areas, the following of relevance to specifically developing empowerment strategies:

- Youth Employment;
- Local Procurement;
- Small Enterprises and Cooperative Development; and
- KZN Women’s Empowerment Strategy.

The KZN Youth Employment Strategy has a number of objectives / focus areas aimed at achieving the National Youth Employment Accord, viz.

- Education and Training, including a focus on second chance matric programmes, FETs (or TVETs), SETAs and the role of business.
- Work Exposure for Youth, including career and training guidance, internships, ‘bring a child to work’ programmes, youth involvement in business fairs.
- Developing Youth Entrepreneurship with a focus on sponsorships, the agricultural sector, the maritime programme and ICT / BPO industry.
- Implementation arrangements for the ‘Youth Employment Strategy’.

These objectives / focus areas are unpacked in more detail in Chapter 1 of the KZN Social Accord.

#### 4.5 2016 KZN PROVINCIAL GROWTH AND DEVELOPMENT PLAN (PGDP)

The KZN Provincial Growth and Development Strategy sets the strategic agenda for the province as a whole. The table below reflects the strategic goals and objectives as established in the 2016 review of the Growth and Development Strategy. An indication is then provided of how relevant the various objectives are to youth economic empowerment in Msunduzi.

**TABLE 4.1: STRATEGIC GOALS AND OBJECTIVES ESTABLISHED IN 2016 KZN GROWTH AND DEVELOPMENT STRATEGY**

NO	STRATEGIC GOALS AND OBJECTIVES	RELEVANCE TO YOUTH EMPOWERMENT
<b>1</b>	<b>INCLUSIVE ECONOMIC GROWTH</b>	
1.1	Develop and promote the agricultural potential of KZN	Medium
1.2	Enhance sectoral development through trade investment and business retention	Medium
1.3	Enhance spatial economic development	High
1.4	Improve the efficiency, innovation and variety of government-led job creation programmes	High

NO	STRATEGIC GOALS AND OBJECTIVES	RELEVANCE TO YOUTH EMPOWERMENT
1.5	Promote SMME and entrepreneurial development	High
1.6	Enhance the Knowledge Economy	High
<b>2</b>	<b>HUMAN RESOURCE DEVELOPMENT</b>	
<b>2.1</b>	Improve early childhood development, primary and secondary education	High
2.2	Support skills development to economic growth	High
2.3	Enhance youth and adult skills development and life-long learning	High
<b>3</b>	<b>HUMAN AND COMMUNITY DEVELOPMENT</b>	
<b>3.1</b>	Eradicate poverty and improve social welfare services	High
3.2	Enhance health of communities and citizens	Medium
3.3	Safeguard and enhance sustainable livelihoods and food security	Medium
3.4	Promote sustainable human settlements	Medium
3.5	Enhance safety and security	Medium
3.6	Advance social cohesion and social capital	Medium
3.7	Promote youth, gender and disability advocacy and the advancement of women	High
<b>4</b>	<b>INFRASTRUCTURE DEVELOPMENT</b>	
<b>4.1</b>	Development of seaports and airports	Low
4.2	Develop road and rail networks	Low
4.3	Develop ICT infrastructure	Medium
4.4	Ensure availability and sustainable management of water and sanitation for all	Low
4.5	Ensure access to affordable, reliable, sustainable and modern energy for all	Low
4.6	Enhance KZN waste management capacity	Low
<b>5</b>	<b>ENVIRONMENTAL SUSTAINABILITY</b>	
<b>5.1</b>	Enhance resilience of ecosystem services	Low
5.2	Expand the application of green technologies	Low
5.3	Adapt and respond climate change	Low
<b>6</b>	<b>GOVERNANCE AND POLICY</b>	
<b>6.1</b>	Strengthen policy, strategy coordination and IGR	Low
6.2	Build government capacity	Low
6.3	Eradicate fraud and corruption	Low
6.4	Promote participative, facilitative and accountable governance	Low
<b>7</b>	<b>SPATIAL EQUITY</b>	
7.1	Enhance the resilience of new and existing cities, towns and rural nodes, ensuring equitable access to resources, social and economic opportunities	High
7.2	Ensure integrated land management use across the Province, ensuring equitable access to goods and services, attracting social and financial investment	Medium

Source: 2016 KZN PGDP

Relevant extracts from the 2016 KZN PGDP relating specifically to women and youth empowerment is presented in **Appendix 3**.

MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 22

MK-R-901 Rev.02/17

## 4.6 2017 DRAFT MSUNDUZI IDP 2017 TO 2022

The Draft 2017 to 2022 Msunduzi IDP presents the following Strategic Development Framework for Msunduzi Municipality.

*The Vision of the City of Choice, Second to None is to develop a safe, vibrant city in which to live, learn, raise a family, work, play and do business.*

- *Own a financially viable and well governed city*
- *Live in peacefully*
- *Move about freely and in a cost-effective manner*
- *Work to earn a living, thereby reducing unemployment, poverty, and inequality*
- *Play to lead a healthy lifestyle, thus increasing life expectancy*

*The Msunduzi Municipality shall deliver on six strategic city-wide outcomes to achieve this vision, as follows:*

- *A well-serviced city;*
- *An accessible, connected city;*
- *A clean, green city;*
- *A friendly, safe city;*
- *An economically prosperous city; and*
- *A financially viable and well-governed city.*

*In order to realise the Vision, the Municipality has prioritised thirteen objectives clustered under each of these six broadly defined outcomes, as follows:*

- *The focal areas for the first, a well serviced city, shall be: water and sanitation service delivery, energy supply provision, and implementation of waste management – for all citizens.*
- *The focal areas for the second, an accessible and connected city, shall be: roads construction and maintenance, transport management, human settlement development, telecommunications connectivity, and social infrastructure distribution.*
- *The focal areas for the third, a clean, green city, shall be: renewable energy supplies, public open space creation, and urban renewal and greening promotion.*
- *The focal areas for the fourth, a friendly, safe city, shall be: social cohesion, and safety and security.*
- *The focal area for the fifth, an economically prosperous city, shall be: job creation.*
- *The focal area for the sixth, a financially viable and well-governed city, shall be: financial viability and good governance.*

The Youth Economic Empowerment Strategy must align to this Strategic Framework.

## 4.7 MSUNDUZI LED

(INSERT BROAD STRATEGIC FRAMEWORK FOR LED STRATEGY IN PREPARATION)

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MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 23

## 5. CURRENT YOUTH EMPOWERMENT FOCUS

### 5.1 INTRODUCTION

The Youth Economic Empowerment has been high on the policy agenda for an extended period of time. For this reason a number of programmes and activities specifically addressing the Youth Economic Empowerment has been initiated by various government departments and institutions. Although often not the primary objective of some initiatives there is then also programmes aimed at other groups that can potentially contribute to the Youth Economic Empowerment.

This section highlights programmes, both current and historic, that supports the objective of achieving the Youth Economic Empowerment.

### 5.2 PUBLIC SECTOR ECONOMIC EMPOWERMENT PROGRAMMES

Government departments and agencies offer a range of support options for enterprise development. The table below highlights some of these programmes and agencies and provide a short description of the focus of the specific programme or agency.

**TABLE 5.1: GOVERNMENT ENTERPRISE SUPPORT AGENCIES / PROGRAMMES**

PROGRAMME / AGENCY NAME	DEPARTMENT	FOCUS OF PROGRAMME / AGENCY
Comprehensive Agriculture Support Programme (CASP)	Department of Agriculture	To provide intervention in Information and technology management; Technical and advisory assistance; marketing and business development; training and capacity building; financial support; farm infrastructure.
Investing in Culture Programme	Department of Arts and Culture	The programme offers funding for the following: raw materials (e.g. beads); skills training; starting or sustaining small, medium and micro enterprises (SMMEs).
Media Development and Diversity Agency (MDDA)	Department of Arts and Culture	The MDDA promotes media diversity and development by providing financial and other support to community and small commercial media projects. Beneficiaries are offered mentorship, monitoring and evaluation, and are given in-depth knowledge to help them manage and improve their programmes
Micro-Agricultural Financial Institution of South Africa (mafisa)	Department of Agriculture	Mafisa was developed as a micro and retail agricultural financial scheme for economically active poor people. Mafisa will allow access to financial services through selected financial institutions on an affordable and sustainable basis.
National Arts Council	Department of Arts and Culture	The National Arts Council funds individuals, community organisations, institutions and companies in various disciplines: craft, dance and choreography, literature, music, theatre and visual arts.

PROGRAMME / AGENCY NAME	DEPARTMENT	FOCUS OF PROGRAMME / AGENCY
National Development Agency	Department of Social Development	<p>The National Development Agency's primary mandate is to eradicate poverty by granting funds to civil society organizations that implement developmental projects of poor communities.</p> <p>The NDA seeks to strengthen human development capacity of civil society organisations involved in direct service provision to poor communities through the following programmes: Early Childhood Development; Food security; Income generation; Capacity building Programmes; Supporting Vulnerable Groups</p>
National Youth Development Agency		It provides grant finance combined with business development support. Enterprise Finance is aimed at promoting entrepreneurship among young people, so it provides funding to youth aged 18-35 years old to help them start a new business or grow an existing one. Finance is provided directly and through partners.
SEDA	Department of Trade and Industry (the dti)	<p>SEDA's mission is to develop, support and promote small enterprises throughout the country, ensuring their growth and sustainability in co-ordination and partnership with various role players, including global partners, who make international best practices available to local entrepreneurs.</p> <p>It is mandated to implement government's small business strategy; design and implement a standard and common national delivery network for small enterprise development; and integrate government-funded small enterprise support agencies across all tiers of government.</p>
Women Economic Empowerment	Ministry of Women, Children and People with Disabilities	Isivande Women's Fund (IWF) is an exclusive fund that aims to accelerate women's economic empowerment by providing more affordable, usable and responsive finance than is currently available. The IWF targets formally registered, 60% women-owned and/or managed enterprises that have been in existence and operating for two or more years with a loan range of R30 000 to R2 million.
Youth Economic Participation	Department of Public Enterprises	The Youth Economic Participation (YEP) programme aims to coordinate the efforts of State Owned Companies (SOC) under the DPE, such as Eskom, Transnet, South African Airways, Broadband Infracore, Alexkor, South African Express, the South African Forestry Company and Denel, towards maximising their inputs towards youth economic empowerment: Job-creation; Skills development; Entrepreneurship development; Corporate Social Investment (CSI) and related initiatives.

Over and above these programmes region specific agencies such as Ithala Bank in KwaZulu-Natal offers access to loan finance for the establishment of small enterprises.

From direct engagements with SEDA, NYDA and Ithala offices, as part of earlier studies, the following initial conclusions are drawn:

- Existing linkages between key agencies: There appears to be linkages between the key agencies / programmes responsible for the provision of enterprise development support. For example, SEDA generally does not make grant or loan funding available, but will refer clients to NYDA, NDA or a financial institution (such as Ithala) for financial support. On the other hand NYDA and Ithala refer clients to SEDA for business planning support.
- Accessing enterprise development support: Generally the agencies do not operate on the grass roots level. It appears as if offices are only located in main centres and prospective clients must visit these offices to access services. Officials are generally accessed through the setting up of appointments (in the case of NYDA it was confirmed that the official engaged with can only schedule appointments in two to three weeks). It is expected that this will limit the extent to which the poorest of the poor access the services offered.
- Availability of enterprise development support: From the engagement with the three agencies it appears as if there is currently a reliance on SEDA to assist entrepreneurs with the development of competent business proposals or business plans.
- Availability of enterprise development training: SEDA appears to be the main provider of enterprise development services and training, however, NYDA also offers what is referred as an Enterprise Development Programme which includes either a one day or a four day course to be attended.
- Legibility for support from agencies: NYDA is specific in terms of the enterprises it supports. The enterprises must be 100% South African owned, 100% black owned and 100% owned by individuals aged between 18 and 35.

### 5.3 YOUTH EMPOWERMENT IN THE MUNICIPALITY

The Msunduzi Municipality is engaged in a number of programmes with special groups (youth, women, the aged and the disabled) reported on in the 2016 IDP. The projects relating specifically to the youth include:

- Sports programmes: Local games are organised for the youth to compete for representation in the District games, from which a team is selected to participate in the SALGA Games which are held annually. This programme has been running since 2002.
- The Junior City Council (JCC): This is a Youth Council for young people from the Msunduzi Municipality, which meets on a monthly basis. A number of programmes are associated with this, including: A back to school campaign involving visits to 5 schools - one in each zone where stakeholders are invited to address the youth according to social ills identified in schools; Child Protection Campaigns dealing with issues like child abductions; School exchange programmes between four urban and four rural schools; Taking a child to work, where learners are identified from schools and placed in different business units in the Municipality; The JCC Sports Festival involving soccer and netball events; and Leadership Training to capacitate members of JCC, together with 37 ward youth representatives.
- Vocational guidance: One week programme at central locations in each zone, exposing the youth to career opportunities.
- School Uniforms: The purchase of school uniforms for needy children in ten identifies schools.

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**MSUNDUZI MUNICIPALITY**

Prepared by:



**Project No.** 14510  
**Description** STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
**Revision No.** 03

**Date:** September 2017

Page 26

- Reed Dance: Provision of busses to assist girls attending the annual reed dance at KwaNongoma.
- Driver's licences: Assisting orphans and previously disadvantaged youth in acquiring driver's licences.
- Youth Centre and Career Guidance Councillor: This office is funded by the Municipality and is located opposite the City Hall.

## 5.4 STAKEHOLDERS IN YOUTH EMPOWERMENT

There are currently a number of stakeholders with a role to fulfil in terms of the Youth Economic Empowerment in Msunduzi.

### 5.4.1 PUBLIC SECTOR

Potential public sector stakeholders in Youth Economic Empowerment includes:

- Msunduzi Municipality
- uMgungundlovu District
- Dept of Economic Development, Tourism and Environmental Affairs
- KZN Provincial Treasury
- Sector Departments

### 5.4.2 EDUCATION

Potential education stakeholders with a role to fulfil in the Youth Economic Empowerment includes:

- University of KwaZulu-Natal
- Durban University of Technology
- Technical and Vocational Education and Training Colleges
- Community Education and Training Colleges
- Private Tertiary Education Institutions
- Secondary Schools

### 5.4.3 PRIVATE SECTOR

Potential private sector stakeholders with a role to fulfil in the Youth Economic Empowerment includes:

- Pietermaritzburg Chamber of Business (PCB)
- Various Sector Education Training Authorities (SETAs)
- Major corporates active in Msunduzi
- Smaller business organisations (formal and informal)
- Individual businesses.

#### 5.4.4 NON-PROFIT AND COMMUNITY ORGANISATIONS

A number of organisations potentially fulfilling a role in the Youth Economic Empowerment has been identified through the research undertaken for this strategic planning initiative. This database should be maintained and updated on an ongoing basis.

**TABLE 5.2: ORGANISATION FOR YOUTH ECONOMIC EMPOWERMENT WORKSHOP**

African Christian Democratic Party - Council - uMsunduzi / Pietermaritzburg  Rienus Niemand 076 289 0982 <a href="mailto:rienus.niemand@gmail.com">rienus.niemand@gmail.com</a>	African Enterprise 1 NON SUCH ROAD, MONTROSE, PIETERMARITZBURG 3202 Lerato 033 347 1911 <a href="mailto:aesa@ae.org.za">aesa@ae.org.za</a>
African Enterprise 1 NON SUCH ROAD, MONTROSE, PIETERMARITZBURG 3202 Lerato 033 347 1911 <a href="mailto:aesa@ae.org.za">aesa@ae.org.za</a>	ANCWL  Nomabheli Duze - Chairperson of Region Ntombizonke Phoswa - Co-ordinator 072 285 5992 071 414 0370 <a href="mailto:ntombizonkephoswa@gmail.com">ntombizonkephoswa@gmail.com</a>
ANCWL  Nomabheli Duze - Chairperson of Region Ntombizonke Phoswa - Co-ordinator 072 285 5992 / 071 414 0370 <a href="mailto:ntombizonkephoswa@gmail.com">ntombizonkephoswa@gmail.com</a>	ANCYL - Administrator 072 461 0755 Lwazi 031 368 3499 -
ANCYL - Secretary  Gerila Zondi  <a href="mailto:zondi1906@gmail.com">zondi1906@gmail.com</a>	Black Management Forum (UKZN) 50 Dewaal Street, Pietermaritzburg  Zintle Base 078 099 3418 <a href="mailto:zintle.base@yahoo.com">zintle.base@yahoo.com</a>
Coloured Roses  Phumelele Kunene 073 450 9429 <a href="mailto:kunenephumelele07@gmail.com">kunenephumelele07@gmail.com</a>	Congress of the People - COPE  Alias Khotso Mofokeng 073 699 7633 <a href="mailto:khotsocope@gmail.com">khotsocope@gmail.com</a>
Create 14 Hyslop Road, Midlands, Pietermaritzburg, 3201 Forward Mlotshwa 033 345 5088 <a href="mailto:create3@telkomsa.net">create3@telkomsa.net</a>	DA  Yusuf Cassim - Federal Youth Chairperson 086 122 5532 <a href="mailto:dayouthchair@gmail.com">dayouthchair@gmail.com</a>
DA Youth  Mzamo 061 456 1253 <a href="mailto:aoc@dakzn.org.za">aoc@dakzn.org.za</a>	Disabled People South Africa - Kwazulu Natal 3 Church Lane, Pinetown 3610  Thami 031 701 2951 / 072 627 9734 <a href="mailto:kzn@dapsa.org.za">kzn@dapsa.org.za</a>
Dlalanathi Organisation  033 345 3729 <a href="mailto:admin@dlalanathi.org.za">admin@dlalanathi.org.za</a>	EFF Student Command - CoOrdinator of the Region  Fortune Bhengu 082 502 4723 061 456 1253 <a href="mailto:fortunebhengu72@gmail.com">fortunebhengu72@gmail.com</a>
Eskom Youth Programmes  Gcinimuzi Mafrika 083 800 2123 <a href="mailto:gcinimuzi.mafrika@gmail.com">gcinimuzi.mafrika@gmail.com</a>	Esther House  Nokuthula Zwane 033 345 5843 <a href="mailto:ijesterjouse@futurenet.co.za">ijesterjouse@futurenet.co.za</a>

MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 28

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MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 29

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MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 30

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Source: Stratplan Database 2017

## 6. ISSUE IDENTIFICATION (CHALLENGES)

### 6.1 INTRODUCTION

The Youth faces a diverse range of challenges or obstacles in accessing economic opportunities in both the formal and informal sectors. Often when a group or individual overcomes one or a couple of challenges it will only be found that further obstacles in accessing opportunities emerge. In developing a strategy for the Youth Economic Empowerment it becomes essential to understand the various challenges youth encounter in accessing economic opportunities. This section attempts to, based on basic desktop research and engagements in a workshop, categorise and identify the various challenges.

The categorization and listing of challenges youth face is viewed as a starting point for strategy development and should not be viewed as a comprehensive or complete list. It is also fairly generic and overlaps substantially with challenges experienced in terms of the Youth Economic Empowerment. The categories of challenges identified include:

- Perceptions
- Education and training;
- Access to finance;
- Access to business support;
- Access to means of production (both instruments and subjects of labour);
- Legislation; and
- Leadership and Organisation.

Each of the above categories of challenges are further expanded on in the discussions that follow. In relation to the **SWOT analysis** the challenges listed here reflect both 'weaknesses' and 'threats'.

### 6.2 PERCEPTIONS

Often perceptions of the abilities of young people and their lack of experience makes it difficult for young people to secure employment or other forms of support for entrepreneurial opportunities they pursue.

### 6.3 EDUCATION AND TRAINING

Access to quality education and training remains a major challenge for youth wanting to access economic opportunities. The "Fees Must Fall" campaign of 2016 placed this firmly on the development agenda. This, however, remains an important topic addressed on various levels in South Africa and progress in this regard appears to have been limited.

The still relatively low education levels of youth in the workforce has been confirmed in the analysis of the 2011 Census statistics (although it appears as if there has been some improvement in this regard). The low education level is a basic challenge for youth wanting to access economic opportunities, and can unfortunately not be addressed adequately in the short term. Government is pursuing various policies aimed at improving levels of education, but it is anticipated that this will have limited impact on the current workforce.

Challenges for youth in accessing further education includes:

- Sub-standard primary and secondary education;
- Financial burden of accessing education and training;
- Lack of time and other resources to access education;
- Inappropriateness of education and training offered;
- And others.

## 6.4 ACCESS TO FINANCE

Various forms of funding can be accessed with a view to establish enterprises in the formal or informal sector. Types of funding available broadly includes:

- **Grants:** These are funds disbursed by one party, often a Government Department, Corporation, Foundation or Trust, to a recipient, often a nonprofit entity, educational institution, business or an individual". Grants are probably at present the most common form of finance for the enterprise development with various government department and institutions making grants available to the sector.
- **Subsidies:** Subsidies are referred to as "a form of financial assistance paid to a business" by the government to producers or distributors in an industry to prevent the decline of that industry or an increase in the prices of its products or simply to encourage it to hire more labor. Subsidies can be used to encourage the sale of exports, expansion of farm production etc.
- **Loans:** When a loan is accessed, the borrower or person making the loan, initially "receives or borrows an amount of money, called the principal, from the lender, and is obligated to pay back or repay an equal amount of money to the lender at a later time. Typically, the money is paid back in regular instalments, or partial repayments; in an annuity, each instalment is the same amount.
- **Equity:** Share equity or equity is often referred to in development projects. Nicholson (2008) indicates that "the difference between a loan (or debt) and equity capital is that loan finance is repaid with interest, whereas an equity investment is made in exchange for a share in the ownership of the venture".

The following sources of funding for enterprise development could be considered:

- Public Sector
- Private Sector
- Funding Agencies
- Donors
- NPO sector

For individuals and community groups funding for development projects and enterprise development is, however, often difficult to access for a number of reasons. These reasons are well-documented and will not be elaborated on, but includes:

- Lack of information available regarding funding sources and approaches to accessing the funding;
- Existing 'funding confusion, where potential beneficiaries are often not clear on what the most appropriate funding source for a specific project / initiative will be;
- Specific focus of government programmes that may often not align with the needs of beneficiary communities;
- Complex application processes and unrealistic requirements in terms of information required to process applications;
- Lack of capacity in grant finance institutions to effectively disburse and manage funds allocated.

## 6.5 ACCESS TO BUSINESS SUPPORT

The major change in government support for small enterprise development over the past decade was the consolidation of a number of uncoordinated business support initiatives under the umbrella of the Small Business Development Agency (SEDA) in 2005, as described in the Small Enterprise Development Strategy mentioned above. The Strategy indicates that the then newly established SEDA incorporates previous programmes such as Ntsika, Namac, CPPP and some other existing agencies. The intention was not for SEDA to replace existing interventions by any stakeholders, "...but seeks to ensure that new and existing public-sector programmes are co-ordinated around a clear long-term vision for the SMME sector". It was also intended to ensure that financial and non-financial services offered to small business are integrated (dti 2005). At the time the primary functions for SEDA were stated to include co-ordination, monitoring and evaluation, ensuring consistency of service-delivery quality across the implementing agencies, programme design and adjustment, and information management.

Rogerson (2004 as in Marais 2008), in a review of business support to microenterprises, indicates that it has been "... argued that current national support programmes offer little in the way of support to survivalist enterprises, women entrepreneurs and rural SMMEs." Marais (2008), in his review of business support in 2008, concludes that:

- *Official business support services in South Africa are of poor quality, with a lack of focus, and with little differentiation in respect of either the economic sector or the level of the enterprise.*
- *Business support services are hampered by the lack of skills in the business support environment.*
- *There is very little evidence that business support services are integrated across different government programmes.*
- *Business support programmes did not reach microenterprises effectively.*
- *There still seem to be major regulatory problems at both the business management level as well as the urban environment, and these inhibit business development.*
- *In terms of the institutional setup, the establishment of SEDA is a step in the right direction. Yet, the jury is probably still out on whether the institutional change in respect of business support has culminated in an improved service. Anecdotal evidence in this respect suggests this not to be the case although there are some exceptions.*

There is at present no evidence to suggest that there have been major changes and improvements in the government business support programme since 2008.

Marais (2008) highlights the following implications of the above for enterprises in the 'second economy':

- Although opportunities for job creation through micro-enterprise development are limited it is "... not totally out of the question".
- Generic business support programmes will in all likelihood not work. It is suggested that business advice and training for the smaller informal enterprises should be more demand driven.
- An emphasis on market access for small enterprises may be appropriate. Where market expansion is not realistic, as is generally the case in the small retail sector, sectoral differentiation will be important. Where market access is appropriate "the focus should be on linking these enterprises with larger industries" rather than competing with these larger industries.

**Appendix 4** provides an overview of different approaches to enterprise development that can potentially be considered in Msunduzi in future.

## 6.6 ACCESS TO MEANS OF PRODUCTION

### 6.6.1 INSTRUMENTS OF LABOR (TOOLS, FACTORIES, INFRASTRUCTURE, ETC.)

The spatial structure of the apartheid city and the challenges it poses for economic development is well documented. This will impact on the ability of all previously disadvantaged groups to access the 'instruments of labour'.

Historic settlement policies resulted in a set of spatial economic development challenges that will have to be dealt with in parallel with any attempt to link grant beneficiaries and the unemployed with economic opportunities. The key challenges include:

- Nearly complete absence of economic development investment at scale in previously marginalised areas;
- Long distances people must travel for access to job and economic opportunities;
- Absence of land specifically zoned for economic development in previously marginalised areas;
- Limited facilities that can accommodate economic activities in both urban and rural settlement areas;
- Established transport systems and routes generally favouring trading and other economic activities in well-established urban nodes (not necessarily located in proximity to where people live); and
- Established retail trends favouring established urban areas and nodes.

## 6.6.2 SUBJECTS OF LABOR (NATURAL RESOURCES AND RAW MATERIALS)

Historically sections of South African society have not had access, or had limited access to, natural resources and raw materials required as a basic input to production processes. Although, in theory at least, everyone should have equal access to the 'subjects of labour', this is generally not the case. Large corporates and companies continue to increase their domination of the production and distribution networks often making entry for small businesses increasingly difficult (probably the best current example of this dominance restricting opportunities can be found in the retail and retail / shopping centre environment). Furthermore, environmental and other development related legislation, often limits the access of the poor to land and natural resources that historically was freely available. This impacts on livelihoods.

## 6.7 LEGISLATION

Various pieces of legislation may potentially impact on employment and enterprise development relating to the Youth Economic Empowerment. Providing a full assessment of the legislation is beyond the scope of this assignment. Key focus areas of legislation that may impact on economic empowerment could include:

- Labour legislation: Labour legislation and regulation of wages are viewed by some, generally the workers, as not protecting the rights of workers adequately. Business on the other hand view the legislation as restrictive and suggest that it impacts negatively on employment. Minimum wages are sector dependent and again views on the effectiveness and impact of minimum wage levels.
- Black Economic Empowerment Legislation: The fundamental objective of this legislation is to "... advance economic transformation and enhance the economic participation of black people in the South African economy". The effectiveness of the legislation and the implementation thereof is often questioned.
- Municipal By-laws: Municipal By-laws often have a role to fulfil in guiding where activities in general, but also economic activities specifically, can be conducted. Municipal By-laws is generally viewed as restrictive and not developmentally orientated, e.g. restricting informal trade in certain locations and limiting activities that can be conducted from specifically residential properties. However, Municipal By-laws together with Land Use Management Systems remain an important tool for ensuring orderly and managed urban development.

## 6.8 SUPPLY CHAIN MANAGEMENT

Through various Acts legislation establishes procurement systems to be followed by public sector institutions in procuring goods and services. Such procurement systems often impact negatively on the ability of the public sector to be developmentally orientated.

A preliminary assessment of the 2014 Supply Chain Management policy of the Msunduzi Municipality suggested that there are no specific guidelines for procurement from the Youth. Part 5 of the Policy, however, addresses preferential procurement and establishes mechanism for managing preferential procurement.

A number of specific allowances in the current Supply Chain Management policy that will benefit procurement from youth and micro and small businesses include:

- Paragraph 21(g): *The Msunduzi Municipality may give preference to local suppliers and/or service providers*
- Paragraph 53: *Where there is no designated sector, bids may include, as a specific condition of bidding, that only locally produced goods, services or construction works, or locally manufactured goods with a stipulated minimum threshold for local production and content, will be considered, on condition that such prescript and threshold(s) are in accordance with the specific directives issued for this purpose by the National Treasury in consultation with the Department of Trade and Industry.*
- Paragraph 54: *In order to encourage increased participation and the sustainable growth of the small business sector, the unbundling of larger projects into smaller, more manageable, contracts is encouraged.*
- Paragraph 55: *One of the City's key socio-economic objectives is to facilitate the creation of employment for the people of Pietermaritzburg.*
- Paragraph 56: *The targeting of labour and/or enterprises from specific areas within the boundaries of the Msunduzi Municipal area may be achieved, where appropriate, by specifying in the bid documents, a minimum level of participation (a contract participation goal) that must be achieved in respect of targeted labour and/or targeted enterprises in the performance of the contract.*

Future revision of the Msunduzi Supply Chain Management Policy should, however, include specific guidelines, in line with national and provincial policies, addressing the youth economic empowerment. Other public and private sector partners of the Municipality should be encouraged to develop similar guidelines.

## 6.9 LEADERSHIP AND ORGANISATION

Leadership and organization, or the lack thereof, is often mentioned in literature as a key challenge to ensuring that the Youth Economic Empowerment is adequately supported. It was noted in the research for this assignment that various organizations promoting and implementing The Youth Economic Empowerment programmes exist, but that the activities appears to be fragmented and uncoordinated.

The extent of leadership and organization relating to the Youth Economic Empowerment in Msunduzi requires further consideration.

## 7. OPPORTUNITIES FOR YOUTH ECONOMIC EMPOWERMENT

### 7.1 INTRODUCTION

The Youth Economic Empowerment should be pursued in all sectors of the economy. However, considering the challenges identified, and the slow progress that has been made in terms of the Youth Economic Empowerment to date, focusing on specific sectors and opportunities, with a view to making a greater impact, may be considered.

This section attempts to highlight some of the sectors and opportunities that could potentially support the empowerment focus. The opportunities potentially relate to the following sectors:

- Municipal Sector
- Public Sector
- Specific Economic Sectors
- Private (Formal) Sector
- Informal Sector

Each of the above categories of opportunities are further expanded on in the discussions that follow. In relation to the **SWOT analysis** the opportunities listed here reflect both 'strengths' and 'opportunities'.

### 7.2 MUNICIPAL SECTOR

The opportunities in the Municipal Sector is key to this assignment as this is where the Municipality and local stakeholders are most likely to influence how the Youth Economic Empowerment is supported.

Within the Municipal Sector the following opportunities for the Youth Economic Empowerment has been identified:

- **Municipal Procurement:** The municipality procures goods and services daily. Ensuring that clear guidelines are established, specifically for the inclusion of youth in tenders, the municipality can directly impact on the Youth Economic Empowerment.
- **Public Works Programmes:** The Municipality participate and/or initiate a range of public works programmes. Adequate representation of Youth in these programmes will be important.
- **Municipal Employment / Internships:** The Municipality is a major employer in Msunduzi and through progressive employment policies must ensure opportunities for the Youth and then also specifically young women.
- **Infrastructure and Related Maintenance:** The Municipality manage and maintain substantial infrastructure networks. Through municipal procurement and public work programmes substantial resources are devoted to maintenance of infrastructure. Training approaches and procurement policies must be in place to support local enterprise development and youth employment.

### 7.3 PUBLIC SECTOR

Although the Municipality does not have control over procurement and employment processes in the wider Public Sector it does, through various mechanisms, including its Integrated Development Plan, have the ability to influence these processes in key departments. As for the Municipal Sector the following opportunities for supporting the Youth Economic Empowerment exists in the Public Sector:

- **Public Sector Procurement:** The municipality procures goods and services daily. Ensuring that clear guidelines are established, specifically for the inclusion of youth in tenders, the public sector departments can directly impact on the Youth Economic Empowerment.
- **Public Works Programmes:** The Public Sector is responsible for a range of public works programmes. Adequate representation of Youth in these programmes will be important.
- **Public Sector Employment / Internships:** The Public Sector is a major employer in Msunduzi, specifically considering the vast number of provincial and national departments in the Province anchored in the Capital. Through progressive employment policies opportunities for Youth Economic Empowerment must be ensured.

### 7.4 SPECIFIC ECONOMIC SECTORS

Youth are able to participate effectively in any sector of the economy and it is therefore not wise to just focus on the Youth Economic Empowerment in a selected number of sectors. However, when considering the Msunduzi economy and the key sectors within the economy a number of sector specific opportunities should be noted. The sectors, in which opportunities could specifically be pursued, include:

- **Retail / Trade:** Msunduzi as a regional centre is strong retail / trade centre offering a range of opportunities from informal to formal sector trade.
- **Textiles, clothing and footwear:** Manufacturing of textiles, clothing and footwear has always been a strong focus in the Msunduzi economy. Although the contribution of this sector to the economy has declined over the past two decades substantial skills in the sector remain. Availability of these skills present an opportunity for enterprise development and employment in these sectors.
- **Manufacturing / Production:** The Msunduzi economy has always accommodated a strong manufacturing / production sector. Some of the production opportunities that can be further pursued in the Youth Economic Empowerment strategies include food and medicine related, soaps and washing powders, building materials, arts and crafts, etc.
- **Agriculture / Agri-processing:** Few young people nowadays seem to want to engage in the agricultural sector. However, Msunduzi has a strong agriculture and agri-processing section presenting a range of opportunities. This includes opportunities in both primary production and processing of agricultural products. Considering the strong agricultural and agri-processing base of the Msunduzi economy it may be well worth to specifically consider opportunities in this sector.

- **ICT / Electronics:** The ICT and electronics sector is a new sector and from this perspective presents opportunities. Younger people generally understand and engage better in this sector and various opportunities in this must be further investigated.
- **Tourism:** Msunduzi and the KZN Midlands have strong competitive advantages in terms of the tourism sector. These are reflected on elsewhere. The nature of the opportunities in the tourism industry makes this a sector offering a range of opportunities for youth and women empowerment.

Specific economic sectors to be targeted for the Youth Economic Empowerment should be further investigated.

## 7.5 PRIVATE (FORMAL) SECTOR

The private sector, or formal economy, offers a wide range of opportunities for the Youth Economic Empowerment either in terms of sub-contracting arrangements or direct employment.

- **Sub-contracting:** In terms of sub-contracting there is a wide range of services that small entrepreneurs can offer larger businesses including security, cleaning, maintenance, transport, production etc. In order for emerging entrepreneurs to access such opportunities the flow of information regarding the opportunities and requirements will have to be substantially improved.
- **Employment:** Employment remains an important component of the Youth Economic Empowerment. Challenges to growing private sector employment of youth often includes (1) lack of experience or the perception thereof, (2) inadequate qualification, training and education, and others.

## 7.6 INFORMAL SECTOR

The informal sector is often viewed as an entry point into the economy. The informal sector offers a range of opportunities and the narrow current focus on the informal trade as representing the informal sector remains a major challenge.

Broadly speaking informal enterprises in KwaZulu-Natal and South Africa can be divided into three groups, viz.

- The retail / services related enterprises;
- The production related enterprises; and
- Agricultural enterprises.

The retail and service related informal businesses includes a wide range of enterprises such as general dealers, spaza shops, tuck shops and services such as hair dressers, electronic repairs, car repairs etc. (shebeens and taverns are specifically excluded from this category as these businesses are required to be registered in terms of the law and fall under different regulations to informal enterprises). The number of these within a specific community will to a large extent relate to the urban structure and whether established activity nodes exist within the area.

Production related informal businesses include welders, wood workers, seamstresses, spray painters, artists, caterers, bakers and others. In each of the areas engaged with over the past three years between 30 to 40 production related enterprises have been identified without having to conduct detailed house to house surveys.

Agricultural groups or producers are also generally present, even in urban locations.

The smaller retail, service and production related businesses engaged with in the past have generally been found to be marginal (survivalist in nature with limited income generated), having limited access to formal trading space, and with limited prospects for graduation out of the informal sector. Business skills are limited, there is substantial duplication in terms of products traded in and often the informal traders are merely re-selling items purchased from nearby formal traders.

The production-based enterprises identified offer an interesting mix of business types and products. In some cases it was found that the production focus in an area relates to the (historic) focus of formal industries in the area, e.g. a strong sewing groups were identified in the Geordedale area of Mpumalanga in eThekweni which relates to the textile industry in the Hammarsdale Industrial area). Specific challenges for these businesses are access to space to operate from and connection to water and electricity. However, business skills, financial resources and access to markets present challenges.

The table below present a preliminary categorisation of informal sector businesses in KwaZulu-Natal.

**TABLE 7.1: CATEGORIES AND TYPES OF INFORMAL BUSINESSES**

CATEGORY	TYPE	PRODUCTS/SERVICES
Retail/Trade	Home based shops (Tuck shops / Spaza shops)	Snacks and sweets
		Groceries
		Fruits and vegetables
		Bread and milk
		Cold drinks
		Sugar, spices and salt
		Flour, rice and mieliemeal
	Street traders	Fruits and vegetables
		Cooked food
		Airtime
		Traditional muthi
		Vetkoek
		Newspapers
		Cigarettes
	Markets (Permanent / Periodic)	Traditional clothing
		Blankets
		Spices
		Cooked food
		Muthi
		Clothing
	Beadwork	

CATEGORY	TYPE	PRODUCTS/SERVICES
	Livestock traders	Poultry
		Goats
		Sheep
		Cattle
	Mobile traders	Fruit and vegetables
		Meat
Other manufactured products		
<b>Manufacturing</b>	Home based activities	Dress making
		Welding
		Carpentry
		Upholstery
		Food / catering
		Various arts, crafts, consumables, food stuffs etc.
	Hive industries (Incubation centre)	As per home based activities
<b>Personal Services</b>	Home based services	Salons
		Photography
		Manicure and pedicure
		Nursery Schools
		Traditional healers (Sangoma)
	On street services	Salons
		Photography
		Manicure and pedicure
<b>Business Services</b>	Home based services	Public phone services
		Admin services
		Mashonisa (Loan sharks - illegal)
	On street services	Public phone services
		Admin services
		Mashonisa (Loan sharks – illegal)
<b>Services</b>	Home based services	Car mechanics
		Panel beaters
		Plumbers
		Electricians
	On street services	Car mechanics
		Panel beaters
		Auto electricians
		Car wash
		Exhaust specialists
		Home based services

CATEGORY	TYPE	PRODUCTS/SERVICES
<b>Domestic employment</b>		Home helpers/care
		Child minders
<b>Agriculture</b>	Subsistence producers	Vegetables and fruit
		Livestock
		Poultry
	Small scale commercial	Vegetables and fruit
		Livestock
		Poultry
		Sugar cane
		Plantations
	Co-operatives	Vegetables and fruit
		Livestock
		Poultry
		Sugar cane
		Plantations
	<b>Recycling</b>	Waste collectors
Cans		
Paper and cardboard		
Glass		
Metal		

Source: StratPlan 2014 (Prepared as part of the KZN Informal Strategy initiative)

## 8. STAKEHOLDER VIEWS ON YOUTH ECONOMIC EMPOWERMENT

### 8.1 INTRODUCTION

Since South Africa is a youthful nation, and Msunduzi a youthful municipality, it is expected that both social and economic issues that face the youth will be just as many. The youth economic empowerment workshop indeed uncovered these challenges as they ranged from skills development, lack of job opportunities to perception and corruption.

The sections following reflects challenges and opportunities for the youth economic empowerment raised in the workshop held on 22 August 2017. Issues to be included in a future youth empowerment strategy are also listed.

### 8.2 WORKSHOP OVERVIEW

In order to localize economic challenges that face vulnerable groups as well as identifying economic opportunities available to them, economic empowerment workshops aimed at women, disabled persons and the youth were organised in the capital of Msunduzi Municipality. These vulnerable groups were represented by both public and private entities as well as civic organisations movements. The Youth Economic Empowerment Workshop was held in the Pietermaritzburg Library on 22 August 2017. See overleaf and **Appendix 6** for the attendance register for the event.

Thirty six (36) organisations, ranging from private companies and NGOs to political parties and schools were represented at the three economic empowerment workshops held on 21 and 22 August 2017. The organisations and representatives who participated and shared their inputs are these: the Red Cross Society, KZN Blind and Deaf Society, Usisi Designs, Midlands Development Initiatives (MIDI), Youth for Christ, Association for the Physically Challenged, Ningozi Laundromat Trading, CP Marketing Pty Ltd, Izwi Labafelokazi, Pietermaritzburg Chamber of Business (PCB), United Democratic Movement (UDM), PMB Mental Health Society, Motsepe Foundation, Inkatha Freedom Party (IFP), Headway Connect PMB, Youth of Purpose, PCB Women in Business, Democratic Alliance Youth (DAY), PMB MHS Social Worker, Shwabada Co-op, Astra Travel, Gay and Lesbian Network, African National Congress (ANC), Child Welfare, Abrina Esther House, Hlangalezwe and Associates, Ikhuze Foundation, Isiqalo Crèche and Pres-School, Occupational Therapist (Fort Napier Hospital), African People's Convention (APC), The Haven, Beyond Disability, Ekukhanyeni Special School teacher, One Man and Woman Recycling, Source of Hope Youth Foundation, and Msunduzi Municipality officials.

These organisations represented vulnerable groups that are targeted in the Msunduzi Economic Strategy i.e. women, disabled persons and the youth. The inputs that these groups shared pertaining to economic challenges and economic opportunities available to them were captured and form the basis of this section of the report, focussing on the youth.

**YOUTH ECONOMIC EMPOWERMENT WORKSHOP: 22 AUGUST 2017**



**MSUNDUZI MUNICIPALITY**

Prepared by:



**Project No. 14510**  
**Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH**  
**Revision No. 03**

**Date:** September 2017

**Page 45**

MK-R-901 Rev.02/17

## 8.3 CHALLENGES: YOUTH ECONOMIC EMPOWERMENT

### ***Lack of Economic Opportunities***

- Lack of economic opportunities for the youth as it is hard for the youth to enter either the job market or to start their own businesses. Some employers are reluctant to hire young people while investors are not keen to invest in youth businesses.

### ***Lack of Skills Development***

- Lack of technical skills development
- Skills training costs a lot of money which most youths don't have

### ***Social Issues***

- Teenage pregnancy and its potential to negatively affect the education of young women
- Drug abuse which leads to criminal activity and demotivates youth to further their education and skills development

### ***Lack of Business Support***

- Lack of business support i.e. access to markets, funding, business loans and writing business plans
- Lack of innovative ideas to grow their small businesses
- Startups are not really supported by either the municipality or the private sector
- Prices in the agriculture market are determined by the privileged minority who are financially well to do which is extremely frustrating for small businesses
- Lack of growth for SMMEs owing to lack of support or funding
- Some business ideas are not protected and gets stolen when shared with the wrong people
- Inability of the youth to develop innovative ideas to start meaningful enterprise
- Advertising business in either community papers or community radios is very expensive and this negatively affect sales and business growth

### ***Perception***

- Negative perceptions about the youths

### ***Lack of Job Opportunities***

- The youth experience a high rate of unemployment in society
- Some youth although are well trained or educated, they are hardly hired permanently which means they languish at home with certificates

### ***Corruption and Bureaucracy***

- Government corruption and bureaucracy especially when applying for tenders
- Attitudes of departmental officials are despicable which renders departmental offices unfriendly to approach for services (Batho Pele Principles – People First)

### ***Lack of Funding***

- Lack of access to funding, especially for rural people as they stay far from the main cities where such services are offered
- Lack of capital to undertake big projects
- Lack of support for Pietermaritzburg Chamber of Business (PCB) to continue running a 14-week business support and mentoring programme for small business
- Inaccessible business loans as a lot of paperwork, that most SMMEs do not readily have in their possession, are required by financial credit providers

As a result of these challenges, some of which are persistent, some youth have become demotivated while others have resorted to the life of crime. However, the common sentiment at the workshop was that such socio-economic challenges could easily be addressed by the public-private partnership of willing participants.

## **8.4 OPPORTUNITIES: YOUTH ECONOMIC EMPOWERMENT**

As the socio-economic challenges are many, equally so are social and economic opportunities with potential to revive local economies and plant new hope in the lives of local youths. These socio-economic opportunities include business chamber representation, taking advantage of development agencies such as SEDA and the NYDA among other means. Herewith follows opportunities that youth representatives enlisted at the empowerment workshop.

### ***Industrial Potential***

- Manufacturing (welding, bricks, clothes) and agriculture food processing are big opportunities for the youth to apply their trade in

### ***Business Chamber Potential***

- Youth representation in Pietermaritzburg Chamber of Business (PCB) will ensure youth has a strong voice and that issues pertaining to youth business development are addressed
- Pietermaritzburg Chamber of Commerce (PCB) should influence policy to develop youth businesses and SMMEs

### ***Business Development Agencies Potential and Municipal Support***

- The National Youth Development Agency (NYDA) should be more accessible to people in rural areas to effect its mandate of funding youth businesses
- Municipalities should come to the aid of deserving youth quickly so as not to hamper their business development
- Municipality should pay companies they are doing business with on time and without unnecessary delays
- NYDA should only give grants to deserving youths who show genuine potential to grow

### ***Local Activities Potential***

- Youth businesses should benefit from local events such as the annual Comrades Marathon and the three day Duzi Canoe Marathons

### ***Economic Markets Expansion***

- Hospitals and prisons should serve as markets for agricultural producers and clothes manufacturers

### ***Skills Development Potential***

- Youths that are deemed 'un-educable' should at least be trained in trades that they excel in so that they can be economically active
- Trade tests should be made accessible so that youths that are skillful in particular trades can have the opportunity to generate certificates and get accreditation that attest to their skills
- There should be programmes that link unemployed graduates to various SETAs to gain work experience and avoid being idle
- Skills development should happen while youth is still at school so that such trades are ingrained in them to render them economic active
- There should be a differentiation between education and training. Although the two should go together, for those youths who are not educable for whatever reason, they should be trained still so that they are empowered to make a living for themselves
- Youth should be trained in skills such as bookkeeping, paying taxes and running businesses in a professional manner
- Youth should participate in land redistribution beneficiation as land or space is a crucial aspect in starting or growing businesses

### ***Mentorship Potential***

- Local areas should be visited by colleges, universities and business mentors to inspire the youth to remain motivated
- Doing road shows to share ideas with various youths in different areas is necessary
- Youths must have passion for business and not get involved for the sake of receiving stipends or grants
- Community dialogue camps organised by the Department of Social Development provides opportunities for skills development and mentorship

### ***Public Private Partnership Potential***

- Public private partnership should be encouraged as the two entities have the potential to substantially develop communities together
- Big companies in Pietermaritzburg such as Hulamin, an aluminium products manufacturer, should get involved in social responsibility programmes and thus develop small businesses and capacitate local people to be more employable
- Global Fund, a grassroots grant maker working to promote and support institutions of community philanthropy around the world, appoints local NGOs to administer their community initiatives through building institutional capacity and promoting collaboration and networks to advance community foundations
- Private companies such as Cornerstone subcontracts local youths thus giving them means to build a living for themselves

### ***Business Development***

- Policy that encourages localizing and domestication of procurement should be implemented and monitored
- There should be incubators for small businesses i.e. skills development, mentoring and funding
- There should be adequate protection of local businesses and natural resources
- Government tenders and set asides should benefit the youth accordingly
- Co-ops are supported more by the provincial government which entail that more and more youths should get into that sector
- Youths should learn to consider partnerships with other business people rather than over relying on municipalities as this might hamper their growth and development
- Youth businesses shouldn't just be subcontractors, but they should be main contractors. The youth can achieve this by attaining accreditations and enough capital to undertake massive projects
- Lawn cutting businesses is easy and is a booming business that some youths can get into
- Some local co-ops have been subcontracted by government to supply toiletries clinics, desk and chairs for schools and other machinery for hospitals. Such contracts provide decent living for local businesses and should happen more often
- Youth should get involved in recycling trades i.e. paper, plastic, metal and bottle. These are easy to collect and only require enough space for storage

### ***Exchange Programmes***

- To consider exchange programmes with people from Johannesburg so that local people can be exposed to other areas and learn accordingly

### ***Agriculture Potential***

- Permaculture as it is a traditional agricultural practice most farmers know and understand, that uses natural resources such as wind, water, and the sun to provide commercial and subsistence food as well as shelter for livestock, without depleting agricultural land

### ***Job Opportunities***

- More youth should be involved with Expanded Public Works Programmes (EPWP) so that they remain employed and get more skills albeit for a fixed period

### ***Selling and Renting of Property***

- Selling and renting properties as it does not cost lots of money to do this

### ***Political Buy-In or Political Intervention***

- Msunduzi Municipality distances itself from the people and makes it difficult for the youth to approach for assistance
- Only big conglomerates continue to grow while SMMEs struggle and plummet

These opportunities, if taken advantage of, will ensure that Msunduzi has a thriving youth that is happy, skilled, educated and motivated to take on the world.

The youths represented at the youth empowerment workshop resolved that the enlisted socio-economic opportunities should be prioritised as follows:

- Skills development
- Access to funding
- Access to markets

These priorities are all business related and with them the youth emphasized the need for economic freedom for themselves as well as others by creating employment and making things happen for themselves as waiting for the municipality or any other entity to do things for them, may take forever.

## 8.5 TOWARDS A STRATEGY: YOUTH ECONOMIC EMPOWERMENT

The workshops identified the following components / issues to be reflected in a Youth Economic Empowerment Strategy for Msunduzi:

- Strengthening associations i.e. chamber, youth empowerment structures
- Supporting local manufacturing i.e. block making, welding, carpentry, tailoring, working space
- Skills development i.e. manufacturing, running a business, marketing, accreditation, certificates, trade tests, uneducable youths, SETA, exchange programmes
- Taking advantage of development agencies i.e. NYDA, SEDA, writing business plans, explaining business models
- Taking advantage of local periodic events i.e. Duzi Canoeing Marathon, Annual Comrade Marathon
- Accessible markets i.e. hospitals, prisons, schools
- Youth mentorship i.e. road shows, college reach out, SEDA reach out, NYDA reach out, private industries reach out, dispelling negative perception
- Public private partnership i.e. Industries, government departments, civic organisations, labour organisations
- Procurement benefits i.e. youth owned businesses, set asides, prioritise local business
- Business development and incubation i.e. brick manufacturing, welding, food processing, rural tourism, recycling, agriculture, second hand clothing, youth business database, co-ops, renting and selling property, innovation, start-ups, funding, capital
- Political buy-in, i.e. extending invitations to the Premier's office when dissecting youth issues, research, bottom up approach, political freedom
- Creating employment i.e. hiring more youth, training more youth, provide assistance in the filling of placement forms, mentorship
- Curbing bureaucracy i.e. government tenders, red tape, unreasonable requirements, friendly and understanding officials

## 9. STRATEGY FOR YOUTH ECONOMIC EMPOWERMENT

### 9.1 INTRODUCTION

The Strategy presented has been compiled within the policy framework, based on the current reality and with inputs from stakeholders engaged through interviews and a series of workshops.

The overall strategy includes:

- A vision;
- Key objectives; and
- Strategies, programmes and projects.

### 9.2 VISION FOR YOUTH ECONOMIC EMPOWERMENT

Youth Economic Empowerment is obviously the ultimate vision that this strategy is aiming to achieve. The more specific vision for Youth Economic Empowerment Strategy in terms of the role of the Msunduzi Municipality should potentially be:

*To ensure that Youth Economic Empowerment is promoted and actively supported by all stakeholders in the Msunduzi Municipality. Youth Economic Empowerment must be an integrated part of economic and developmental initiatives within the Municipality.*

Youth Economic Empowerment is aimed at achieving (Radical) Economic Transformation. Economic Transformation will only be achieved once all South Africans have equal access to economic opportunities.

### 9.3 KEY OBJECTIVES FOR YOUTH ECONOMIC EMPOWERMENT

In order to achieve the above vision three key objectives to be pursued have been identified:

- Objective 1: Establishing Structure for the Youth Economic Empowerment;
- Objective 2: Disseminate Information for the Youth Economic Empowerment; and
- Objective 3: Implement Programmes for the Youth Economic Empowerment.

The three key objectives are further unpacked below in terms of related strategies, programmes and projects.

### 9.4 STRATEGIES, PROGRAMMES AND PROJECTS

The potential contribution of each development initiative / project in Msunduzi Municipality should be considered in initial project planning. Over and above this it is, however, essential that specific objectives and programmes be pursued in order to establish a foundation for successful youth economic empowerment in Msunduzi.

The strategies and programmes / projects aimed at achieving the identified objectives is reflected in the Table below.

**TABLE 9.1: TABLE: YOUTH ECONOMIC EMPOWERMENT STRATEGIES, PROGRAMMES AND PROJECTS**

STRATEGIES	PROGRAMS / PROJECTS	FOCUS AREAS
<b>OBJECTIVE 1: STRUCTURES FOR YOUTH ECONOMIC EMPOWERMENT</b>		
Strategy: Strengthen Youth Economic Leadership	Municipal Youth Business Forum	<ul style="list-style-type: none"> <li>Strengthening Key Organisations</li> <li>Other Youth Organisations</li> </ul>
Strategy: Youth Focused Training and Capacity Building	Youth Training and Capacity Building Programme	Including training and capacity building ito: <ul style="list-style-type: none"> <li>Tendering</li> <li>Business Skills</li> <li>Employment Readiness</li> <li>Adult Basic Education (Through Community Education and Training Centres (CETC) – PGDP)</li> <li>Formal Education</li> </ul>
Strategy: Youth Specific Municipal Procurement Guidelines	Develop Youth Specific Municipal Procurement Guidelines	In line with National and Provincial policy develop youth specific procurement guidelines (see Section 6.8 for assessment of current SCM policy).
Strategy: Youth Based Monitoring and Evaluation	Youth Based Monitoring and Evaluation Programme	Including a focus on: <ul style="list-style-type: none"> <li>Youth Budget Analysis</li> <li>Meeting Quotas (Monitor Implementation of Procurement Guidelines)</li> <li>Programme Implementation</li> </ul>
<b>OBJECTIVE 2: INFORMATION FOR YOUTH ECONOMIC EMPOWERMENT</b>		
Strategy: Collect Information	Youth Economic Opportunities Database	Establish and maintain a comprehensive opportunities database covering: <ul style="list-style-type: none"> <li>Tenders</li> <li>Job Opportunities</li> <li>Internships</li> <li>Public Works Programmes</li> <li>Entrepreneurship Opportunities</li> <li>Business Support</li> <li>Education / Training</li> <li>Finance</li> </ul>

STRATEGIES		PROGRAMS / PROJECTS	FOCUS AREAS
Strategy: Disseminate Information		Youth Desk	Creating dedicated capacity for the collection and dissemination of information for the Youth of Msunduzi
		Information Sessions	Monthly information sessions to share current information, as well as provide basic training. This could be in the format of workshops, exhibitions, informal discussions etc.
Strategy: Youth Issue Awareness		Business Youth Awareness	Ongoing programme through established business organisations to create greater awareness of youth empowerment issues (specifically liaison with the Pietermaritzburg Chamber of Business)
		Government Youth Awareness	Ongoing programme through government stakeholders to create greater awareness of youth empowerment issues
<b>OBJECTIVE 3: PROGRAMMES FOR YOUTH ECONOMIC EMPOWERMENT</b>			
Special programmes to be established		Youth Economic Literacy Programme	Identify, promote and coordinate programmes aimed at developing economic literacy, specifically for the youth.
		Youth Mentorship Programme	Identify and coordinate with business, government and non- profits opportunities for mentorship.
		Youth Economic Infrastructure Programme	Plan and develop economic infrastructure, specifically in previously disadvantaged areas, that will provide youth with access to space and infrastructure from which to launch and build a range of business ventures.
		Special Projects Programme	Identify, monitor and support special projects with a focus on achieving Youth Economic Empowerment.

The above is further unpacked in the Implementation Plan section following.

## 10. IMPLEMENTATION PLAN

### 10.1 INTRODUCTION

An Implementation Plan is intended to guide all stakeholders on the types of projects and activities that are to be implemented in order to contribute to the Youth Economic Empowerment. This Implementation Plan will guide stakeholders in terms:

- Projects and activities to be implemented and how these relate to the strategies;
- The roles and responsibilities related to the implementation of projects and programmes;
- The priorities and, related thereto, the timeframes for the implementation of the projects and programmes; and
- The resources required to implement programmes, projects and activities.

In order to achieve the above the Implementation Plan addresses:

- Institutional Structuring for Implementation;
- Resources for Implementation;
- Programme for Implementation;
- Database of Programmes and Projects; and
- Integration with the LED and SMME Plans.

### 10.2 INSTITUTIONAL STRUCTURING FOR IMPLEMENTATION

A large number of stakeholders currently engage with the economic planning and development in the Municipality and, should the Strategy be implemented, there will be further contributors that will join in processes to support the economic development in the Municipality. It then becomes essential that roles and responsibilities are clarified in order to ensure:

- All efforts to support economic development and radical economic transformation are coordinated;
- The duplication of effort is minimised; and
- The stakeholders are enabled to make focused contributions.

### 10.3 RESOURCES FOR IMPLEMENTATION

The availability of resources, or the potential to access resources, for implementation is critical in ensuring successful implementation of the strategy. In this regard reference is not only made to financial resources, but also to organisational and human resources. The resources available for implementation are discussed in more detail below.

### 10.3.1 ORGANISATIONAL RESOURCES

A number of stakeholders have an active role to fulfill in the implementation of the Youth Economic Empowerment Strategy. The key organisations / groups in this regard includes the Msunduzi Municipality, various Government Departments, government and other funding agencies, Non-Profit Organisations, local formal and informal business organisations, and others.

The ongoing involvement and commitment of the Municipality in the implementation of the Youth Economic Empowerment Strategy is essential. However, the Municipality has limited resources at its disposal to support this process. The identification of dedicated resources for project implementation will have to be considered.

Important organisational resources within the Municipality to be aligned for the implementation of the plan include:

- **Political leadership:** The Council have a prominent role to fulfill in ensuring an active interest in the Youth Economic Empowerment and obtaining a commitment with the political leadership to support and, where possible, drive implementation.
- **Treasury:** Through the Supply Chain Management system Treasury will maintain and implement guidelines for Municipal procurement to support the Youth Economic Empowerment.
- **Other departments:** All line departments and units will have a specific role to fulfill in supporting Youth Economic Empowerment. It must be ensured that the Strategy is integrated with the activities of the various departments.

Local business organisations and groupings, as well as major corporates, also have a key role to fulfill in implementing the Strategy. It has been noted that the Pietermaritzburg Chamber of Business, with its membership base is keen to contribute to economic empowerment initiatives. As it is difficult to work with businesses individually the establishment and strengthening of links to such business organisations, where they do exist, are essential.

### 10.3.2 HUMAN RESOURCES

Council human resources will have to be allocated to drive implementation of the Strategy. The Special Programmes Unit of the Municipality is already making a contribution, but require the necessary resources to make an impact. For implementation to be successful key positions focusing on the Youth Economic Empowerment will have to be established.

### 10.3.3 FINANCIAL RESOURCES

Various potential sources of funding for projects addressing the Youth Economic Empowerment exists. However, with regard to financial resources, challenges in terms of accessing funding include:

- Competing priorities within the Municipality and the province of KwaZulu-Natal as a whole, these include major investment priorities;
- Accessing funding in the short term due to multi-year budgets already in place; and
- Accessing private sector funding as an incentive for public sector funding (and vice versa).

Over and above municipal funding various potential funding sources exists.

In terms of each of the projects identified in this implementation plan recommendations are made as to the appropriate funding source for the project. More detailed discussion will have to be engaged in with potential funders to secure funding for projects.

**Appendix 5** provides an indication of a range of resources potentially available for the Youth Economic Empowerment.

## 10.4 PROGRAMME FOR IMPLEMENTATION

The implementation of a comprehensive Youth Economic Empowerment Strategy is a new endeavor for the Municipality and will require a phased approach if it is to be successfully implemented. The basic phases in the process will include:

- Phase 1: Council and Stakeholder Support;
- Phase 2: Setting Up and Resource Allocation;
- Phase 3: Establishing Institutional Structure and Systems;
- Phase 4: Implementing Key Projects and Programmes;
- Phase 5: Monitor and Review Strategy.

## 10.5 DATABASE OF PROGRAMMES / PROJECTS

The database of programmes / projects below highlights the priority interventions to be made by the Municipality in order to achieve Youth Economic Empowerment.

The following Administrative Units of the Municipality will be key to implementing the various programmes / projects (with all other units also having a role to fulfil):

Mayoral Special Projects (MSP)

Financial Services

- Budget & Financial Services (BFS)
- Supply Chain Management (SCM)

Economic Development Services (EDS)

- Infrastructure Planning and Survey (IPS)
- Economic Development and Growth (EDG)
- Town Planning and Environmental Management (TPEM)
- Entrepreneurial Development & Black Economic Empowerment (ED & BEE)

**TABLE 10.1: YOUTH ECONOMIC EMPOWERMENT PROGRAMMES AND PROJECTS**

NO	PROGRAMS / PROJECTS	RESPONSIBILITY	PRIORITY	BUDGET
<b>OBJECTIVE 1: STRUCTURES FOR YOUTH ECONOMIC EMPOWERMENT</b>				
1	Municipal Youth Business Forum	MSP / EDS, PCB (Pietermaritzburg Chamber of Commerce)	High	R100 000 p.a.
2	Youth Training and Capacity Building Programme	ED&BEE / Agencies (NYDA, SETAs, SEDA)	High	
3	Develop Youth Specific Municipal Procurement Guidelines	Supply Chain Management (SCM)	High	Internal
4	Youth Based Monitoring and Evaluation Programme	Financial Services (BFS)	Medium	Internal
<b>OBJECTIVE 2: INFORMATION FOR YOUTH ECONOMIC EMPOWERMENT</b>				
1	Youth Economic Opportunities Database	ED&BEE	Medium	Internal
2	Youth Desk	MSP	High	R500 000 p.a.
3	Information Sessions	MSP, ED&BEE	Ongoing	Internal
4	Business Youth Awareness	EDG, ED&BEE, MSP	Medium	Internal
5	Government Youth Awareness	ED&BEE	Medium	Internal
<b>OBJECTIVE 3: PROGRAMS FOR YOUTH ECONOMIC EMPOWERMENT</b>				
1	Youth Economic Literacy Programme	ED&BEE / Agencies (NYDA, SETAs, SEDA)	Ongoing	R5m p.a.
2	Youth Mentorship Programme	PCB	Ongoing	External
3	Youth Economic Infrastructure Programme	IPS, EDG, ED&BEE	Ongoing	Refer to LED Strategy
4	Special Projects Programme	EDG and ED&BEE	Ongoing	Refer to LED, SMME, Cooperatives and Industrial Strategies

## 10.6 INTEGRATION WITH THE LED PLAN

It is important that the Youth's Economic Empowerment Strategy is integrated with Local Economic Development currently (September 2017) being prepared. Below is preliminary database of projects, to be updated once the LED Strategy is approved by Council.

The extent to which is of the projects will contribute to the implementation of the Youth's Economic Empowerment is indicated.

MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 57

**TABLE 10.2: INTEGRATING THE PRELIMINARY 2017 LED PROJECTS WITH THE YOUTH'S ECONOMIC EMPOWERMENT STRATEGY**

NO	PRELIMINARY PROJECT LISTING	TYPE	YOUTH BENEFIT
<b>CATALYTIC PROJECTS</b>			
1	Support the implementation of Central Business District Revitalisation project in conjunction with other relevant municipal subunits/structures involved in its development.	Catalytic Projects	LOW
2	Identify, secure and formalise spaces for informal trading within the Central Business District.	Catalytic Projects	HIGH
3	Support and facilitate the implementation of N3 Corridor Development.	Catalytic Projects	LOW
4	Support Cogta in setting up the Msunduzi Leather Hub	Catalytic Projects	MEDIUM
5	Support and facilitate the development of the Pietermaritzburg Airport Master Plan and Expansion	Catalytic Projects	LOW
6	Support and facilitate the implementation of the Airport Technology Hub	Catalytic Projects	HIGH
7	Facilitate the development of the Imbali Hub Development (NDPG), which includes the Imbali Education Precinct	Catalytic Projects	HIGH
8	Facilitate and support the development of the Municipal Forestry Strategy	Catalytic Projects	HIGH
<b>LAND DEVELOPMENT</b>			
1	Create and regularly update a database of all development and investment projects that are undertaken within municipality.	Land Development	MEDIUM
2	Sale / Release of Municipal Land for Development	Land Development	MEDIUM
3	Monitor implementation of Lease Management Strategy	Land Development	LOW
4	Disposal of land parcels earmarked for industrial purposes (Mkondeni/Pentrich)	Land Development	MEDIUM
5	Fast track land release for commercial and residential developments in Densification Zones in alignment with current municipal spatial plans.	Land Development	MEDIUM
6	Support and facilitate development of the Key IRPTN nodes	Land Development	HIGH
7	Support and facilitate the implementation of the Dorpspruit Precinct Plan in alignment with current municipal spatial plans.	Land Development	MEDIUM
8	Support and facilitate the densification/intensification of the Scottsville / Woodhouse Road Zone area in alignment with current municipal spatial plans.	Land Development	MEDIUM
9	Develop Informal Economy Spatial Plan	Land Development	HIGH
10	Identify parcels of land or premises for development of sector hubs/business hives.	Land Development	HIGH
<b>SMME SUPPORT</b>			
1	Facilitate the participation of other informal sector activities into the Informal Chamber to include tuck shop operators,	SMME Support	HIGH

MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
 Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
 Revision No. 03

Date: September 2017

Page 58

NO	PRELIMINARY PROJECT LISTING	TYPE	YOUTH BENEFIT
	mechanics, home industries, hair dressers, muthi traders, etc. (currently dominated by street traders)		
2	Build Msunduzi capacity to support Informal Economy through skills development and training.	SMME Support	HIGH
3	Build Msunduzi capacity to support Informal Economy through exchange/twinning programmes with other cities inside and outside the country (exposure to different ways in which the informal economy is supported).	SMME Support	HIGH
4	Build Msunduzi capacity to support Informal Economy through networking with other organisations, civil society, religious, sporting and other relevant government bodies.	SMME Support	HIGH
5	Develop a live database that records informal businesses and business/economic activities that happen within the Msunduzi Local Municipality with the use of GPS coordinate tracking devices that automatically sync and track changes on database. This can be done in conjunction with the Town Planning and Licencing Department officials that monitor activities within the municipality.	SMME Support	HIGH
6	Develop linkages between informal and formal businesses.	SMME Support	HIGH
7	Participation of officials and traders in provincial/national/international initiatives that are being held to develop the informal sector.	SMME Support	HIGH
8	Review and revise the Informal Economy Strategy to accommodate Radical Economic Transformation objectives.	SMME Support	HIGH
9	Develop and coordinate Business Support Programme for informal economy	SMME Support	HIGH
10	In partnership with the waste management services sun unit, revise and extend the Waste Management Small Business Development Programme beyond its 2017 deadline.	SMME Support	HIGH
11	Facilitate and attract more collectors to participate as small businesses in the Kerbside Recycling Programme.	SMME Support	HIGH
12	coordinate and undertake the Msunduzi SMME Fair.	SMME Support	HIGH
13	Undertake continuous SMME and cooperative training and workshops.	SMME Support	HIGH
14	Engage with the uMgungundlovu Agri-Park concept and identify initial list of opportunities and projects for local small scale producers that are located within Msunduzi Local Municipality.	Agriculture	HIGH
15	Protection of High Potential Agricultural Land	Agriculture	MEDIUM
16	Promote and support crop-rotation practices and intercropping farming methods for subsistence and small scale farmers.	Agriculture	MEDIUM

MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 59

NO	PRELIMINARY PROJECT LISTING	TYPE	YOUTH BENEFIT
17	Promote and support awareness on sustainable use of natural resources (water, electricity - solar) amongst the community.	Agriculture	LOW
18	Ensure good agriculture land is reserved for agriculture production use (i.e. ensure that not for other land uses such as housing or other activities).	Agriculture	LOW
19	In partnership with the KZNDARD, identify areas where agricultural production can be intensified and identify opportunities for the intensification of agricultural production.	Agriculture	MEDIUM
20	Support Subsistence and Small Farmer Development	Agriculture	MEDIUM
21	In partnership with KZNDARD, identify and create a database of subsistence and small scale farmers found within the Msunduzi Local Municipality.	Agriculture	MEDIUM
22	Identify agri-processing opportunities for small scale farmers that can be linked into the uMgungundlovu Agri-park project.	Agriculture	LOW
23	Develop and implement the BPO Sector Strategy.	BPO Sector	HIGH
24	Identify and create a database of existing BPO related companies and BPO activities that are being undertaken within the Msunduzi Local Municipality.	BPO Sector	HIGH
25	Identify opportunities for youth, women and the disabled that can be linked to existing and potential BPO sector activities that are undertaken within the Local Municipality.	BPO Sector	HIGH
26	Develop a Marketing Strategy for BPO sector that is directed towards attracting both domestic and foreign investors.	BPO Sector	LOW
27	Identify skills development and training opportunities for the BPO sector.	BPO Sector	HIGH
28	Jointly develop, with private sector BPO firms, a value offering brochure for local services in Msunduzi to promote the local sector	BPO Sector	LOW
29	Identify possible municipal buildings for future BPO activities and develop a business support policy for BPOs established in the CBD	BPO Sector	LOW
30	Encourage private sector involvement in BPO sector	BPO Sector	MEDIUM
31	Support and encourage the involvement of youth, women and the disabled in the BPO sector.	BPO Sector	HIGH
32	Identify potential investment opportunities that can be linked to the N3 Corridor Development with focus on the key sectors (agriculture, manufacturing, government, tourism, BPO, the green economy, health services and Wholesale and retail trade)	Catalytic Projects	MEDIUM
33	Facilitate and support KZN Department of Treasury in establishing the Government Precinct within the Msunduzi Local Municipality.	Government	LOW

MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 60

NO	PRELIMINARY PROJECT LISTING	TYPE	YOUTH BENEFIT
34	Undertake an economic impact assessment of the proposed Government Precinct in order to illustrate potential externalities associated.	Government	LOW
35	In partnership with the Department of Treasury, undertake an Intergovernmental Government Sector Assessment with key focus on a needs assessment of Government Sectors that are located within the Msunduzi Local Municipality.	Government	LOW
36	Based on the Intergovernmental Government Sector Assessment, identify space needs for establishment and expansion of space for government sector activities. (see above)	Government	MEDIUM
37	Partner with the Environmental Services Department and undertake the development of Green Economy Guidelines with key focus on: <ul style="list-style-type: none"> <li>• Green energy,</li> <li>• Green industry,</li> <li>• Green property,</li> <li>• Green landscape,</li> <li>• Green agriculture,</li> <li>• Green jobs and</li> <li>• Green skills development</li> </ul>	Green Economy	HIGH
38	Investigate opportunities for biogas green energy initiatives linked to agriculture practices undertaken within and outside the Msunduzi Local Municipality.	Green Economy	LOW
39	Develop an ICT Strategy that will focus on: <ul style="list-style-type: none"> <li>-ICT Skills development</li> <li>-Coordination of ICT research and development</li> <li>-Creating strategic partnership with other ICT role players and support economic development</li> <li>-To improve internet and technology access, penetration and reduce costs</li> </ul>	ICT	HIGH
40	Provide ICT Skills development and training for SMMEs and cooperatives.	ICT	HIGH
41	Encourage, support and expand the development of broadband connectivity throughout the Central Business District.	ICT	HIGH
42	Support the adoption and Implementation of the Msunduzi Municipality's Technology Hub Incentives Policy.	ICT	HIGH
43	Implement the Business Retention Programme	Investment Promotion	LOW
44	Develop and implement a Business Retention and Expansion Strategy that would be directed towards retaining existing businesses (established for more than 3 years) and supporting business expansion.	Investment Promotion	LOW
45	Develop a business aftercare programme for new and existing businesses that have been established for less than 3 years.	Investment Promotion	LOW

MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 61

NO	PRELIMINARY PROJECT LISTING	TYPE	YOUTH BENEFIT
46	Support the adoption and Implementation of the Msunduzi Municipality's Investment Incentives Policy and the Technology Hub Incentives Policy	Investment Promotion	LOW
47	Host a bi-annual investment Conference and Business fair.	Investment Promotion	MEDIUM
48	Ensure that the manufacturing assessment/audit is applied to all manufacturing businesses within Msunduzi.	Manufacturing	LOW
49	Facilitate the development, adoption and implementation of the Industrial Development Strategy.	Manufacturing	MEDIUM
50	Provide up to date information on investment opportunities found within the Msunduzi Local Municipality investment Information sharing as well as alignment, coordination of investment promotion, business retention and expansion activities within the Development Services Unit.	Manufacturing	HIGH
51	Establish manufacturing hives for emerging and small-scale manufacturers within Msunduzi Local Municipality.	Manufacturing	HIGH
52	Identify and promote opportunities for SMMEs in existing manufacturing activities undertaken within the Msunduzi Local Municipality.	Manufacturing	HIGH
53	Identify 3 sites and develop feasibility assessments for local manufacturing hives in township areas.	Manufacturing	HIGH
54	Develop a linkage programme for emerging SMMEs to established businesses seeking new suppliers.	Manufacturing	HIGH
55	Develop an action list for Agri-Park.	Manufacturing	MEDIUM
56	Establish Tourism Advisory Board	Tourism	MEDIUM
57	In line with the Tourism Strategy, implement key projects identified in the Strategy.	Tourism	HIGH
58	Identify potential SMME opportunities in the tourism sector.	Tourism	HIGH
59	Develop a tourism branding and marketing strategy for the Msunduzi Local Municipality and align to Tourism KZN and South African Tourism brands.	Tourism	LOW
60	Establish a tourism forum.	Tourism	LOW
61	Facilitate and support recreational tourism events (arts and culture, music, sporting)	Tourism	HIGH
62	Develop a tourism events calendar in conjunction with TKZN to promote local sporting, cultural and other activities	Tourism	HIGH
63	Undertake a needs survey for wholesale and retail activities within underserved areas and identify and secure land for these activities. This can be undertaken in conjunction with Ithala.	Wholesale and retail	HIGH
64	Investigate and identify potential wholesale buying scheme for SMMEs involved in the wholesale and retail sector.	Wholesale and retail	HIGH

MSUNDUZI MUNICIPALITY

Prepared by:



Project No. 14510  
Description STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE YOUTH  
Revision No. 03

Date: September 2017

Page 62

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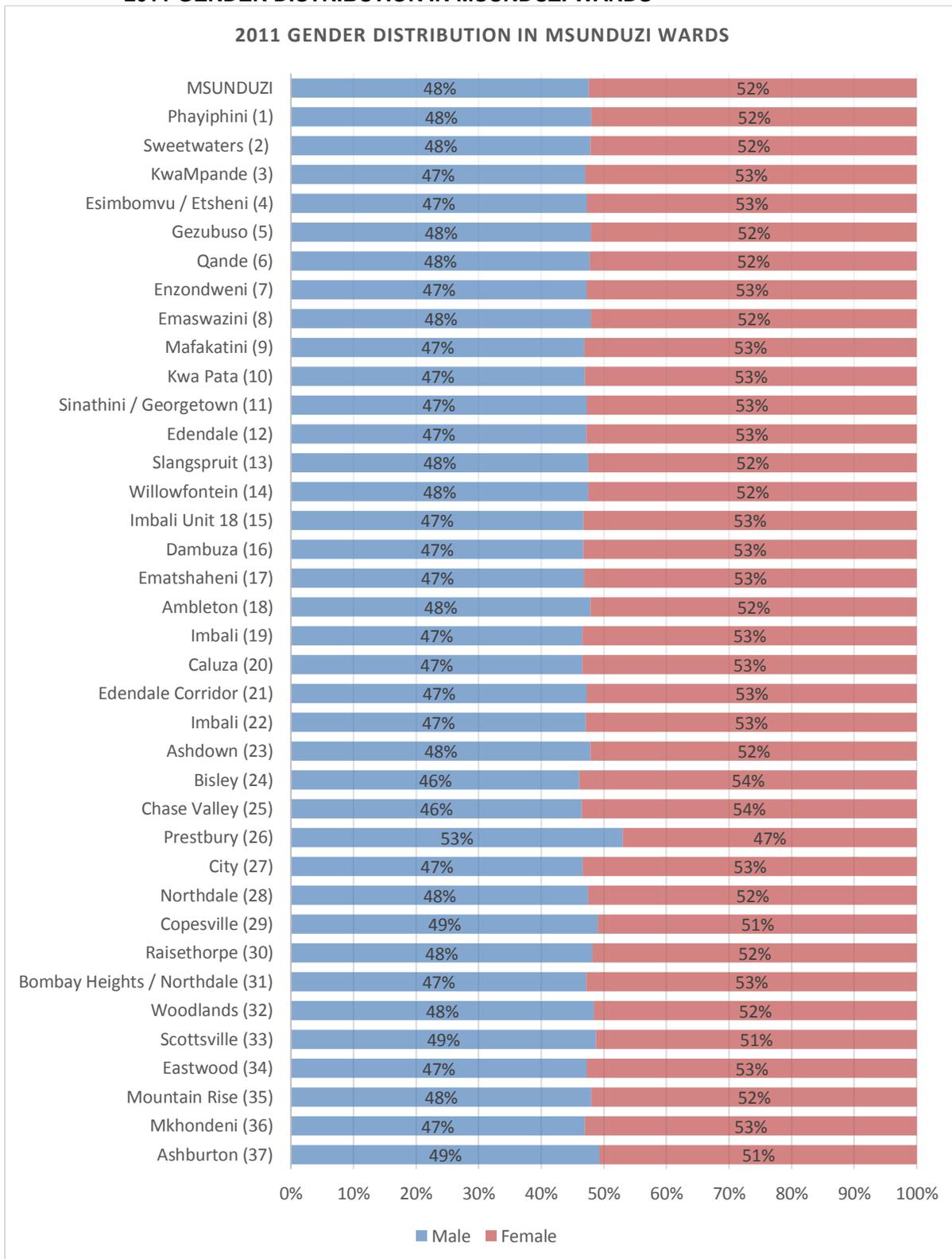
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**Appendix 1:**

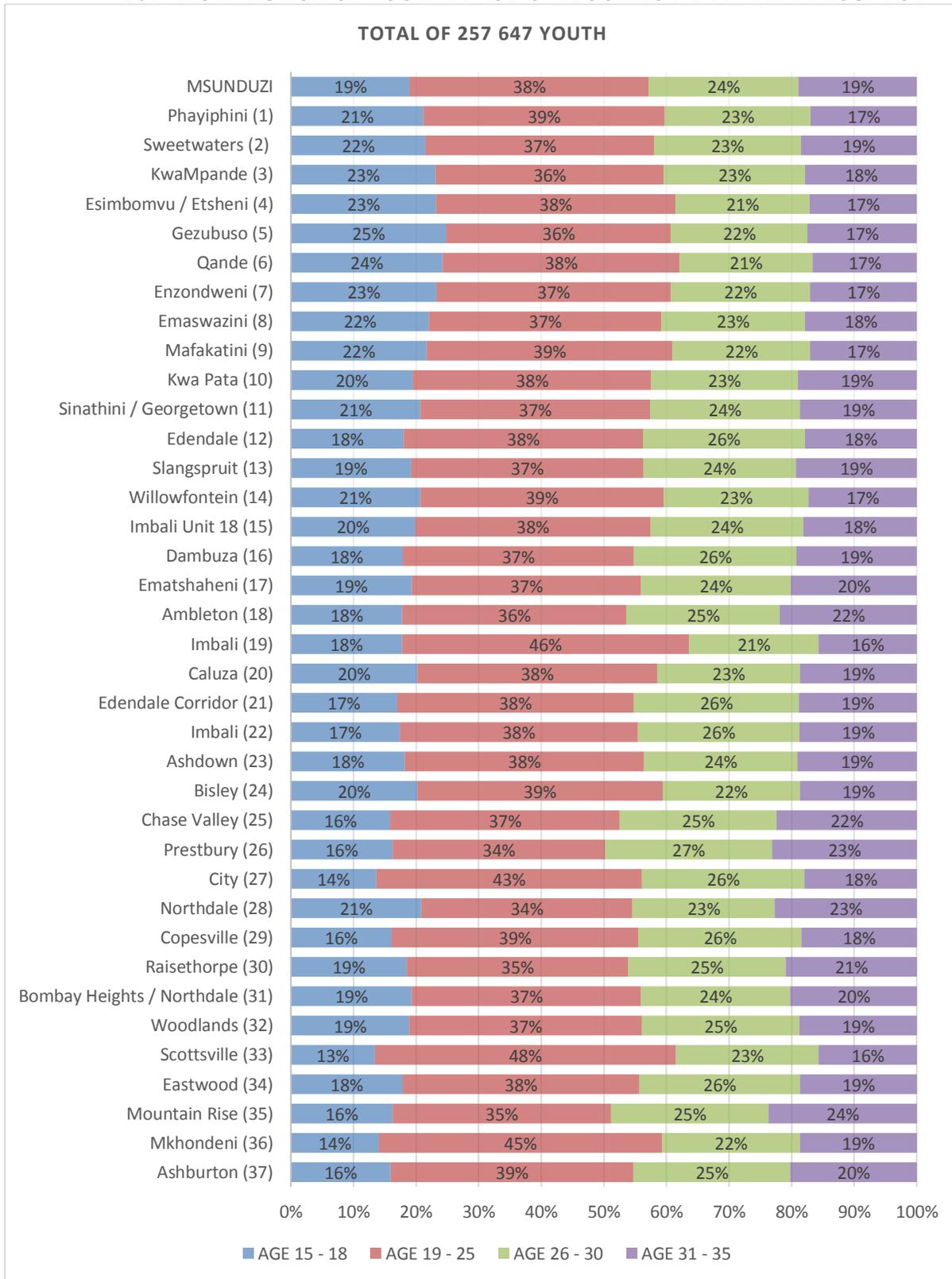
**WARD LEVEL STATISTICS FOR  
MSUNDUZI YOUTH**

## 2011 GENDER DISTRIBUTION IN MSUNDUZI WARDS



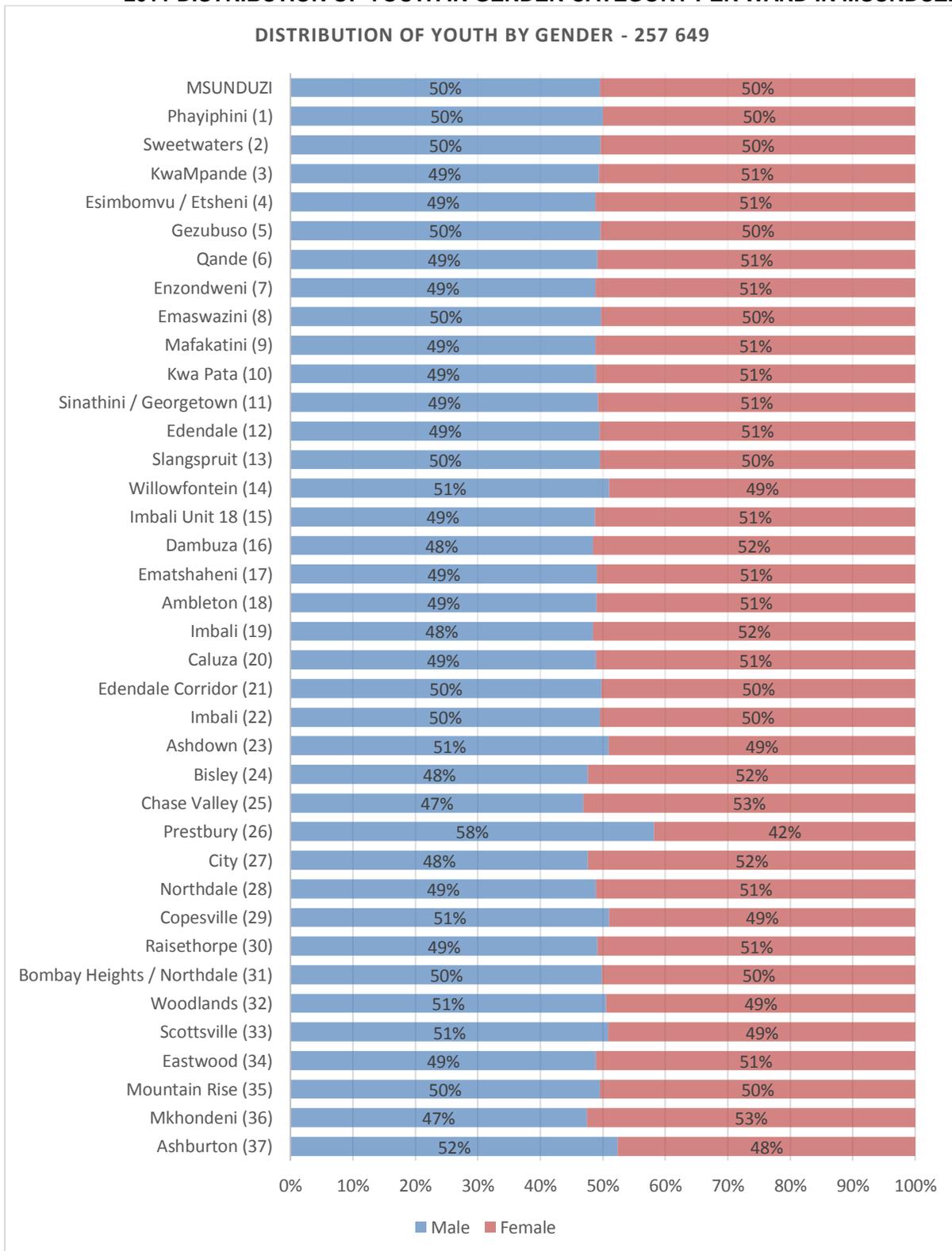
Source: StatsSA 2011

## 2011 DISTRIBUTION OF YOUTH IN AGE CATEGORIES PER WARD IN MSUNDUZI



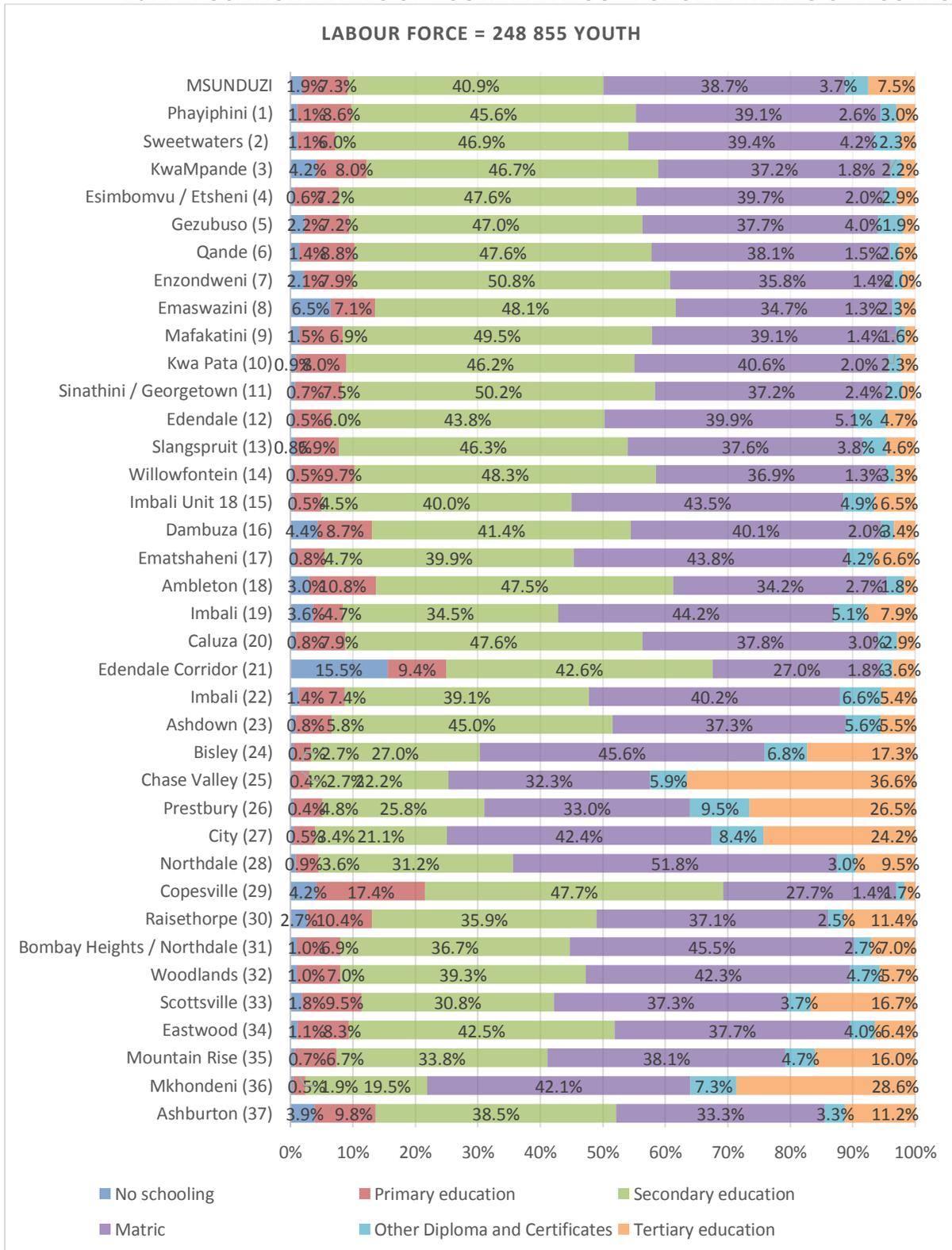
Source: StatsSA 2011

## 2011 DISTRIBUTION OF YOUTH IN GENDER CATEGORY PER WARD IN MSUNDUZI



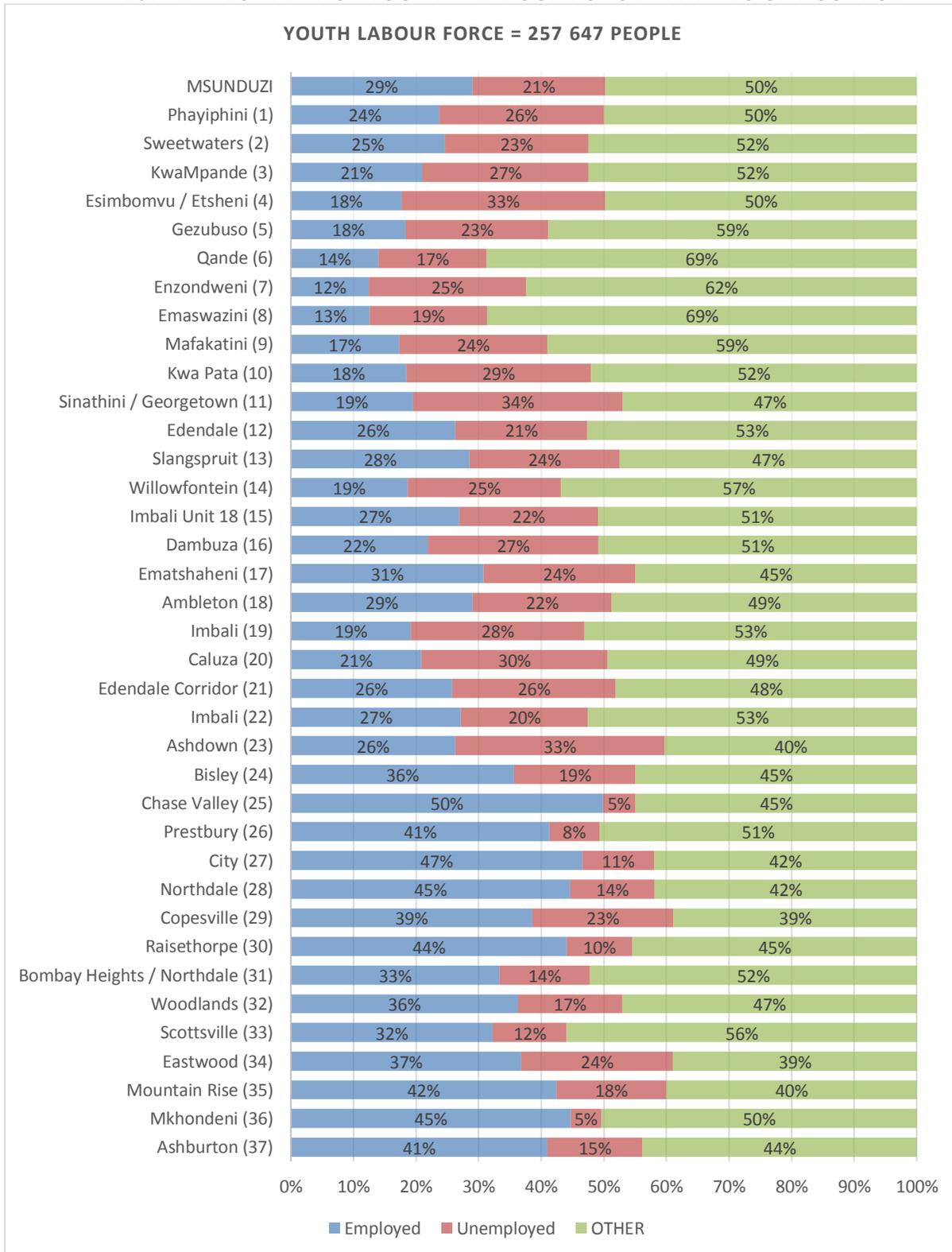
Source: StatsSA 2011

## 2011 EDUCATION LEVELS OF YOUTH IN LABOUR FORCE IN WARDS OF MSUNDUZI



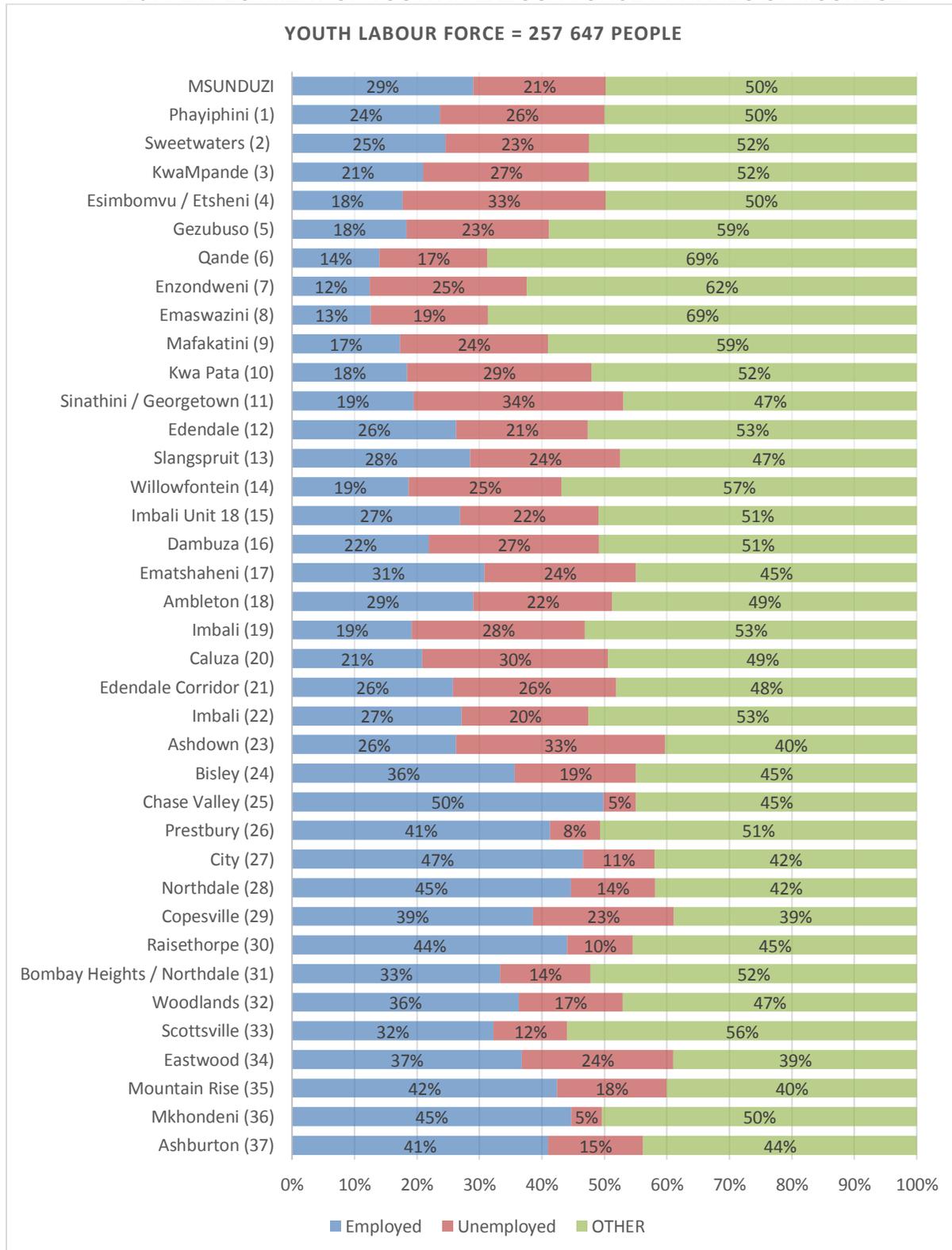
Source: StatsSA 2011

## 2011 EMPLOYMENT OF YOUTH IN LABOUR FORCE IN WARDS OF MSUNDUZI



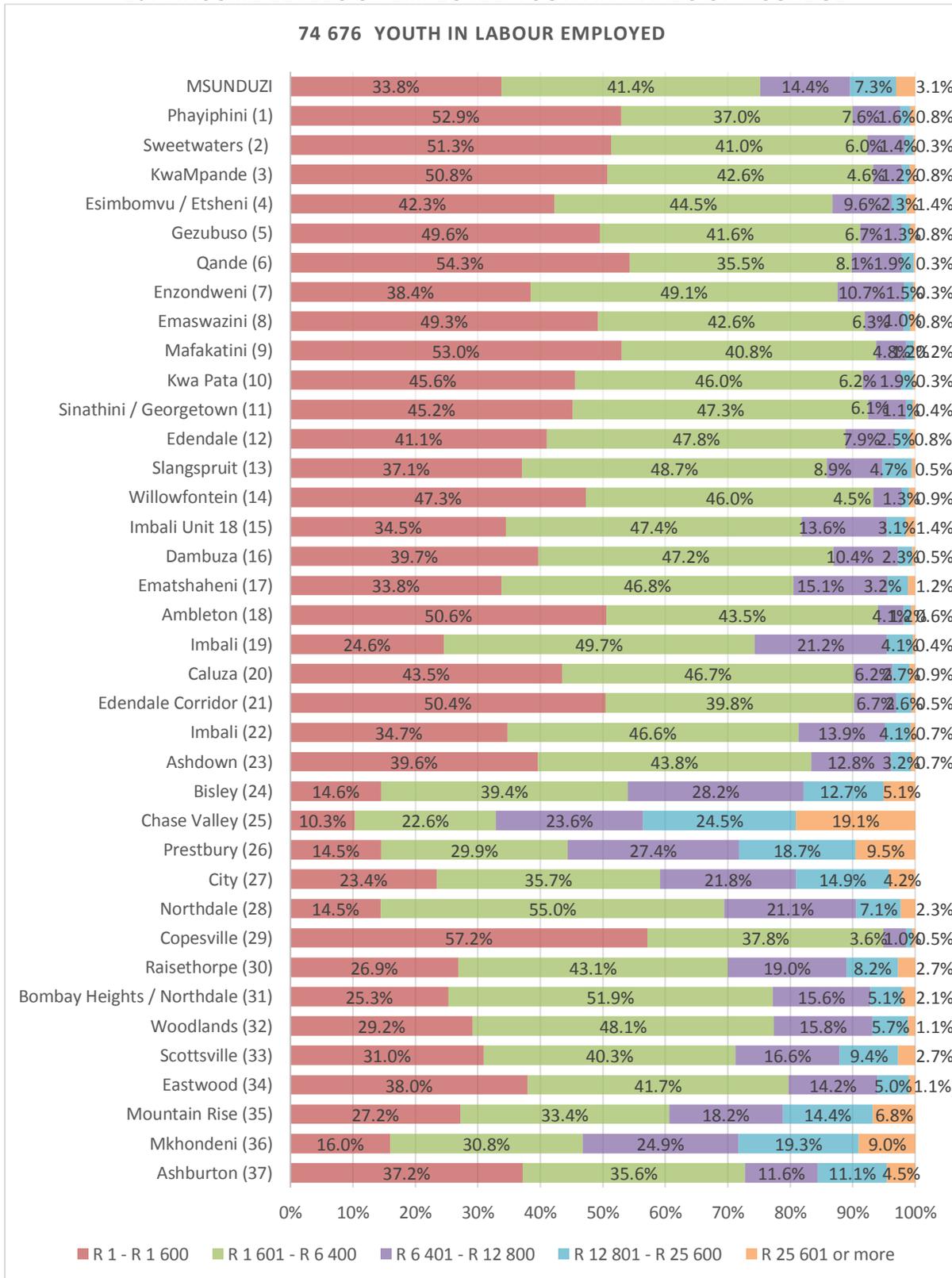
Source: StatsSA 2011

## 2011 EMPLOYMENT OF YOUTH IN LABOUR FORCE IN WARDS OF MSUNDUZI



Source: StatsSA 2011

## 2011 INCOME LEVELS OF EMPLOYED YOUTH IN WARDS OF MSUNDUZI



Source: StatsSA 2011



**Appendix 2A:**

**REMARKS BY  
THE MSUNDUZI MAYOR – HONOURABLE  
COUNCILLOR THEMBA NJILO:  
MSUNDUZI YOUTH EMPOWERMENT SUMMIT  
JUNE 2017**



# ***The Msunduzi Municipality***

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### **MSUNDUZI YOUTH SUMMIT REMARKS**

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**29 June 2017**

(Greetings)

It is with a great sense of honour and privilege to be here today in Msunduzi City of Choice with young people of our City on their month that we honour those whom 41 years ago sacrificed their lives for the freedom and democracy that each and everyone of us enjoys today. The day we all have been awaiting and looking forward to has finally come. Our Theme is "Advancing and Deepening Youth Economic Empowerment through Radical Economic Transformation". Lions and Lioness of our future, your time has come to seize and unlock all the doors that the government is opening up for you, to develop yourselves into respected business people and brands. Our purpose today to listen to your challenges, take recommendations and adopt resolutions in addressing them, not long speeches on who we as Msunduzi are about because I believe you already know that.

Msunduzi Youth Summit and Expo s that we have been hosting in our 5 zones/ areas like KwaVulindlela, Imbali, Edendale , Eastwood and Grange through out the month has afforded us as leaders in power an opportunity to realise how much our youth has always needed opportunities but remained excluded due to challenges like not accessing financial assistance in the institutions that are supposed to be there to address youth business ventures.

Secondly, young people are not forceful enough towards seeking what is due to them they are defeated in silence by systems that has long been in place deliberately side-lining them from inclusive participating in main stream economy.

Ladies and gentlemen, as a reputable businessman in the City, I always encourage young people that a recipe to being a standing business person you need to start small and grow big and not the other way round. Most of the youth nowadays are impatient and are after being rich overnight. That is not business it is tenderpreneurship and will not take you far.

Business requires resilience, patience and love without these one cannot survive. As we continue with our programme you will hear testimonies of success stories from our local business people, you will notice that they come far but through love of the business, has stood the test of time and going on strong. Today we intentionally brought you seasoned personalities Bonang “ Queen B” Matheba a young and successful brand ambassador and businesswoman and Mthokozisi “ DJ Tira” Khathi a music guru and reputable young businessman who owns a big recording label Afrotainment in Durban .

These are your role models who have managed to brand themselves to successful and respected brands in business and showbiz. Please take a thing or two from their stories and do away with negativity that comes with being locals or not. As young people we must aim high and not limit ourselves only the sky is the limit.

As Msunduzi we have revamped our Youth Centre across the road and equipped it with more computers with internet access so that our youth continues to utilise it and access information. This is our prompt response to the concern that was raised by youth in one of the zonal outreaches about lack of equipment and information in our youth centre.

I hope that we all leave the City Hall today having grasped food for thought and carries that positive mindset . Remember that procrastination is the thief of time. Time is now.

I thank You.



**Appendix 2B:**

**SPEECH BY Z MKHIZE: YOUTH ECONOMIC  
EMPOWERMENT SUMMIT 2006**

## **SPEECH BY Z MKHIZE: YOUTH ECONOMIC EMPOWERMENT SUMMIT 2006**

Address by Dr Zweli Mkhize, MEC for Finance and Economic Development, at the Youth Economic Empowerment Summit 2006, at Ladysmith Indoor Sport Complex in Ladysmith

16 September 2006

The honourable Mayor of eMnambithi/Ladysmith Municipality, Councillor DCP Mazibuko, Senior officials from various government departments, Municipalities, Youth from various youth structures, Representatives from business,

Ladies and gentlemen:

I am delighted that today my department together with key stakeholders and social partners is hosting the first KwaZulu-Natal (KZN) Provincial Youth Economic Empowerment Summit. Having received the warm welcome from the Mayor, I will now briefly outline the objectives of the KZN Youth Economic Empowerment Summit 2006 as follows:

1. To create a platform for government, private sector and young people to craft a provincial framework to guide all stakeholders on youth economic empowerment strategies.
2. To deliberate on challenges faced by youth in the following areas and develop strategies to address them:
  - access to finance
  - access to markets
  - youth entrepreneurship support and promotion
  - institutional mechanisms for youth economic empowerment.
3. To consolidate and adopt the second draft of the youth economic empowerment strategy.
4. To acknowledge and award successful and emerging youth businesses in the KwaZulu-Natal Province.
5. To launch the KZN youth business development website. Looking at the objectives of this summit and the deliberations that will take place over the next two days, I am convinced that the future of the youth in KwaZulu-Natal is in good hands and they stand to benefit from the discussions and resolutions of this summit. The small business sector which includes young entrepreneurs has an important role to play in the development and growth of the economy. In South Africa, it is estimated that the contribution of the small business sector to economic growth is about 35 - 40 percent. It is against this background that government has prioritised youth in its various strategies and programmes. In response to the high rate of youth unemployment and lack of or no participation by youth in the mainstream economy of the country, the government is targeting youth as one of the major role-players in bridging the gap between the first and the second economy. Central to the national government agenda and other levels of government is youth economic emancipation. To this end, the department together with its strategic partners is facilitating the process of developing the "KZN youth economic empowerment strategy".

We recently asked National Small Industries Corporation Ltd (NSIC) of India to conduct a review of constraints that hinder the small business sector from growth. It will be important to learn from countries that have a higher contribution by small businesses to their economic growth. The small business sector contributes significantly in job creation and the elimination of poverty.

The following factors have been cited as hindrances in the small business sector:

1. Regressive regulatory compliance costs, where we find that smaller firms bear the heaviest financial burden, e.g. more than eight percent turnover and more than R13, 000 per employee is spent on annual regulatory compliance by small firms.
2. It has also been estimated that recurring compliance costs for the formal sector amounted to nearly R79 billion in 2004, which is equal to about 6,5 percent of the country's Gross Domestic Product (GDP) in 2003.
3. Limited incentive and reward mechanism does not encourage new start-ups and/or growth of existing enterprises.
4. There is an uneven geographical distribution of service providers which tend to cluster in urban areas.
5. Linkages between small suppliers and large buyers are few.
6. The absence of state procurement as a tool to increase demand for the goods and services produced by Small Medium and Micro Enterprises (SMMEs).
7. The non-existence of micro-finance institutions for promoting SMME initiatives.
8. The lack of commitment and support by the banks and financial institutions for small and emerging businesses.

There are many more factors but we don't have the time to mention them all today. I believe that these challenges will assist you in your deliberations and contribution to the development of the KZN youth economic empowerment strategy. The challenge is for this strategy to be able to provide guidelines and frameworks to address the constraints faced by the youth in the province.

The department is making an effort to transform KwaZulu-Natal into a thriving, empowered and globally competitive economy. For us to achieve this, the department continuously formulates and implements strategies that create an environment conducive to sustainable economic development in the province. We are working towards the harmonisation of the two spheres of our economy by creating equitable opportunities for both, to help ensure a balanced economy where emerging businesses would complement big industries in terms of providing sustainable jobs and quality products and services for diversified markets. The 10-year vision of the Accelerated and Shared Growth Initiative for South Africa (AsgiSA) is:

"South Africa becomes an entrepreneurial nation that rewards and recognizes those who see a business opportunity and pursue it, a South Africa with a vibrant and competitive small enterprise sector with enterprise that grows in both turnover and employment. Those who were once excluded from full participation in the economy will have access to support and development services and be fully integrated into the different sectors of the South African economy with access to local, national, African and other international markets. That process should significantly help South Africa to sustainably meet the material needs of its entire people".

Furthermore, the Joint Initiative for Priority Skills Acquisition (JIPSA) is aimed at the development of scarce and critical skills without which we cannot deliver on our AsgiSA commitments and targets. I need not remind this audience that skills are the backbone on which every successful economy relies. The skills revolution has been at the core of the economic revival in countries like Malaysia and Japan.

I therefore strongly recommend that as you deliberate on the development of the KZN youth economic empowerment strategy, you should consider and include the issue of education and skills development.

The objectives of the business support services programme are to create a framework to facilitate the provision of business support services to existing and new SMMEs, to enhance their sustainability and entrepreneurial profile. A number of steps and developments are already happening in this field. The department is currently facilitating the provision of better integrated, business and SMME support services in KwaZulu-Natal.

The department has embarked on the creation of one-stop shops for small businesses, all sectors were involved in this project including the Small Enterprise Development Agency (SEDA), Ithala and other support services which will provide a broad range of services which include:

- business planning
- tender information and advice as well as information other business opportunities
- company audits and assessments
- market access and business linkages
- business finance
- co-operative enterprise development
- export training
- franchising
- manufacturing business advice.

The youth economic empowerment programme of my department is focussing on encouraging and promoting youth businesses. Our activities in this regard include:

- developing a database of youth owned businesses
- assisting the department and other stakeholders in decision-making in terms of designing programmes that will provide youth with economic opportunities
- developing a youth business brochure that will profile some of the youth business
- creating and attracting possible market and business opportunities for young entrepreneurs
- facilitating the development of the youth economic empowerment strategy for the province
- offering productivity improvement training through the Department's partnership with National Productivity Institute (NPI)
- exposing youth entrepreneurs to economic opportunities through various exhibitions that have been held around Durban and Pietermaritzburg.

The department works together with the Umsobomvu Youth Fund (UYF) to support youth entrepreneurship through a range of support services, similarly, the National Youth Commission (NYC) and the South African Youth Council (SAYC) are actively propagating more attention on youth unemployment and youth self-employment efforts. My department is actively involved in co-ordinating various entrepreneurship support programmes targeting the youth, women and disabled people.

General awareness about the importance of dynamic entrepreneurs as catalysts and drivers of the small business process has increased over the years, thanks to inputs by the media through publications, through messages from organized business and from research programmes at small business research centres linked to a number of universities and Further Education and Training (FET) colleges. Schools and FET/higher education institutions (HEI) include courses in entrepreneurship in their programmes, either in the life skills segment or as formal (optional) subjects.

In many of the sector focussed support programmes, attention is given to the creation or strengthening of business skills and entrepreneurial attitudes as critical elements determining the success of operations. Government supports some of these while others are industry driven.

To this end, the department has developed the KwaZulu-Natal Industrial Development Strategy which sets out the ways in which the lead industrial sectors can be supported to grow and create jobs. The objective of this strategy is to stimulate global competitiveness, extend the value chain of activities of targeted economic sectors and improve the labour absorption of lead sectors of the economy.

Sectors targeted for specific support include the clothing and textile, wood and wood products, information and communication technology (ICT) and electronics, crafts, logistics and transport, creative industries including film, music and media, and agro and food processing.

The co-operatives development programme is one of the high level strategies of the department to develop and promote co-operatives and SMMEs in the province. The programme was conceptualised out of the realisation and acknowledgement of the existence of the first and the second economy in the province.

To ensure the success of co-operatives and SMMEs, the government is improving its procurement systems to offer market opportunities to the small businesses and co-operatives.

In its first year of implementation, the co-operatives development programme has assisted a number of co-operatives to engage in income-generating activities thus improving their livelihoods and that of their families.

The government has made financial support available through our development corporation Ithala, for SMMEs and co-operatives to access finance. Limited partnership has been entered into with financial institutions such as ABSA and Standard Bank to improve access to finance for the small business sector. In conclusion, I am delighted that today we are going to witness the launch of the KZN youth business development website which will assist in promoting youth businesses in the KwaZulu-Natal.

I invite you to join me in the historic launch of the KZN youth business development website.

Thank you!

Issued by: Department of Finance and Economic Development, KwaZulu-Natal Provincial Government

16 September 2006



**Appendix 3:**  
**EXTRACT FROM 2016/17 KZN**  
**PROVINCIAL GROWTH AND**  
**DEVELOPMENT STRATEGY**

## **EXTRACT FROM 2016/17 KZN PROVINCIAL GROWTH AND DEVELOPMENT STRATEGY**

Generally, government-led job creation can be considered to be directly associated with the following:

- (a) Jobs created through government's procurement of goods and services purchased for its activities.
- (b) Jobs created through new mandates requiring public goods and services such as new infrastructure development projects and new key spatial projects fall in this category.
- (c) Jobs created from the maintenance of goods and services provided to the public.

The objective takes the above into account and also emphasises that government, as a large employer, also has a role to play in facilitating potential positions for the employment of youth as a priority group. Due to the large proportion of young people in KZN that are unemployed, added attention needs to be given to the youth in order to facilitate access to work and learning. On this, an under-utilised area is about placing competent / qualified youth directly to work on short term assignment with staff in the public sector. The matters relating to youth employment and skills development (including experiential learning) is addressed in more detail in Goal 2, *Human Resource Development*, Strategic Objective 2.3 *Enhance youth and adult skills development and life-long learning* of this PGDS.

Strategic Objectives 1.4, 1.5 and 2.2 of the PGDS will also contribute to Youth Economic Empowerment.

### **STRATEGIC OBJECTIVE 1.4: IMPROVING EFFICIENCY, INNOVATION AND THE VARIETY OF GOVERNMENT-LED JOB CREATION PROGRAMMES**

Indicators to track progress in terms of this Objective include the following:

#### **Strategic Objective 1.4 Indicators:**

- 1.4.1 Growth in the number of new small contractors.
- 1.4.2 Reduction in the cost per EPWP and CWP jobs.
- 1.4.3 Percentage of provincial government expenditure of goods and services procured on local content.
- 1.4.4 Direct employment multipliers from infrastructure development and maintenance and related development projects.
- 1.4.5 Cumulative Number of FTEs created through EPWP and CWP, inclusive of all Sectors.
- 1.4.6 Cumulative Number of Work Opportunities created through EPWP and CWP inclusive of all Sectors: Infrastructure Sector; Environmental and Cultural Sector and the Social Sector;
- 1.4.7 Number of emerging contractors trained.

### **STRATEGIC OBJECTIVE 1.5: PROMOTE SMME AND ENTREPRENEURIAL DEVELOPMENT**

#### **Strategic Objective 1.5 Interventions:**

- 1.5(a) Facilitate SMMEs' (including informal businesses') access to finance, markets, trading facilities and infrastructure with linked services.
- 1.5(b) Develop a progressive regulatory framework for the broader support of and the informal economy.
- 1.5(c) Review business regulations to reduce bureaucratic processes and procedures for small businesses.
- 1.5(d) Improve coordination and monitoring of government and private sector programmes aimed at uplifting SMMEs and Cooperatives.
- 1.5(e) Improve awareness on public and private sector support available to priority groups who want to participate in the work and business sphere.
- 1.5(f) Monitor use of government set-asides for local SMMEs and Cooperatives.
- 1.5(g) Support local municipalities to develop the informal economy.
- 1.5(h) Implement and enforce B-BBEE.
- 1.5 (i) Tool and mechanism for collecting data on private sector expenditure on local content.

## **STRATEGIC OBJECTIVE 2.2: SUPPORT SKILLS DEVELOPMENT TO ECONOMIC GROWTH**

### **Strategic Objective 2.2 Interventions:**

Interventions to support skills alignment to economic growth include:

- 2.2(a) Improve skills development planning and implementation in the Province
- 2.2(b) Develop district human resource development plans and implement in partnership with post-school institutions.
- 2.2(c) Revitalise and expand the TVET sector and develop CET Colleges.
- 2.2(d) Skills development for the informal sector, township and rural economies focusing on enterprise education and technical skills.
- 2.2(e) Strengthen Provincial HRD Council to develop partnerships between the state HRD sector and the private sector.
- 2.2(f) Encourage the development of women professional and technical graduates and people with disabilities.
- 2.2(g) Undertake a skills audit to determine the skills shortages in key areas
- 2.2(h) Improve the functionality of TVET Colleges to bring about a comprehensive and sustainable performance improvement in the TVET college sector
- 2.2(i) Ensure SETAs develop partnerships between CETC, TVETs, HEIs, and Industry and support establishment of centres of specialization.
- 2.2(j) Ensure an appropriate “programme and qualification mix” at universities, Universities of Technology and TVETs to promote the production of professionals and academics.
- 2.2(k) Data-base of graduates for employers to access.

### **Strategic Objective 2.2 Indicators:**

- 2.2.1 Number of full- and part-time students in public TVET Colleges for NC(V), N courses and occupational programmes.
- 2.2.2 Students graduating in fields of Education, and in Science, Engineering and Technology (SET).
- 2.2.3 Proportion of students graduating within 4 years of registering.
- 2.2.4 Number of PhD graduates.
- 2.2.5 Percentage of academic staff with PhD Qualifications.
- 2.2.6 Pass rate of TVET colleges.
- 2.2.7 Pass rate of CET colleges
- 2.2.8 Percentage students successfully placed in employment on graduation from TVET Colleges.
- 2.2.9 Number of artisans qualifying in scarce skills.

### **Unpacking the Strategic Objectives:**

- 2.2(a) Improve skills development planning and implementation in the Province

The Department of Higher Education and Training (DHET) has developed a new Sector Skills Plan framework (2015 SSP framework) that provides a detailed outline and minimum requirements for credible skills planning at the sectoral level. The 2015 SSP framework focuses on gathering and analysing data to support SETAs' key roles in aligning education and training supply side with employers' demand for skills in their sector, that is, their intermediary roles. The rationale for regular forward-looking assessments includes the need to give high priority to anticipate changing needs of the economy due to globalisation, economic restructuring, technological and organizational change, and demographic developments (including HIV/AIDS, ageing populations and migration).

Moreover, the need for regular, coherent and systematic quantitative forecasts of key provincial economic indicators has received further impetus following the setting of employment targets and the adoption of the new industrial policy framework (IPAP2), the NDP and the NGP. Clearly, provincial policy-makers need to devise strategies and pursue related investments which can influence, in a desired fashion, the future path of the province's economy. Such choices need to be guided by robust information and intelligence, including a forward

looking element, so that policymakers not only anticipate future requirements but can also actively shape them. Regular and systematic early warning systems that employ forecasting, scenario development and other approaches are essential. Well informed choices made by policymakers, enterprises and individuals on investment and human resource development in the province will help drive the province's economic development. There is therefore clearly a need for provincial Labour Market Forecasting and Information Management System.

#### 2.2(b) Develop district human resource development plans and implement in partnership with post-school institutions

Apart from provincial level information, the need for local level analysis and intervention is critical in order to overcome the spatial and other disparities in the province. This intervention must become part of the growth plans of every municipality, with fine detail on numbers. Institutional planning and provision must respond to this information as required.

This intervention will be guided by the work of the provincial HRD Council, and its establishment and successful operation is a key project under this intervention.

In addition, the Council should work with the Labour Market Survey that is currently underway, and use data that is obtained in this process to guide its work and decisions. Where necessary it should be supplemented by further research.

Once finalised the province should make use of the Youth Employment Development Initiative to facilitate work placements.

#### 2.2(c) Revitalize and expand the TVET sector and develop CET Colleges

The DHET has developed a VCET Institutions Turnaround Strategy that seeks to systematically address key challenges associated with the dysfunctionality in colleges in order to ensure marked and sustainable improvement in the quality of teaching and learning delivery and certification and throughput rate of learners.

When DHET took over the colleges, many College Councils and Management structures were dysfunctional and unable to provide oversight, strategic leadership and guidance resulting in high levels of instability. The VCET College sector was marked by fragmented and insufficient administrative and management capacity due to inefficiencies in the allocation of resources.

Poor academic performance of college's, poor curriculum delivery, low throughput rates are hampering progression into the labour market and create backlogs in the pipeline of new students. Limited engagement between colleges and industry restricts curriculum alignment and limits access to workplace learning opportunities undermining the value of the curriculum in enhancing employability.

The turnaround strategy seeks to create a coherent, comprehensive and differentiated post-school system that contributes to the lives of individuals, the national economy and to the development of an equitable and capable South African society. SIP 14 also makes provision for the upgrading and building of new TVETs to expand the sector in the Province.

#### 2.2(d) Skills development for the informal sector, township and rural economies through enterprise education and technical skills

This intervention is rooted in the National Development Plan which states that 90% of the new 11 million jobs to be created by 2030 will come from Small Micro and Medium Enterprises (SMME).

In order to ensure there is inclusive and equitable economic growth it is necessary that SMMEs operating in the informal sector, rural and township economies are capacitated by providing them with relevant enterprise education. This intervention should focus on mobilising CETC, TVETs and SETAs to focus on developing programmes new entrepreneurs in the informal sector, township and rural economies.

These skills development initiatives must be linked to the efforts of the Department of Economic Development Tourism and Environmental affairs aimed at promoting SMME and entrepreneurial development.

The National Informal Business Upliftment Strategy (NIBUS) is driven by the Department of Small Business Development to improve rate of survival and enable growth within Small, Medium and Micro Enterprise (SMME) Sector. The focus is mainly about supporting designated groups, i.e. women, youth and people with disabilities, in townships and rural areas of South Africa already participating in the informal economy.

The NIBUS seeks to uplift informal businesses and render support to local chambers/business associations and Municipal Local Economic Development offices to deliver and facilitate access to upliftment programmes. The strategy specifically targets entrepreneurs in the informal economy.

2.2(e) Strengthen Provincial HRD Council to develop partnerships between the HRD sector, SETAs and the private sector

The KZN HRDC is required to strengthen their research capacity, to improve Sector Skills Plans in-line with the new PGDP using the SSP framework developed by DHET. The mismatch in the supply of skills as against those needed in the South African economy dictates that there must be closer partnerships between SETAs, TVET colleges, HEIs and Industry. This will ensure that there is co-ordination and alignment in the knowledge and skills supplied and those demanded by the economy. These partnerships should be sector-based. This will enable business to play a lead role in defining the skill gap relevant to their sectors. The issue of specialisation by TVET Colleges will assist in enhancing their prospects of establishing relevant partnerships. When deciding on specialisation TVETs will have to consider the dominant sectors and opportunities in the economy that is local to each TVET because it is those that will need to be leveraged in the establishment of such partnerships.

2.2(f) Encourage the development of women professional and technical graduates, and people with disabilities

Province recognises the disjuncture between the number of qualified women graduates and people with disabilities, and those taken up in the formal economy through employment and entrepreneurship measures. Province is therefore committed to expand the enrolment of young women and people with disabilities in TVET colleges, and promote their qualification in key areas to promote the production of professionals. Supporting measures will include the compilation of a database of qualified women and people with disabilities, and creation of partnerships between women entrepreneur and business forums, disability networks, and skills development entities.

There is need for young girls and children with disabilities to study and perform well in Science, Engineering and Technology subjects, from the Foundation Phase. Educators' attitudes, knowledge and skills required to develop appropriate teaching interventions for these subjects to young girls and children with disabilities needs to be enhanced.

There is also a need to:

- (i) Increase the number of girl children and children with disabilities' selection of appropriate subjects for future technical and professional tertiary study;
- (ii) Increase the number of women, and people with disabilities, enrolled at district TVET colleges and Institutions of Higher Learning, in professional and technical sectors;
- (iii) Put in place support and mentoring programmes for women students and people with disabilities, enrolled at district TVET colleges and Institutions of Higher Learning, in professional and technical sectors, to enable them to complete their qualifications successfully.
- (iv) Ensure that TVET colleges and HEIs are accessible to people with disabilities and buildings and that facilities comply with codes and reasonable accommodation requirements;
- (v) Establish a database of women graduates and graduates with disabilities in the professional and technical sectors;

(vi) Establish partnerships between professional and technical industry stakeholders, DHET, DTI and Department of Labour, and women's professional, entrepreneur and disability networks, to encourage and promote recruitment and employment of women and people with disabilities from these sectors.

2.2(g) Undertake a skills audit to determine the skills shortages in key areas.

The HRD Strategy identifies the need for a separate study to be undertaken on the matter of critical skills for priority economic sectors. The information is currently scattered between the various SETA's and is inconsistent between SETA's and across provinces. It is an established fact that people and their skills are the most valuable asset in any society. But the rapid changes we live through necessitate that there be constant analysis of the relevance of the skills available and those likely to be required in the future. The changes include among others: Mobile supercomputing. Intelligent robots. Self-driving cars. Genetic editing.

The evidence of dramatic change is all around us and it's happening at an exponential speed. In his book *The Fourth Industrial Revolution* (January:2016) Professor Klaus Schwab, Founder and Executive Chairman of the World Economic Forum posits that; we stand on the brink of a technological revolution that will fundamentally alter the way we live, work and relate to one another. In its scale, scope and complexity, the transformation will be unlike anything humankind has experienced before. We do not yet know just how it will unfold, but one thing is clear: the response to it must be integrated and comprehensive, involving all stakeholders of the global polity, from the public and private sectors to academia and civil society. Prof Schwab's contention drives home the obvious skills needs challenges brought about by the digital revolution we are experiencing.

This project will help in the identification of available skills across economic sectors and comparing them with those required now and in the future so that the skills shortfall can be determined and addressed accordingly.

2.2(h) Improve the functionality of TVET Colleges to bring about a comprehensive and sustainable performance improvement in the TVET college sector

Discussions around the introduction of the occupational programmes funded through the voted funds is underway. QCTO is currently undertaking an exercise to re-package N4- N6 programmes into occupational programmes. Business Studies programmes should be completed by end 2017. Emphasize is on TVET Colleges delivering Occupational Programmes.

Occupational programmes provide for a greater programme choice and will enhance college responsiveness. DHET will only be able to support high volume programmes with detailed syllabus and learning material. College capacity will therefore need to be strengthened to deliver the occupational programmes. Occupational programmes do not rely on national examinations, therefore greater flexibility will also be possible in the curriculum.

DHET has developed network models and guidelines to support colleges to develop relationships with local industries through the Labour Market Intelligence Programme (LMIP). DHET is in a process of identifying colleges as Centers of Specialization through the SIP's programmes. This will allow the DHET to incentivise colleges to deliver on the occupations in high demand. It will also provide support to colleges to deliver on the occupation in high demand.

2.2 (i) Ensure SETAs develop partnerships between CETC, TVETs, HEIs, and Industry and support establishment of centres of specialisation

The SSI framework is useful for informing the work of SETAs because it considers the differences between sectors in terms of their knowledge bases, skills needs and conditions, rather than focusing on industrial concentration. Within the SSI framework, a sector is defined as 'a set of activities which are unified by some related product groups for a given or emerging demand and which share some basic knowledge'. So, for example, the actors within the subsectors/sectors governed by MerSETA share a focus on metals and engineering-related product groups, and they share a knowledge base of engineering and other technological processes that all those who work in the sector will need to acquire. While the framework emphasises activities at the sector level, it considers the influence of stakeholders at the national and regional levels (e.g. national and provincial government)

We propose a sectoral system of innovation (SSI) framework that emphasises interaction and alignment between the needs and capabilities of the different types of stakeholder in skills development systems – firms, government departments and agencies, post-school education and training providers, trade unions, research organisations, industry associations, and so on. The approach is dynamic and emphasises change over time, but also how history shapes what is possible. In this research guide, the focus is on developing SETAs’ ‘interactive capabilities’, that is, the capacity to form effective partnerships and learn through interaction. A good example of interactive capabilities is the subsector committees of sector education and training authorities (SETAs) (e.g. AgriSETA’s Sugar Subcommittee, merSETA’s Automotive Chamber) that serve as forums for key employers, unions and industry associations to meet in order to discuss general issues and challenges they may face. The committees are potentially useful mechanisms for facilitating interaction among the range of stakeholders in the skills development system.

2.2(j) Ensure an appropriate “programme and qualification mix” at universities, Universities of Technology and TVETs to promote the production of professionals and academics

Universities, Universities of Technology and TVETs are subject to national funding, and to national “programme and qualification mixes” (PQMs). This will require the province to work closely with DHET and universities to ensure an appropriate number of students enrolled in key areas. PQMs are driven by national imperatives, but without subverting these, the province could promote certain fields of study relevant to its needs. This has been done in teaching, where the province has provided bursaries, and also in various other scarce-skill areas. The province could also support them in expanding student numbers and success rates in key areas. This intervention is vital and must be pursued with the four contact universities in the province, as well as with private higher education providers and distance providers.

Specific projects involve the targeted use of bursary programmes by the state, as well as the purchase of “self-funded” programmes from universities, according to need. Universities should also be offered support and facilities to encourage private contracted research.

Distance education, driven by new technologies, should be specifically supported to reach the targets.

2.2(k) Data-base of graduates for employers to access

Ensure that data-bases of graduates from TVET colleges and universities are set-up, maintained and advertised for easy accessibility by employers. Generally universities have a service for advertising positions but this is rarely done as a data-base and TVET colleges generally do not do this at all. This intervention will require co-ordination across institutions that do not normally work together and will need to be placed under the appropriate project leader. As there are several data bases, further research needs to consider the feasibility of one portal that links to TVET data base, HEIs database, NYDA database, MKI database and other databases.

### **STRATEGIC OBJECTIVE 2.3: ENHANCE YOUTH AND ADULT SKILLS DEVELOPMENT AND LIFE-LONG LEARNING**

#### **The education and skills level of youth and adults is enhanced**

Whilst much has been done to improve access to primary and secondary education, much is still to be done to improve access to tertiary and adult, coupled with skills development coupled also to experiential learning to employment opportunities. Whilst a serious effort has been made in the years since democracy, there is relatively little demonstrable effect in empowering citizens to make them competitive in the globally competitive economy. Programmes need to be designed that simultaneously link people with the economy while skilling the unemployed youth - redundant in the current economy - with capabilities that they do not have. The new Community Education and Training (CET) colleges which are about to be established, are to replace the Adult Education and Training Centres. The new CET colleges will incorporate the Adult Education and Training curricula and will combine with skills centres and NGO programmes to form a college. This is envisaged to be rolled out per District municipality. This should be done in a manner that ensures an appropriate level of coverage in the provision of Adult Education

Training through centres that adhere to government norms and standards; as well as development and throughput of the CET College sector across the Province with an appropriate portfolios of courses offered that will promote economic growth and employment. All the pillars of the draft KZN HRD Strategy support this objective. It is a most neglected field and will benefit from the attention afforded by the HRD Strategy.

The focus in this objective is on supporting the organisational framework for streamlining HRD (as proposed in the HRD Strategy) and on information gathering to support the planning function and the monitoring which will be required. The recent Community Survey (2016) also points to the need to intensify engagements with tertiary institutions and the private sector to curb the brain drain of talented students to other Provinces through the inability of local institutions to meet the needs skill sets required in the Province. This section must also be read in conjunction with Goal 3, Strategic Objective 3.7 as transversal issues relating to youth are also addressed in this section.

Strategic Objective 2.3 Interventions:

2.3(a) Facilitate targeted support to meet youth skills development needs.

2.3(b) Monitor progress of education and training programmes prepared for delivery in community-based colleges.

2.2(c) Develop awareness campaigns regarding opportunities for learnerships, apprenticeships, mentorships and internships within the public and private sectors.

2.3(d) Relevant life-long learning programmes to be delivered by accessible and vibrant Community Education and Training College Centres.

2.3(e) Maximise the enrolment in Community Education and Training College Centres focusing on SMMEs, Cooperatives, and persons in the informal economy.

2.3 (f) Develop counselling and vocational guidance for out-of-school youth.

Strategic Objective Indicators 2.3:

Strategic objective indicators include:

2.3.1 Number of youth on mentorships / internships / learnerships.

2.3.2 Number of CET colleges that conform to government norms and standards

## UNPACKING THE INTERVENTIONS

Interventions to facilitate youth skills development and life-long learning include:

2.3(a) Facilitate targeted support to meet youth skills development needs

At the Youth Development Summit in August 2014, the constituencies agreed that learnerships, apprenticeships and internships provide a useful vehicle for developing the country's skills needs. It was agreed that more young unemployed people be recruited into learnerships, apprenticeships and internships to acquire the skills they need to become self-employed and improve access to employment opportunities.

Targeted youth skills development interventions need to raise the quality of basic and higher education, re-engage drop-outs with the education system and provide an environment that cultivates academic, technical and vocational skills. These include measures to improve literacy and numeracy; increase the number of quality passes in maths and science, and encourage the National Curriculum to offer vocational education options for young South Africans in order to reduce drop-out rates after Grade 9.

2.3(b) Monitor progress of education and training programmes prepared for delivery in Community-based colleges

The KZN Community Education and Training College and its centres should after conducting the audit of training needs at district level should develop and introduce relevant and need based education and training programmes that support the goals of the NDP and Provincial Growth and Development Plan. These programmes must need based and prepare our population for work, self-employment and entrepreneurship

2.3(c) Develop awareness campaigns regarding opportunities for learnerships, apprenticeships, mentorships and internships within the public and private sectors

Career exhibitions are brought together to provide awareness, knowledge and education about various industries, jobs, colleges, gap years, internships, universities and many more for the youth of today by guiding them in the right direction for their future. Exhibitions and career information sessions increases awareness among youth of various jobs and career opportunities, serve as an entry point for young people into public and private sectors.

Each District should host an integrated Careers Exhibition involving all sectors of the economy. These exhibition should on annual bases reflect a specific economic sector theme. The exhibition should also integrate the promotion of other youth programmes that are being rolled out within that District.

2.3(d) Relevant life-long learning programmes to be delivered by accessible and vibrant Community Education and Training College Centres

AET Centres need to be lively and attractive venues, in use 24 hours a day and 7 days a week. Programmes should include a mix of formal, qualification bearing courses, relevant skills programmes, informal short courses, and even self-help and motivational programmes. Internationally this is shown to be an important intervention to pursue in support of general development.

Perception is a major issue here, partly the result of moribund management and the marginalisation of AET Centres. These Centres should provide formal programmes (including second chance programmes) to out-of-school youth, and those too old for school. They should also provide AET programmes leading to a GETC, or towards another goal. Life-skills and other courses should also be offered. Dynamic activists should be brought into this sector to turn it into an exciting and developmental project.

A request was made to establish dedicated "stand-alone" AET Centres, but this is not feasible. However a project to improve the governance and operation of AET Centres is proposed, since many have difficulties and limitations in the use of other facilities "after hours" and during school holidays. Particular problems are incurred in respect of "second chance" matric students, who prefer to study during the day.

This strategic objective focuses on the numbers participating in Second Chance Matric Programmes. Second chance matric is based on the new curriculum implemented in 2008. Only learners who wrote grade 12 in 2008 and onwards can enrol to repeat any subjects offered. This programme gives grade 12 learners an opportunity to; repeat subjects that they have failed in matric and to improve their results to gain access to higher education institutions

2.3(e) Maximise the enrolment in Community Education and Training College Centres focusing on SMMEs, Cooperatives, and persons in the informal economy

This is a national effort, strongly pursued in the National Development Plan, which calls for 1 million students by 2030. TVET College enrolments should vastly exceed those of our universities, which is not the case at present. Good institutions, and substantial advocacy, will be needed for this, and these must be pursued.

The current TVET Colleges are full to capacity, and more Colleges are needed. There are plans by the Department of Higher Education and Training to develop new TVET Colleges in the province: these must be strategically located in terms of the information from a skills audit. In addition the province may need to consider its own contribution and the construction of even more institutions. It is also necessary to increase localisation of TVET College education in line with the Provincial Spatial Economic Development Framework.

Currently in the province there is one Community Education and Training College (CETC) with head office based in Pietermaritzburg and 500 Community Education and Training centres spread throughout the province. This is a new approach to community and continuing education as proposed by the White Paper on Post School

Education and Training. The College was launched in 2016 and currently the college has embarked on a process that includes the following:

- a). Rationalising the current Adult Education and Training Centres
  - b). Rationalising the teaching staff at the Adult Education and Training Centres
  - c). Conducting district skills audits to determine the needs for community and continuing
  - d). Develop the curriculum and training that will be delivered by the College and centres
  - e). Finalise partnerships with SETAs and others to deliver the training
- Once fully established and functional the sector will be in a position to supply enrolment figures.

#### 2.3(f) Develop counselling and vocational guidance for out-of-school youth

Students and out-of-school youth need to be made aware of the many opportunities and resources that are available for post-school training, and all those involved should collaborate to ensure this gets out. Teachers themselves are badly placed to provide advice, as are parents and community members. Centralised services (such as job centres) must be used, with well-informed personnel. Technology must also be deployed here; every learner knows how to use a cell-phone, which can be used to provide relevant and useful information.

Specific projects proposed for this intervention include the expansion of existing services, primarily those based at TVET Colleges (for academic guidance), the DoL Employment Service Centres (for career guidance), and other facilities which provide more personal growth advice and support.

The State must also be an active participant in terms of offering employment opportunities to youth and in promoting careers in the public service.



**Appendix 4:**

**CONSIDERING APPROACHES TO  
ENTERPRISE DEVELOPMENT**

(MORE DETAILED DISCUSSION DOCUMENT AVAILABLE ON REQUEST)

**APPROACHES TO ENTERPRISE DEVELOPMENT – AN INTERNATIONAL PERSPECTIVE**

INTRODUCTION

GRADUATION PROGRAMMES

THE FINANCIAL INCLUSION APPROACH SUPPORTED BY CGAP

THE MARKET SYSTEMS DEVELOPMENT APPROACH

CONCLUDING COMMENT: ENTERPRISE DEVELOPMENT PROGRAMMES

**APPROACHES TO ENTERPRISE DEVELOPMENT – A SOUTH AFRICAN PERSPECTIVE**

INTRODUCTION

SAVEACT APPROACH

A PRIVATE SECTOR VALUE CHAIN DEVELOPMENT APPROACH

AN ASSET BASED APPROACH

PARTICIPATORY ECONOMIC ACTION PLANNING APPROACH



## **Appendix 5:**

# **GOVERNMENT PROGRAMMES POTENTIALLY PROVIDING LINKAGES TO ECONOMIC OPPORTUNITIES**

## PRELIMINARY DATABASE

<b>EMPLOYMENT</b>	
Department of Public Enterprises: Internships Programme	Department of Public Enterprises
Expanded Public Works Programme	Department of Public Works
Food for Waste	Department of Public Works
Home / Community Based Care	Department of Social Development
Kha ri Gude Mass Literacy Campaign	Department of Education
Landcare Programme	Department of Agriculture
National Rural Youth Service Corps	Department of Rural Development and Land Reform
National Youth Arts, Culture and Heritage Campaign	Department of Arts and Culture
S'hamba Sonke	Department of Transport
The South African Decent Work Country Programme	Department of Labour / National and Labour Council (Nedlac)
Working for Water	Department of Water Affairs
Working for Wetlands	Department of Environmental Affairs; Water Affairs and Agriculture, Fisheries and Forestry
Working on Fire	
Zibambele Poverty Alleviation Programme	KZN Department of Transport (eThekweni Focus)
<b>ENTERPRISE SUPPORT + (AGRICULTURE)</b>	
Comprehensive Agriculture Support Programme (CASP)	Department of Agriculture
Investing in Culture Programme	Department of Arts and Culture
Media Development and Diversity Agency (MDDA)	Department of Arts and Culture
Micro-Agricultural Financial Institution of South Africa (mafisa)	Department of Agriculture
National Arts Council	Department of Arts and Culture
National Development Agency	Department of Social Development
National Youth Development Agency	
Seda	Department of Trade and Industry (the dti)
Women Economic Empowerment	Ministry of Women, Children and People with Disabilities
Youth Economic Participation	Department of Public Enterprises
Mosadi wa Konokono Campaign	Department of Arts and Culture
<b>POVERTY RELIEF</b>	
Integrated Food Security and Nutrition Programme	Department of Agriculture
<b>SKILLS DEVELOPMENT / TRAINING</b>	
Eskom Bursaries	Eskom
Eskom Integrated Demand Side (IDM) Interventions	Eskom
Eskom Learnerships	Eskom

(MORE DETAILED INFORMATION SHEETS AVAILABLE ON REQUEST)



**Appendix 6:**

**PARTICIPATION WORKSHOP  
ATTENDANCE REGISTER**

YOUTH

ATTENDANCE REGISTER – MSUNDUZI ECONOMIC STRATEGIES PROJECT WORKSHOP

VENUE: PITERMARITZBURG LIBRARY

DATE: 23 August 2017

TIME: 9-1pm

	NAME AND SURNAME	ORGANISATION / POSITION	CELL NO	EMAIL	SIGNATURE
1	Tindall Kruger	Sivest	083 234 8241	stratplan@yaol.com	—
2	Dennis Nkosi	Sivest	072 202 0154	dna@danielsenkosi.co.za	
3	Phumla Veronica Jack	Sivest	076 957 7026	phumla@strategicplan.co.za	
4	Anete Jack	Sivest	073 332 4703	anetejack11@gmail.com	
5	Dr. Ngcobo	Msunduzi Municipality	033 392 2137	thabile.khoza@msunduzi.gov.za	Could not aff the workshop
6	Nombuso Hlophe	Msunduzi Municipality	033 392 2137	nombuso.hlophe@msunduzi.gov.za	Could not aff the workshop
7	Shantle Lomani	RED CROSS	081515775	shantloman@redcross.org.za	
8	Shudile Zuma	USISI DESIGNS	0827912620	shudile.zuma@usisidesigns.com	
9	Inabani Madida	MIDI	0834937506	inabanimidide@mididesigns.com	
10	REYNOLD EASTHORN	PCB	082445741	reynold.easthorn@pcb.co.za	
	SONO MATIJI	SHWABABA CO-OP	076522790		



YOUTH

ATTENDANCE REGISTER – MSUNDUZI ECONOMIC STRATEGIES PROJECT WORKSHOP

VENUE: PITERMARITZBURG LIBRARY

DATE: 22 August 2017

TIME: 9-1pm

	NAME AND SURNAME	ORGANISATION / POSITION	CELL NO	EMAIL	SIGNATURE
1	Tindall Kruger	Sivest	083 234 8241	stratophj@aol.com	—
2	Dennis Mkosi	Sivest	072 202 0154	dna@gainstjenkosi.co.za	
3	Phumla Veronica Jack	Sivest	076 957 7026	phumla@strategicplan.co.za	
4	Anele Jack	Sivest	073 332 4703	anelejack11@gmail.com	
5	Dr. Ngcobo	Msunduzi Municipality	033 392 2137	thabile.khoza@msunduzi.gov.za	Could not ATT the workshop
6	Nombusa Hlophe	Msunduzi Municipality	033 392 2137	nombusa.hlophe@msunduzi.gov.za	Could not ATT the workshop
7	Khulokan Zandi	Msunduzi Municipality	0743121023	m16194 m16a6e@gmail	
8	Thembelethe Thusi	Msunduzi Municipality	0799375342	thusi.thembelethe@gmail.com	
9	BRENDON XLEINBOZI	Youth of purpose	084 632 5588	brg14andbury@gmail.com	
10	NOMUSA ZONISI		0739294286		
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PROJECT: MSUNDUZI ECONOMIC STRATEGIES – 1704: MSUNDUZI MUNICIPALITY





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