



MSUNDUZI MUNICIPALITY

STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE DISABLED

Draft Empowerment Strategy

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MSUNDUZI MUNICIPALITY

STRATEGY FOR THE ECONOMIC EMPOWERMENT OF THE DISABLED

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1. INTRODUCTION

1.1 PURPOSE OF STRATEGY

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

The Strategy presents a broad framework guiding more detailed and focused implementation plans aimed at realizing the economic empowerment of the Disabled 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 Disabled and the economic empowerment strategies for Women and the Youth (see separate strategy documents).

It is to be noted that the Sivest Team was appointed to prepare a strategy for Women and Disabled Economic Empowerment. It was, however, realized early in the process that each grouping requires a specific focus. The strategies for women and disabled economic empowerment is thus reflected in separate documents. There is, however, as will be anticipated, substantial overlap between the findings and the proposed strategies for the two groups as presented.

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 Disabled that will highlight areas that the Municipality need to concentrate on to ensure that it creates an enabling environment for these groups 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 Disabled, and to develop feasible implementation plans. It is noted that the “...preparation of the strategies will focus on the economic development needs of the Disabled 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 both sectors, with particular reference to population growth, economic growth in the city and region, statistics in respect of the disabled, and unemployment. Statistics should be unpacked in respect of the different types of disability.
- 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 disabled, to identify opportunities and developmental imperatives.

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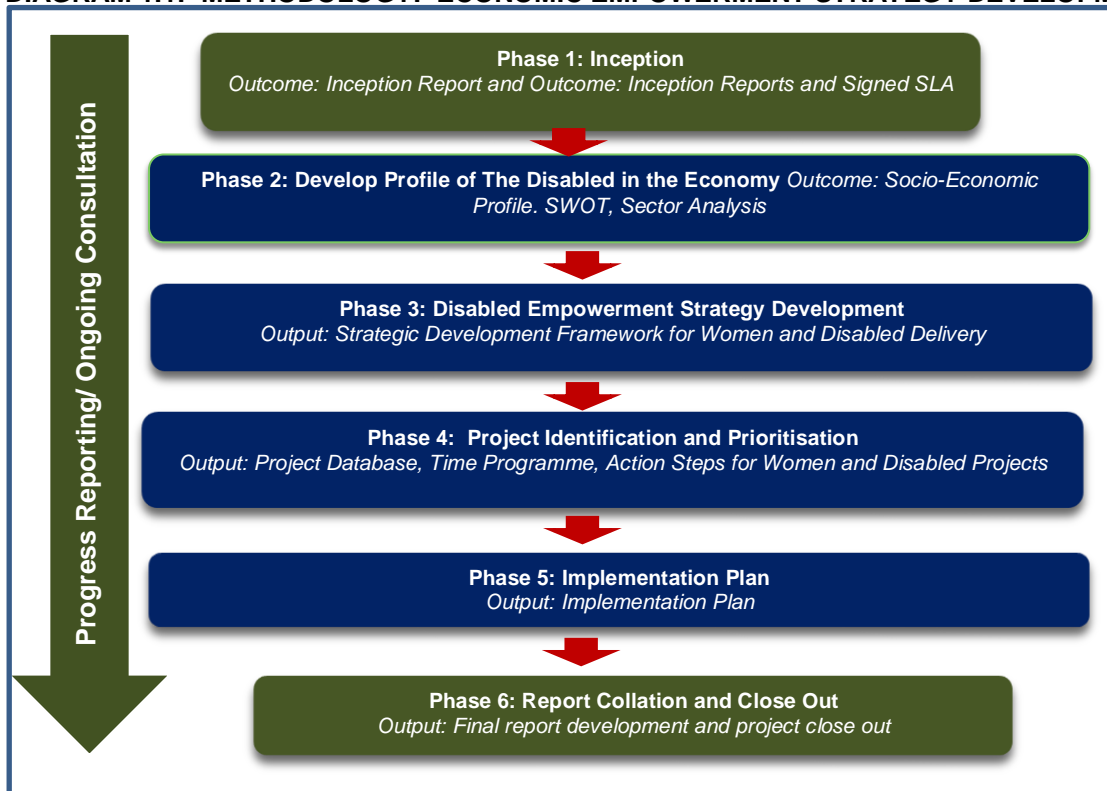
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- Undertake structured separate consultations with relevant stakeholder groups in respect of the disabled, (to include the various types of disability), in order to identify current obstacles to participation, possible solutions, opportunities and desired outcomes.
- Make recommendations on the creation of an enabling environment for the disabled which is conducive to promoting economic empowerment.
- 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 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.

1.4 OVERVIEW OF STRATEGY DOCUMENT

This strategy document includes ten sections. The sections are:

| | |
|-------------|---|
| Section 1: | Introduction |
| Section 2: | Socio Economic Overview of Msunduzi Disabled |
| Section 3: | The Msunduzi Economic Context |
| Section 4: | The Policy and Strategy Environment |
| Section 5: | Current Empowerment Focus |
| Section 6: | Challenges for Disabled Economic Empowerment |
| Section 7: | Opportunities for Disabled Economic Empowerment |
| Section 8: | Strakeholder Views on Disabled Economic Empowerment |
| Section 9: | Strategy for Disabled Economic Empowerment |
| Section 10: | Implementation Plan |

2. SOCIO ECONOMIC OVERVIEW OF THE MSUNDUZI DISABLED

2.1 INTRODUCTION

The 2011 Census statistics provides an interesting picture of the socio-economic characteristics of the Msunduzi Municipality, and then also provides a profile of the disabled of the Municipality specifically. It should be noted that the Census statistics does not reflect people with mental disabilities and this therefore present a gap in the information available. Sources of information on statistics relating to the mentally disabled have been identified, but due to time constraints this has not been accessed.

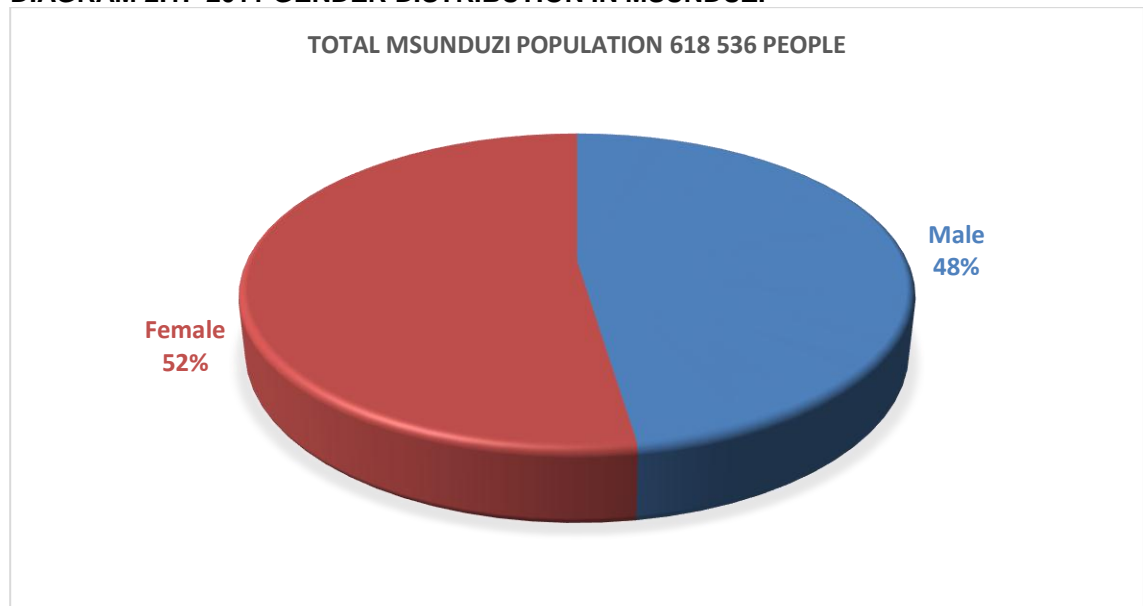
For the purpose of the analysis that follows statistics were generated on a municipal level, as this is viewed as the level of information needed in order to make informed strategic policy decisions

2.2 DEMOGRAPHIC PROFILE OF THE MSUNDUZI DISABLED

The statistics for the disabled in Msunduzi must be set in the context of the Msunduzi Municipality as a whole. 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 of KwaZulu-Natal, 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



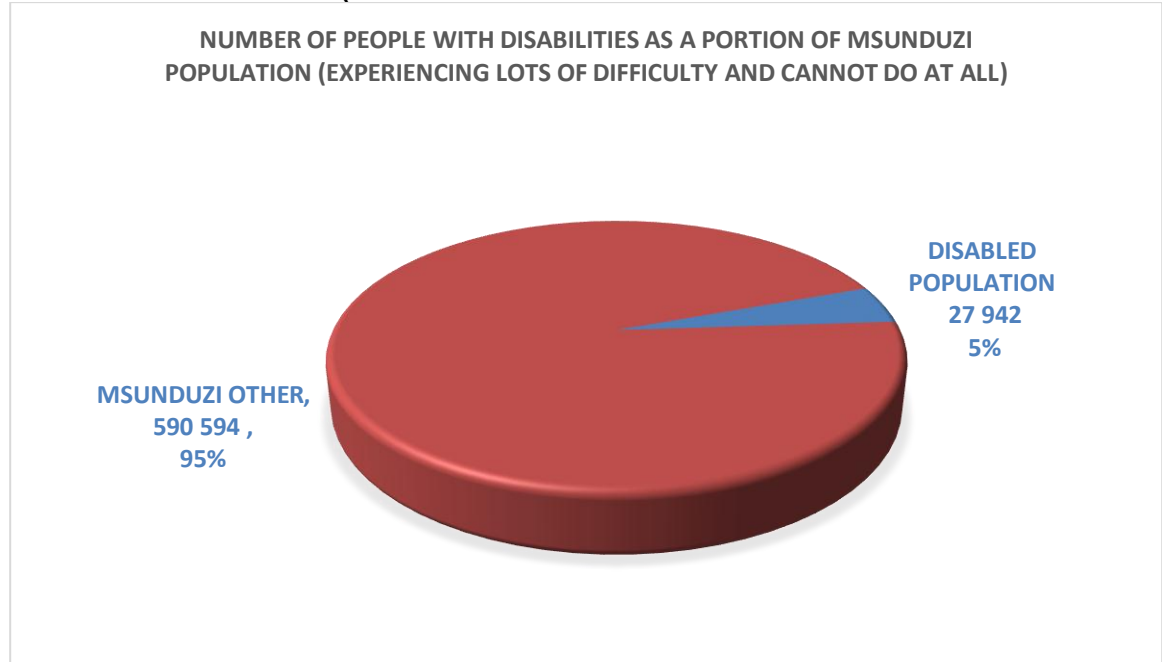
Source: StatsSA 2011

The focus of the statistics following is then specifically on the following physical disabilities (comment on mental disabilities following):

- Those with difficulty or inability to see;
- Those with difficulty or inability to hear;
- Those with difficulty or inability to speak; and
- Those with difficulty or inability to move.

Some 27 942 people or 5% of the population in the Municipality indicated they have the above disabilities. The 5% may present is perhaps an overstatement of the number of people with physical disabilities as there will be people with more than one disability. Regardless, a high 48 876 people in the Municipality have some form of physical disability. Mental disabilities will add considerably to this number.

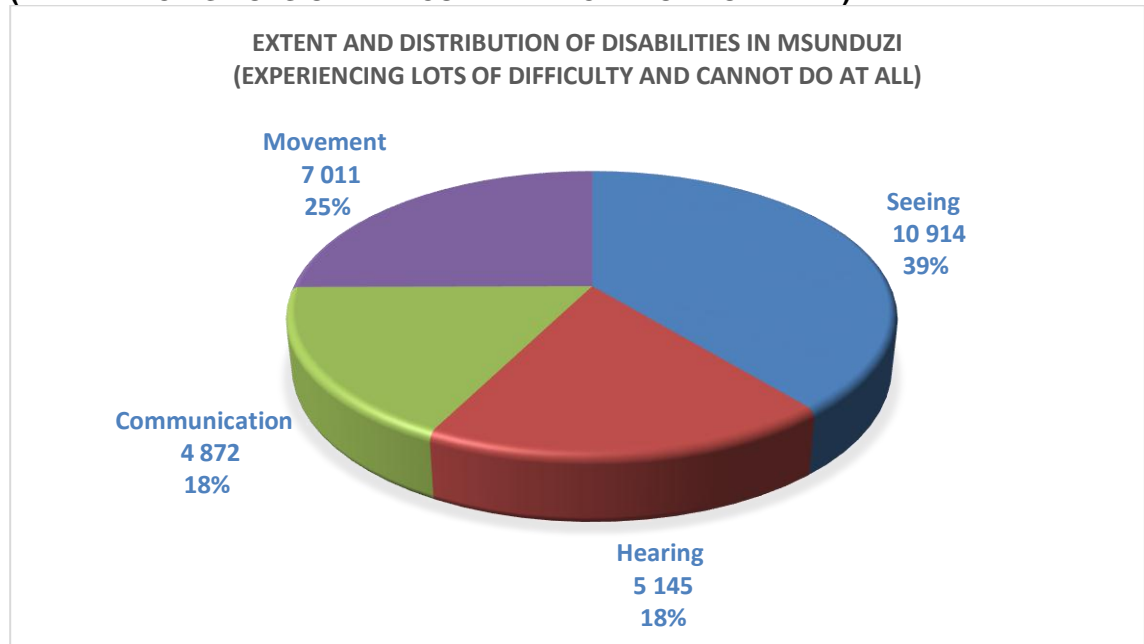
DIAGRAM 2.2: 2011 NUMBER OF PEOPLE WITH *PHYSICAL* DISABILITIES AS A PORTION OF MSUNDUZI POPULATION (EXPERIENCING LOTS OF DIFFICULTY AND CANNOT DO AT ALL)



Source: StatsSA 2011

The diagram following suggests that of the nearly 28 000 people with disabilities 39% related to impaired vision. The disabilities further impacting on people on people are movement (25%), hearing (18%), and communication / speech (18%).

DIAGRAM 2.3: 2011 EXTENT AND DISTRIBUTION OF PHYSICAL DISABILITIES IN MSUNDUZI (EXPERIENCING LOTS OF DIFFICULTY AND CANNOT DO AT ALL)



Source: StatsSA 2011

The Department of Health: KwaZulu-Natal in its *Strategic Plan 2015-2019: KwaZulu-Natal* describes the extent of mental disability / disorders as follows:

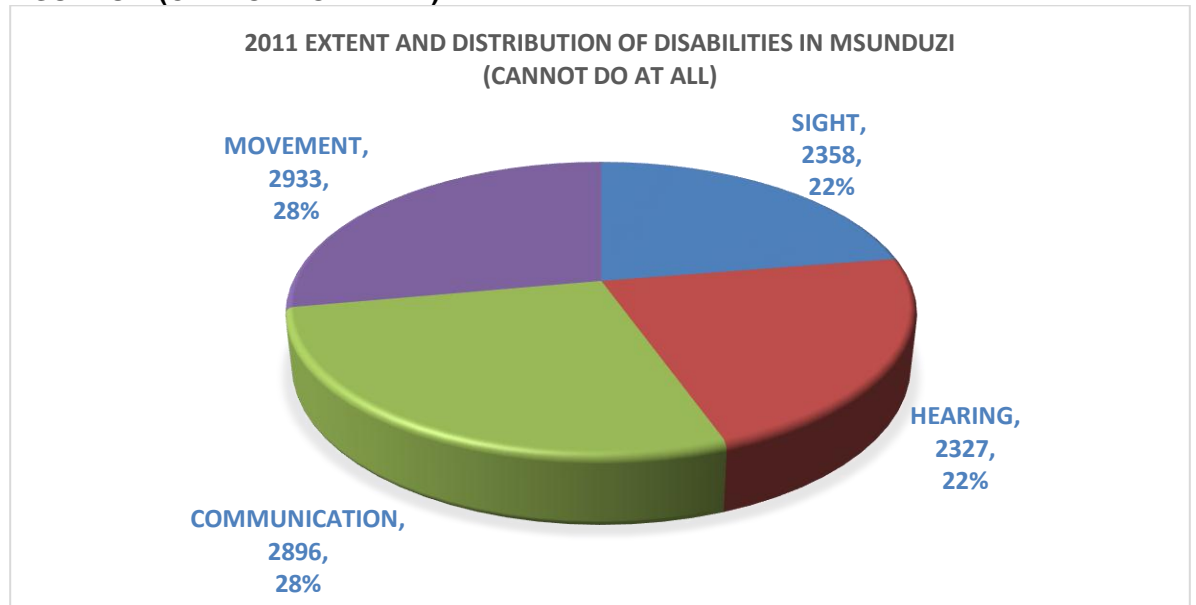
The burden of mental disorders is considerable with approximately 14.3% of adults (15 years and above) and 17% of children/adolescents (under 15 years) estimated to have a mental disorder. In KZN, an estimated 955 814 adults (13.6%) and 420 651 children and adolescents (11.5%) have a mental disorder.

The co-morbidity between mental disorders, substance use disorders and physical conditions such as HIV/AIDS, heart disease, diabetes, trauma, etc. is significant with an estimated 43.7% of HIV infected individuals and 15-20% of perinatal mothers having a mental disorder.

Combining the statistics for physical and mental disabilities it can then quite comfortably be concluded that between 10% and 20% of the workforce suffers from disabilities potentially impacting on their ability to benefit from opportunities in the economy.

From the diagram below it is noted that when considering severe disabilities the distribution is very similar across the various physical disabilities.

DIAGRAM 2.4: 2011 EXTENT AND DISTRIBUTION OF SEVERE PHYSICAL DISABILITIES IN MSUNDUZI (CANNOT DO AT ALL)

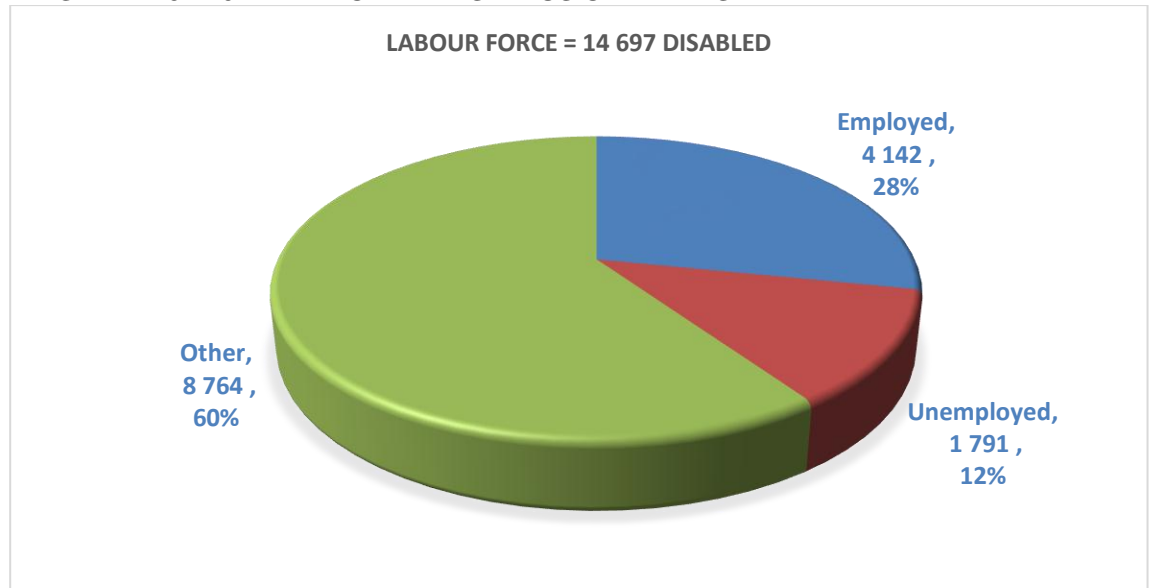


Source: StatsSA 2011

2.3 SOCIO-ECONOMIC PROFILE OF THE DISABLED IN MSUNDUZI

In 2011 there was an estimated 15 000 the disabled forming part of the labour force (i.e. aged between 15 and 64 years). Only 4 142 people disabled people, or 28% of the workforce, were employed.

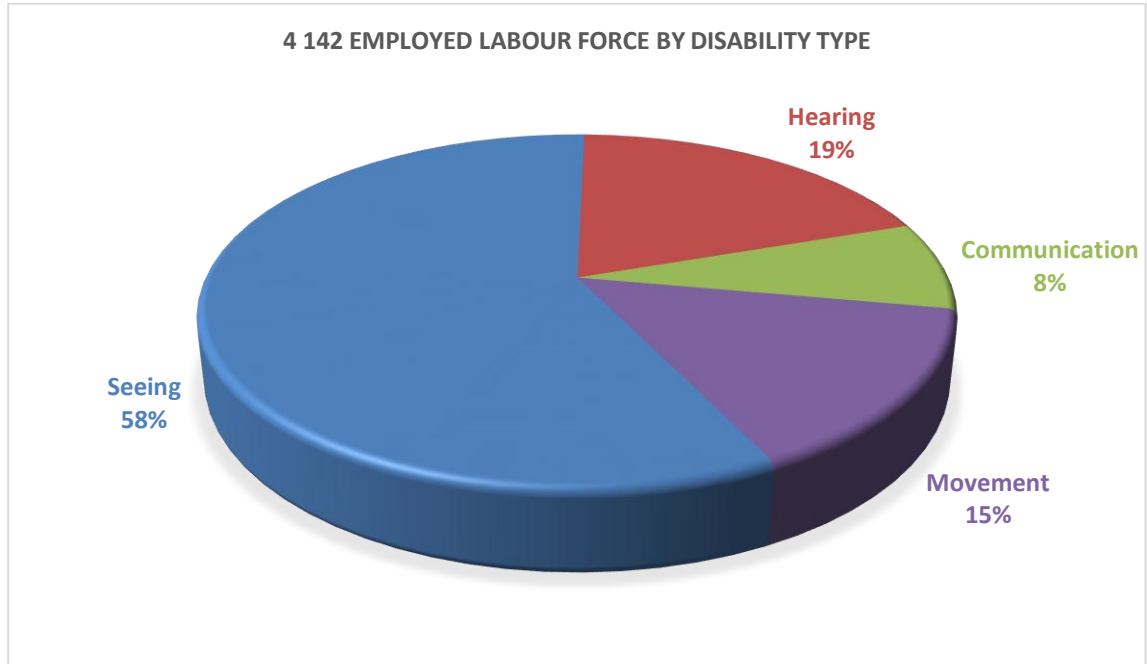
DIAGRAM 2.5: 2011 EMPLOYMENT STATUS OF THE DISABLED



Source: StatsSA 2011

It is then noted in the diagram below, considering the disability type of the employed only (i.e. 4 142 individuals, that a larger percentage of those with sight related disabilities are employed. These findings should be further assessed in order to develop a better understanding of the impact of disabilities on employment.

DIAGRAM 2.6: EMPLOYED LABOUR FORCE BY DISABILITY TYPE



Source: StatsSA 2011

3. THE MSUNDUZI ECONOMIC CONTEXT¹

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% |
| TOTAL PERCENTAGE | 100% | 100% | 100% | 100% |
| TOTAL IN Rm | 15,689.70 | 16,265.10 | 20,041.90 | 22,701.90 |

Source: Quantec 2012

¹ 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 OVERVIEW OF 2014 LED STRATEGY

3.4.1 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.

3.4.2 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.

3.4.3 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.

3.4.4 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.

3.4.5 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 the disabled to economic opportunities leading to economic empowerment.

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

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4. THE POLICY AND STRATEGY ENVIRONMENT

4.1 INTRODUCTION

The preparation of an Economic Empowerment Strategy for the Disabled in Msunduzi takes place in the context of a number of broader policy and strategy frameworks for disability empowerment. Over the past two decades disability 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 a Disabled Economic Empowerment Strategy for Msunduzi. Relevant policies and strategies considered includes:

- 2012 National Development Plan;
- 2015 White Paper on the Rights of Persons with Disabilities;
- 2016 KZN Social Accord developed by the KZN Economic Council;
- 2016 KZN Provincial Growth and Development Plan;
- 2016 Msunduzi IDP;
- 2017 Msunduzi LED (currently in preparation); and
- 2013 (dated) African Disability Alliance (African Union): Continental Plan for the African Decade of Persons with Disabilities, 2010 to 2019.

4.2 2012 NATIONAL DEVELOPMENT PLAN

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

PEOPLE WITH DISABILITIES AND THE PLAN

Disability and poverty operate in a vicious circle. Disability often leads to poverty and poverty, in turn, often results in disability. People with disabilities face multiple discriminatory barriers.

Disability must be integrated into all facets of planning, recognising that there is no one-size-fits-all approach.

In line with the priorities of the plan, people with disabilities must have enhanced access to quality education and employment. Efforts to ensure relevant and accessible skills development programmes for people with disabilities, coupled with equal opportunities for their productive and gainful employment, must be prioritised.

4.3 2015 WHITE PAPER ON THE RIGHTS OF PERSONS WITH DISABILITIES

The 2015 White Paper flows from the 1996 Constitutional Court statement that reads:

'Human dignity cannot be fully valued or respected unless individuals are able to develop their 'humanness' to the full extent of its potential. Each human being is uniquely talented. Part of the dignity of every human being is the fact and awareness of this uniqueness. An individual's human dignity cannot be fully respected or valued unless the individual is permitted to develop his or her talents optimally.'

The White Paper on the Rights of Persons with Disabilities (WPRPD) is built on nine (9) Strategic Pillars of which specifically Pillar 5 then relates to Economic Empowerment of the Disabled. The Strategic Pillars are listed below:

- Strategic Pillar 1: Removing Barriers to Access and Participation
- Strategic Pillar 2: Protecting the Rights of Persons at risk of Compounded Marginalisation
- Strategic Pillar 3: Supporting Sustainable Integrated Community Life
- Strategic Pillar 4: Promoting and Supporting the Empowerment of Children, Women, Youth and Persons with Disabilities
- **Strategic Pillar 5: Reducing Economic Vulnerability and Releasing Human Capital**
- Strategic Pillar 6: Strengthening the Representative Voice of Person with Disabilities
- Strategic Pillar 7: Building a Disability Equitable State Machinery
- Strategic Pillar 8: Promoting International Co-operation
- Strategic Pillar 9: Monitoring and Evaluation

Pillar 5, Reducing Economic Vulnerability and Releasing Human Capital, identifies four (4) focus areas aim to accelerate reducing the economic vulnerability of persons with disabilities and their families and fostering economic self-reliance. The focus areas are:

Key policy directives reflected in the White Paper relating to each of the Pillars are reflected below.

Focus Area 1: Disability, poverty, development and human rights;

- *Align social assistance with cost of disability*
- *Review all insurance benefits to include equitable access to persons with disabilities*
- *Develop and/or strengthen and broaden the geographic reach of programmes and projects designed to reduce poverty amongst persons with disabilities*

Focus Area 2: Access to decent work and work opportunities;

- *Determine disability related economic affirmative action targets that are cognisant of disability population demographics*
- *Provide affordable vocational rehabilitation and related programmes*
- *Integrate socioeconomic development programmes provided to persons with disabilities on the national employment services database*

Focus Area 3: Persons with disabilities as owners of the economy; and

- *Adopt and implement a target of 7% procurement and economic opportunities for emerging SMEs owned by persons with disabilities*
- *Strengthen access to, and participation in, SME support programmes*
- *Ensure that BBBEE benefits persons with disabilities*
- *Set affirmative action targets for women with disabilities*

Focus Area 4: Reducing the cost of disability for persons with disabilities and their families.

- *Review disability related tax benefits*
- *Measures must be put in place to mediate the disability-related costs to SMMEs owned by persons with disabilities*

A more detailed extract reflecting what Pillar 5, and each of the specific focus areas included, is reflected in **Appendix 1**.

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 objectives for both the youth and women are reflected in more detail in the specific Empowerment Strategies of the Msunduzi Municipality.

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. **Appendix 2** provides extracts of strategies and proposed interventions specifically relevant to the development of this empowerment strategy.

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 the economic empowerment of the disabled in Msunduzi.

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

| NO | STRATEGIC GOALS AND OBJECTIVES | RELEVANCE TO DISABLED EMPOWERMENT |
|----------|--|-----------------------------------|
| 1 | INCLUSIVE ECONOMIC GROWTH | |
| 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 |
| 1.5 | Promote SMME and entrepreneurial development | High |
| 1.6 | Enhance the Knowledge Economy | High |
| 2 | HUMAN RESOURCE DEVELOPMENT | |
| 2.1 | 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 |
| 3 | HUMAN AND COMMUNITY DEVELOPMENT | |
| 3.1 | Eradicate poverty and improve social welfare services | High |
| 3.2 | Enhance health of communities and citizens | High |
| 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 | High |
| 3.7 | Promote youth, gender and disability advocacy and the advancement of women | High |
| 4 | INFRASTRUCTURE DEVELOPMENT | |
| 4.1 | 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 |
| 5 | ENVIRONMENTAL SUSTAINABILITY | |
| 5.1 | Enhance resilience of ecosystem services | Low |
| 5.2 | Expand the application of green technologies | Low |
| 5.3 | Adapt and respond climate change | Low |

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| NO | STRATEGIC GOALS AND OBJECTIVES | RELEVANCE TO DISABLED EMPOWERMENT |
|----------|--|-----------------------------------|
| 6 | GOVERNANCE AND POLICY | |
| 6.1 | 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 |
| 7 | SPATIAL EQUITY | |
| 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 (overlapping with disabled empowerment) are presented in **Appendix 2**.

4.6 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.*

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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 Disabled Economic Empowerment Strategy must align to this Strategic Framework.

4.7 2013 AFRICAN DISABILITY ALLIANCE (AFRICAN UNION): CONTINENTAL PLAN FOR THE AFRICAN DECADE OF PERSONS WITH DISABILITIES, 2010 TO 2019

4.7.1 BARRIERS FOR THE DISABLED

The Continental Plan for the African Decade of Persons with Disabilities (CPADP), 2010 to 2019, firstly confirms the widespread evidence of barriers for the disabled as documented by the World Report include:

- Inadequate policies and standards
- Negative attitudes
- Lack of provision of services
- Problems of service delivery
- Inadequate funding
- Lack of accessibility
- Lack of consultation and involvement
- Lack of data and evidence.

It is stated that "...these disabling barriers contribute to the disadvantages experienced by people with disabilities in all countries, and result in poorer health, lower education, and less economic participation, all leading to higher rates of poverty and increased dependency, restricted participation and exclusion".

4.7.2 KEY FOCUS AREAS IN THE PLAN

Thematic areas for implementation on a national level identified in the CPADP include:

- *National coordination and mainstreaming of disability*
- *Statistics, research and evidence gathering on disabilities and persons with disabilities*
- *Non-discrimination, equity before the law and freedom from exploitation and cruel treatment of people with disabilities*
- *Health and rehabilitation*
- *Adequate standard of living and social protection*
- *Promoting inclusion of persons with disabilities in all sectors of society*
- *Institutional development (including disability desks)*
- *Monitoring, evaluation and reporting*

In the CPADP report a sub-section of the theme “promoting inclusion of persons with disabilities in all sectors of society” the livelihoods, work and employment issues are further unpacked (as reflected below).

4.7.3 LIVELIHOODS, WORK AND EMPLOYMENT IN THE CPADP

Goal

Persons with disabilities enjoy non-discrimination with regard to all forms of employment and self-employment, including conditions of recruitment and hiring, retention, career advancement, safe and healthy working conditions as well as basic business skills training and access to credit facilities.
Priority Actions

Member States:

- To enact and enforce an employment equity policy and legislation for PWDs*
- To ensure that the employment of at least five percent (5%) of the workforce within the public and the private sector in Member States should be composed of PWDs;*
- To educate and motivate employers in the public and the private sector with regard to disability issues;*
- To create awareness with regard to the capabilities of PWDs;*
- To create diversified employment opportunities in the public sector and promote such opportunities in the private sector in a conducive and enabling environment which is barrier free and accessible to PWDs;*
- To ensure affirmative action in public and private sectors by introducing incentives for employers who offer employment opportunities to persons with disabilities (tax rebates).*
- To offer learnerships to PWDs in the labour market, which are new paraprofessional and vocational education and training programmes which combine theory and practice and culminate in a recognized qualification;*
- To encourage and protect entrepreneurial and intellectual properties/works of PWDs with a view to enhance their possibilities to create job opportunities and selfemployment;*
- To encourage investors with disabilities and support employers with disabilities in order to create employment opportunities for persons with disabilities and fill the gaps of the private sector;*

- j. To develop strategies of affirmative action for the effective employment opportunities of PWDs living with HIV/AIDS;*
- k. To develop and implement a strategy to promote the recruitment of women and men with disabilities by employers of all kinds;*
- l. To develop and implement a strategy to promote training opportunities for women and men with disabilities in mainstream training programmes;*
- m. To support the economic empowerment of PWDs in both rural and urban areas;*
- n. To develop and promote preferential procurement strategies in favour of PWDs and their organizations;*
- o. To provide incentives that encourage participation of PWDs in the economy;*
- p. To train youth, women and men with disabilities in relevant marketable skills, where possible in mainstream settings;*
- q. To promote vocational rehabilitation and, where necessary, retraining opportunities for people who acquire a disability in the course of their working lives;*
- r. To introduce and enforce occupational safety and health standards and strengthen existing enforcement mechanisms;*
- s. To ratify and implement the ILO Convention No.159 concerning Vocational Rehabilitation and Employment (Persons with Disabilities) to ensure entry to the labour market of PWDs;*

5. CURRENT EMPOWERMENT FOCUS

5.1 INTRODUCTION

Disabled 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 disabled 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 disabled economic empowerment.

This section highlights programmes, both current and historic, that supports the objective of achieving disabled 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 |
|---|----------------------------------|---|
| 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). |
| 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. |
| National Development Agency | Department of Social Development | 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. 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 |
| 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. |

| PROGRAMME / AGENCY NAME | DEPARTMENT | FOCUS OF PROGRAMME / AGENCY |
|------------------------------|--|--|
| SEDA | Department of Trade and Industry (the dti) | 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. 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. |
| 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 DISABLED EMPOWERMENT IN THE MUNICIPALITY

The Msunduzi Municipality is engaged in a number of programmes with special groups (women, youth, the aged, and the disabled). The programmes reflected on in the 2016 IDP is the following:

- *A programme for 16 Days of Activism takes places annually where the Municipality partners with Cindi (NGO).*
- *Brail reading training: This project has been started in Zone 1 as a pilot project, and it is the intention to roll this programme out in other wards.*
- *Awareness campaigns: Educating parents on integration of impaired people into society.*
- *Some 80 parents have been identified for a 1 week workshop to address this issue.*
- *Human Rights Month (March): This campaign involves the education of the disabled on their human rights, including education on grants access.*

5.4 CURRENT STAKEHOLDERS IN THE DISABLED EMPOWERMENT

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

5.4.1 PUBLIC SECTOR

Potential public sector stakeholders in Disabled Economic Empowerment includes:

- Msunduzi Municipality
- uMgungundlovu District
- Dept. of Health
- Dept. of Social Welfare and Development
- 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 Disabled Economic Empowerment includes:

- University of KwaZulu-Natal
- Durban University of Technology
- Special Needs Schools
- 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 Disabled 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 Disabled 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: ORGANISATIONS IN MSUNDUZI WITH AN INTEREST IN DISABLED EMPOWERMENT

| | |
|--|---|
| Association for the Physically Challenged 11 New England Road, Scottsville, Pietermaritzburg Mrs Poovie Naidoo 033 342 2768 apcpmb1@telkomsa.net | Build Africa Keith Geere 083 564 4208 keith@buildafrica.co.za |
| Cerebral Palsy Association Price Alfred Street, Pietermaritzburg 3201 033 342 2913 cpassoc@futurenet.co.za | Children's Haematology Oncology Clinics (CHOC) 29 Carnoustie Road, Chase Valley, Pietermaritzburg 3201 033 347 5777 pmb@choc.org.za |
| CREATE 14 Hyslop Road, Midlands, Pietermaritzburg, 3201 Forward Mlotshwa 033 345 5088 create3@telkomsa.net | Disabled People South Africa - KZN 3 Church Lane, Pinetown 3610 Thami 031 701 2951 / 072 627 9734 kzn@dapsa.org.za |

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| | |
|---|---|
| <p>Ekukhanyeni Training Centre for the Mentally Disabled</p> <p>033 398 1325 ntombelaqnn@gmail.com</p> | <p>Entokozweni Mentally Disabled School and Training Centre</p> <p>033 324 9046</p> |
| <p>Famsa PMB (Families Souh Africa Pietermaritzburg) - Shukumisa 188A Victoria Road, Pietermaritzburg 3201</p> <p>033 342 4945 famsapmb@sai.co.za</p> | <p>Gay & Lesbian Network (GLN) 19 connaught Road, Scottsville, Pietermaritzburg 3201</p> <p>Anthony Waldhausen 033 342 6165 / 6500 info@gaylesbian.org.za</p> |
| <p>Global Road Safety Partnership (GRSP)</p> <p>Ari Seirlis 086 267 1517</p> | <p>Headway Pietermaritzburg Scottsville Baptist Church, 34 Jesmond Road, Scottsville</p> <p>Rowena / Evlyn 072 435 4963 / 033 345 1806 / 033 940 0269 jan.row.c@gmail.com</p> |
| <p>KZN Natal Blind and Deaf Society No1. Olympia Way, Newholme, Pietermaritzburg, 3201</p> <p>David Gengan / Cindy 031 3094991 / 081 284 1857 director@bdfkzn.org.za / prcss@telkomsa.net</p> | <p>Msunduzi Hospice 200 Zwartkop Road, Pietermaritzburg, KwaZulu-Natal 3201</p> <p>Litecia 033 344 1560 hospice@hospicekzn.co.za</p> |
| <p>Open Gate special School for Learners with Special Needs</p> <p>Principal 033 3425281 admin@opengateschool.co.za</p> | <p>Organisation for the Disabled - CP Marketing PTY LTD</p> <p>Deon Pillay 033 387 5320 cpmarketing01@gmail.com</p> |
| <p>PACSA (Pietermaritzburg Agency for Community Social Awareness) 170 Hoosen Haffejee (Berg) street, Pietermaritzburg 3200</p> <p>033 342 0052 admin@pacsa.org.za</p> | <p>Pietermaritzburg and District Community Chest 12 Stranack street, Pietermaritzburg 3201</p> <p>Liza Dickson 033 394 1031 / 084 603 5513 director@communitychest.org.za</p> |
| <p>Pietermaritzburg Chamber of Business Chamber House, Royal Showgrounds, Chief Albert Luthuli Road, Pietermaritzburg 3200</p> <p>Melanie Veness 033 345 2747 ceo@pcb.org.za</p> | <p>Pietermaritzburg Mental Health 133 Jabu Ndlovu Street, Pietermaritzburg</p> <p>Veditha Singh 033 392 7240 pmbmhs@xsinet.co.za</p> |
| <p>RedCross 208A Boom Street, Pietermaritzburg 3201</p> <p>T Ngubane 033 342 5276 tnqubane@redcross.org.za</p> | <p>Zimele Development Community Self-Reliance 18 Claybourne Street, Pietermaritzburg, KwaZulu-Natal</p> <p>033 342 7787 media@zimelecommunity.co.za</p> |

Source: Stratplan Database 2017

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6. CHALLENGES FOR DISABLED ECONOMIC EMPOWERMENT

6.1 INTRODUCTION

The Disabled faces a diverse range of challenges or obstacles in accessing economic opportunities in both the formal and informal sectors. Although a number of unique challenges exists, as reflected on in the Workshop Report, a number of those impacting on youth and women economic empowerment also impacts on the Disabled. Those are the focus of this section.

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 empowerment of the disabled it becomes essential to understand the various challenges the disabled 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 the disabled face is viewed as a starting point for strategy development and should not be viewed as a comprehensive or complete list. 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

There is often the perception that the disabled cannot perform tasks and functions as well as able bodied persons or people without disabilities. However, there is evidence in certain instances that the disabled are better at certain tasks and this should be exploited.

Also, it is often not acknowledged that disabilities, and the impact thereof on the ability of people to perform tasks / functions, vary substantially depending on the type, i.e. physical or mental, and the level of the disability.

6.3 EDUCATION AND TRAINING

The low education levels in the workforce has been confirmed in the analysis of the 2011 Census statistics. The low education level is a basic challenge not only for women and the youth, but also for the disabled. This cannot 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 the disabled in accessing further education includes:

- Sub-standard primary and secondary education;
- Financial burden of accessing education and training;
- Lack of resources to access education;
- Inappropriateness of education and training offered;
- Facilities not accommodating the disabled;
- 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 non-profit 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 labour. 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 3 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 LABOUR (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, including the disabled, 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 LABOUR (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 Disabled 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:

- **Public and Municipal Finance Management related legislation:** Through various Acts this legislation establishes procurement systems to be followed by public sector institutions. Such procurement systems often impact on the ability of the public sector to be developmentally orientated.
- **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 Disabled. 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 the disabled (as well as from women and 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 disabled 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 disabled economic empowerment is adequately supported. It was noted in the research for this assignment that various organizations promoting and implementing disabled economic empowerment programmes exist, but that the activities appears to be fragmented and uncoordinated.

The extent of leadership and organization relating to disabled economic empowerment in Msunduzi requires further consideration, but is to some extent covered in the Workshop Report (Section 8).

7. OPPORTUNITIES FOR DISABLED ECONOMIC EMPOWERMENT

7.1 INTRODUCTION

Disabled 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 disabled 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

Again, these are generally also opportunities identified for women and youth empowerment strategies.

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 disabled economic empowerment is supported.

Within the Municipal Sector the following opportunities for supporting disabled 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 the disabled in tenders, the municipality can directly impact on disabled economic empowerment.
- **Public Works Programmes:** The Municipality participate and/or initiate a range of public works programmes. Adequate representation of disabled in these programmes, as is generally already the case, will remain important.
- **Municipal Employment / Internships:** The Municipality is a major employer in Msunduzi and through progressive employment policies must ensure equal opportunities for the disabled.

- **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 employment for the disabled.

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 disabled 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 the disabled in tenders, the public sector departments can directly impact on disabled economic empowerment.
- **Public Works Programmes:** The Public Sector is responsible for a range of public works programmes. Adequate representation of the disabled 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 Capitol. Through progressive employment policies equal opportunities for economic empowerment of the disabled must be ensured.

7.4 SPECIFIC ECONOMIC SECTORS

Sections of the disabled workforce are potentially able to participate effectively in a range of sectors in the economy. 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 disabled economic empowerment strategies include food and medicine related, soaps and washing powders, building materials, arts and crafts, etc.

- **Agriculture / Agri-processing:** The Msunduzi economy has always included a strong agricultural component, both in terms of 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 for the disabled in this sector.
- **ICT / Electronics:** The ICT and electronics sector is a new sector and from this perspective presents opportunities. Specific opportunities for the disabled must in this sector must be further investigated.
- **Services:** The services sector, including also personal services such as hair dressing, beauty salons etc., generally presents opportunities for emerging businesses.

In general, specific economic sectors to be targeted for the empowerment of the disabled should be further investigated.

7.5 PRIVATE (FORMAL) SECTOR

The private sector, or formal economy, offers a wide range of opportunities for empowerment of the disabled, 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 economic empowerment for the disabled. Challenges to growing private sector employment of disabled often includes (1) perceptions of the role of the disabled in the workforce, (2) inadequate qualification, training and education, (3) lack of experience, 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. The appropriateness of this sector as a vehicle for the economic empowerment of the disabled will have to be further tested / researched.

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 Geogedale 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.

For the purpose of this situational analysis it was viewed as important to further unpack the above broad categories of informal economy businesses as the requirements / needs and challenges of different types of informal sector businesses will vary significantly. 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 meliemeal |
| | Street traders | Fruits and vegetables |
| | | Cooked food |
| | | Airtime |
| | | Traditional muthi |
| | | Vetkoek |
| | | |
| | | |

| CATEGORY | TYPE | PRODUCTS/SERVICES | |
|-------------------------------|-------------------------------------|---|-----------------------------------|
| | | Newspapers | |
| | | Cigarettes | |
| | Markets (Permanent / Periodic) | | Traditional clothing |
| | | | Blankets |
| | | | Spices |
| | | | Cooked food |
| | | | Muthi |
| | | | Clothing |
| | | | Beadwork |
| | | | Livestock traders |
| | Goats | | |
| | Sheep | | |
| | Cattle | | |
| | Mobile traders | | Fruit and vegetables |
| | | | Meat |
| Other manufactured products | | | |
| Manufacturing | Home based activities | Dress making | |
| | | Welding | |
| | | Carpentry | |
| | | Upholstery | |
| | | Food / catering | |
| | | Various arts, crafts, consumables, food stuffs etc. | |
| Personal Services | Hive industries (Incubation centre) | As per home based activities | |
| | Home based services | Salons | |
| Photography | | | |
| Manicure and pedicure | | | |
| Nursery Schools | | | |
| Traditional healers (Sangoma) | | | |
| On street services | | Salons | |
| | | Photography | |
| | | Manicure and pedicure | |
| | | Car guards | |
| Business Services | Home based services | Public phone services | |
| | | Admin services | |
| | | Mashonisa (Loan sharks - illegal) | |
| | On street services | | Public phone services |
| | | | Admin services |
| | | | Mashonisa (Loan sharks – illegal) |

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| CATEGORY | TYPE | PRODUCTS/SERVICES | |
|---------------------|----------------------------|----------------------|--------------------|
| Services | Home based services | Car mechanics | |
| | | Panel beaters | |
| | | Plumbers | |
| | | Electricians | |
| | On street services | Car mechanics | |
| | | Panel beaters | |
| | | Auto electricians | |
| | | Car wash | |
| | | Exhaust specialists | |
| | Domestic employment | Home based services | Gardening services |
| Home helpers/care | | | |
| Child minders | | | |
| Agriculture | 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 | |
| | Recycling | Waste collectors | Plastic |
| | | | Cans |
| Paper and cardboard | | | |
| Glass | | | |
| Metal | | | |

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

8. STAKEHOLDER VIEWS ON DISABLED ECONOMIC EMPOWERMENT

8.1 INTRODUCTION

The sections following reflects challenges and opportunities for disabled economic empowerment raised in the workshop held on 21 August 2017. Issues to be included in a future disabled empowerment strategy are also listed.

The contents of this section is a reflection of the views of workshop participants and not necessarily the views of the Msunduzi Municipality and the responsible service provider.

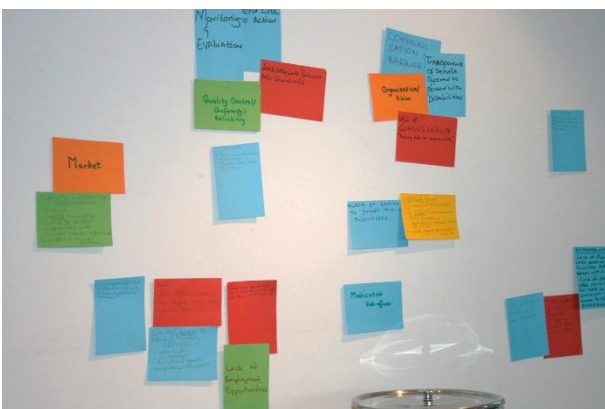
8.2 WORKSHOP OVERVIEW

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 Disabled Economic Empowerment Workshop was held in the Pietermaritzburg Library on 21 August 2017. See overleaf and **Appendix 5** 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 disabled.

DISABLED ECONOMIC EMPOWERMENT WORKSHOP: 21 AUGUST 2017



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8.3 CHALLENGES: DISABLED PERSONS ECONOMIC EMPOWERMENT

During the economic empowerment workshop for disabled persons, it emerged that social and economic challenges that confronts the disabled persons are serious and they are many. These challenges involve, among others, discrimination, lack of policy monitoring, stigma, communication and lack of facilities. These challenges are outlined below.

Discrimination

- The disabled are discriminated against in the job market as they are scarcely hired such that the 2% target set out for them is not met

Lack of Policy Monitoring and Evaluation

- Lack of monitoring and evaluation of policy aimed at developing and empowering the disabled
- Government agencies are not properly monitored to support the disabled businesses i.e. funding or business development
- Empowerment workshops end up being talk shops as most previous ones have highlighted given that not much has changed to date

Lack of Markets

- Lack of markets for products produced by the disabled i.e. shoes, beads, traditional clothing etc.

Medication Side-Effects

- Medication side-effects which slows down disabled persons (specifically the mentally disabled) productiveness and affects their enjoyment of life
- Lack of sleep owing to some medication keep disabled persons restless and unproductive

Communication Barrier

- Communication barrier as equipment such as braille, hearing aids, as well as sign language skills are not readily available (and expensive to access)

Lack of Schools and Resources

- Lack of enough and adequate schools to accommodate disabled persons of various kinds
- FET colleges discriminate against disabled persons and do not necessarily have adequate equipment and resources to cater for various disabilities
- Illiteracy is a common problem amongst the disabled

Lack of Facilities for the Disabled

- Mobility in public spaces is compromised and public transport is not accommodative to the disabled i.e. wheelchair bounds and visually impaired
- Lack of facilities to accommodate the disabled
- Information does not come naturally to the blind or the deaf as in most cases they must work twice as hard to access valuable information

Lack of Funding and Business Support

- Lack of funding for business operated by the disabled
- Lack of organisational visions
- Financial applications are declined because of the perceived threat of competition for well-established companies (e.g. Rainbow Chicken (RCL) mentioned in terms of poultry enterprises)
- Some production machinery promised learners who have graduated from special schools are not supplied or delivery is indefinitely delayed

Stigma

- The disabled suffer from the stigma attached to them by members of the community as they are not seen as capable members of society
- Disabled persons are demotivated due to stigma and lack of economic opportunities available to them
- The disabled are isolated and they are not treated as proficient members of the society
- At times, disabled persons wait for up to 6 months for special shoes they have ordered such that when they do arrive they are a different size

Lack of Political Buy-In

- Lack of political buy-in as the issues and concerns of the disabled are seen by authorities are not prioritised
- There is no meaningful financial budget for supporting the empowerment of disabled persons
- The province of KZN is ranked second lowest of all provinces in the country when it comes to meeting employment targets for disabled persons

Lack of Job Opportunities

- Employment targets for disabled persons are not met
- It is very difficult for disabled persons to find jobs for themselves due to mobility and communication issues
- Some HR practitioners look at the disability of the person rather than the particular skill the person possess which puts disabled persons at a disadvantage when applying for jobs

Most of these challenges such as stigma, communication and discrimination are man-made and as such they can only be rectified by willing people themselves. The disabled person's economic empowerment workshop confirmed that should ordinary people have an open mind towards disabled persons and treat them as they would any other member of society, then the dignity that disabled person lost over time, will be reinstated back to them and reintegrated into the mainstream society.

8.4 OPPORTUNITIES: DISABLED PERSONS ECONOMIC EMPOWERMENT

Although social and economic challenges that confronts disabled persons are abound, there are available socio-economic opportunities that can be taken advantage of. This include establishing relationships with industries, attaining political support, and activism just to mention but a few. Below is a list of the economic empowerment opportunities the participant at the workshop identified.

Linking Special Schools with Industries

- In special schools disabled persons should be placed in particular economic streams so that they can be absorbed by factories accordingly when they finish schooling or when they are qualified
- There must be a research done in partnership with universities to establish jobs linked to particular disabilities
- Not all disabled people are employable or trainable. Only those who can be trainable or educable should be made part of the main stream economy

Activism by Local Advocacy Movements

- Local advocacy movements should be strengthened and should be linked to national federations to allow for issues to be taken to the highest level
- There is existence in Msunduzi area for disability forum as well as district and provincial structures
- Public awareness campaigns of disabled persons should be implemented so that local communities can understand that people living with various kinds of disabilities are normal people just like everyone else

Business Support

- Since there are disabled persons who are skilled in particular trades such as carpentry, welding and manufacturing of various items, they should be trained and capacitated to do full business operations such as promotion, marketing, and sales so that their business can be sustainable

Crime Eradication

- Criminals prey on those who work hard and those who are vulnerable such as people living with disabilities. Therefore eradication, or at least alleviating crime can boost the empowerment of disabled persons

Political Buy-In or Political Intervention

- Presenting the disabled agenda to the chair of the relevant Portfolio Committee (Equality) in the legislature as this will lead to a speedy resolve and response that cannot be achieved through departments
- Executive mayor's buy-in is essential as they are responsible to instruct municipal managers on what to do
- The issues facing the disabled should be mainstreamed and not set apart. This can then be properly addressed. Otherwise isolating issues of the disabled is what leads to non-action in addressing them

- Authorities should approach disabled persons in local areas where they live as they do when campaigning for political elections. Disabled persons should be made to feel important always, not only when it suits politicians
- The bottom up approach when developing local businesses should be necessary as opposed to top down approach which leads to failures of many economic initiatives
- The Department of Trade and Industry (DTI) should have a satellite office in Msunduzi to increase its accessibility to local communities
- Disabled persons issues should be a performance indicator to force officials to pay serious attention to such issues
- There should be adequate facilities to accommodate mental ill patients so that they are always in an environment that is controlled by professionals who are interested in their well-being and their dignity

Recreation and Sports

- Disabled persons should be afforded opportunities to get involved in sports either for recreational purposes or as professionals. This is essential as physical activity resulting from sport is good for the body and is a healthy past time that most people enjoy

Communication Potential

- Modes of communication should be improved to accommodate the deaf as well as those who are not well conversant in English

The Informal Sector Potential

- The informal sector is a good starting point for disabled persons who desires to enter the formal economy

Private Public Partnership

- Partnerships between government departments such as the Department of Education (DoE), the Department of Health (DoH), the Department of Labour (DoL), Social Development (Socdev) and NGOs and universities should be forged to completely empower people living with disabilities to a better livelihood

Job Opportunities

- There should be an Expanded Public Works Programme (EPWP) that is geared at employing people living with disabilities so that they can be afforded the opportunity to enter the mainstream economy
- Various low level skills requirement jobs such as petrol attendants, manicurists, car washers, security, hair stylists and switch board operators could be considered for people living with disabilities

NGOs and NPOs Potential

- I Can Corporate Disability Solutions help change the perceptions of disability in the workplace and provides opportunities for learnerships through partnership with JSE Listed Adcorp Holdings subsidiary, PMI
- The 360 Awareness Programmes show cased on national TV play a substantial role in educating the public about disabled persons through solid awareness programmes that are informative, educational and entertaining

These available social and economic opportunities indicated that circumstances surrounding disabled persons could be modified for the better if only ordinary members of communities, along with officials and the private sector look beyond the disability of a person. For if they do this, they will see persons willing to make the most of their lives and then support them accordingly.

The disabled person's workshop prioritised the identified socio-economic opportunities in the following manner:

- Political buy-in or political intervention
- Linking special schools with industries
- Activism by local advocacy movements

Given that perhaps resources to fully take advantage of all empowerment opportunities may be limited, the disabled person's workshop resolved that the above mentioned opportunities should be undertaken as a matter of urgency.

8.5 TOWARDS A STRATEGY: DISABLED PERSONS ECONOMIC EMPOWERMENT

- Linkages of special schools with industries i.e. brick laying, welding, research, FET colleges
- Strengthening local advocacy movements i.e. disability forums, business chambers, eradicating stigma
- Political buy-in i.e. chair of equality portfolio committee in the KZN legislature, executive mayor, premier's office, development agencies satellite offices, budget, prioritizing disabled person's issues
- Improving communication i.e. braille, hearing aids, easy to understand language, accessible mediums
- Organised informal sector i.e. provision of shelter (traders, tailors, manufacturers, bead workers)
- Supporting NGOs that supports the economic empowerment of the disabled i.e. human equality, capacity development, health awareness
- Creating employment i.e. hiring more disabled persons, training more disabled persons, provide assistance in the filling of placement forms, mentorship
- Monitoring and evaluation i.e. procurement provisions, employment quotas, funding mechanisms
- Identifying and facilitating access to markets for businesses owned by disabled people i.e. shoe manufacturing, beadworks, traditional clothing sewing, welding, block making, business funding and support
- Resources in place i.e. FET colleges, basic education level, tertiary level, mobility and transport, departmental offices, wheelchairs

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9. STRATEGY FOR DISABLED 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 (as reported on in Section 8 above).

The overall strategy includes:

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

9.2 VISION FOR MSUNDUZI ECONOMIC EMPOWERMENT FOR THE DISABLED

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

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

Economic Empowerment of the disabled will contribute to achieving (Radical) Economic Transformation. Economic Transformation will only be achieved once all South Africans, and this includes the disabled, have equal access to economic opportunities.

9.3 KEY OBJECTIVES FOR THE DISABLED ECONOMIC EMPOWERMENT

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

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

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

9.4

STRATEGIES, PROGRAMMES AND PROJECTS

| STRATEGIES | PROGRAMS / PROJECTS | FOCUS AREAS |
|---|--|--|
| OBJECTIVE 1: STRUCTURES FOR (ECONOMIC) EMPOWERMENT OF THE DISABLED | | |
| Strategy: Strengthen Organisation for the Disabled | Municipal Forum for the Disabled (existing) | <ul style="list-style-type: none"> • Strengthening the Municipal Forum for the Disabled • Support / build organisational capacity |
| Strategy: Business Training and Capacity Building | Participation of the Disabled in Women/Youth Training and Capacity Building Programmes | Including training and capacity building into.: <ul style="list-style-type: none"> • Tendering • Business Skills • Employment Readiness • Adult Basic Education (Through Community Education and Training Centres (CETC) – PGDP) • Formal Education |
| Strategy: Disability Focus in Monitoring and Evaluation | Disability Focus Monitoring and Evaluation Programme | Including a focus on: <ul style="list-style-type: none"> • Disability Focussed Budget Analysis • Meeting Quotas • Programme Implementation |
| OBJECTIVE 2: INFORMATION FOR ECONOMIC EMPOWERMENT OF THE DISABLED | | |
| Strategy: Collect Information | Research Economic Opportunities for the Disabled | With Academic Institutions and relevant organisations conduct research on appropriate opportunities for specific disabled groups to be pursued |
| | Economic Opportunities for the Disabled Database | Establish and maintain a comprehensive opportunities database covering (link to Women and Youth Opportunities database): <ul style="list-style-type: none"> • Tenders • Job Opportunities • Internships • Public Works Programmes • Entrepreneurship Opportunities • Business Support • Education / Training • Finance |

| STRATEGIES | PROGRAMS / PROJECTS | FOCUS AREAS |
|---|--|--|
| Strategy: Disseminate Information | Disabled Persons Help Desk | Creating dedicated capacity for the collection and dissemination of information for the Economic Empowerment of the Disabled |
| | Information Sessions | Monthly information sessions to share current information, as well as provide basic training (where possible link to women and youth programmes). This could be in the format of workshops, exhibitions, informal discussions etc. |
| Strategy: Disability Issue Awareness | Business Disability Issue Awareness | Ongoing programme through established business organisations to create greater awareness of issues faced by people with disabilities |
| | Government Disability Issue Awareness | Ongoing programme through government stakeholders to create greater awareness of issues faced by people with disabilities - first step to engage with Chairperson of (Equality) Portfolio Committee in KZN Legislature |
| OBJECTIVE 3: PROGRAMS FOR ECONOMIC EMPOWERMENT OF THE DISABLED | | |
| Special programmes to be established | Pilot Industrial Project for Disabled Sector | Consider and facilitate pilot industrial project accommodating specifically disabled employees / workers |
| | Special Projects Programme | Identify, monitor and support special projects with a focus on achieving economic empowerment of the disabled (see Section 10.6 for specific projects to be targeted). |

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 Economic Empowerment of the Disabled. 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 Economic Empowerment Strategy for the Disabled. 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 Economic Empowerment Strategy for the Disabled 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 Disabled Economic Empowerment and obtaining a commitment with the political leadership to support and, where possible, drive implementation. In this regard the Mayoral Special Projects Unit already manages a Forum for the Disabled.
- **Treasury:** Through the Supply Chain Management system Treasury will maintain and implement guidelines for Municipal procurement to support Economic Empowerment of the Disabled.
- **Other departments:** All line departments and units will have a specific role to fulfill in supporting Economic Empowerment of the Disabled. 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 fulfil in implementing the Strategy. As it is difficult to work with businesses individually the establishment and strengthening of links to such organisations (most notably the Pietermaritzburg Chamber of Business), 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. For implementation to be successful key positions focusing on the Economic Empowerment of the Disabled will have to be established. It will then also be important that all other positions focusing on economic development promote the integration of the disabled in established strategies, programmes and projects.

10.3.3 FINANCIAL RESOURCES

Various potential sources of funding for projects addressing Economic Empowerment of the Disabled exist. 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 4 provides an indication of a range of resources potentially available for Economic Empowerment of the Disabled, Women and the Youth.

10.4 PROGRAMME FOR IMPLEMENTATION

The implementation of a comprehensive Economic Empowerment Strategy for the Disabled 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 Table below reflects a preliminary list of projects / programmes relating to Economic Empowerment of the Disabled to be implemented in the Msunduzi Municipality.

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)

Community Services

- Community Development (CD)
- Health & Social Services (HSS)

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)

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TABLE 10.1: DATABASE OF ECONOMIC EMPOWERMENT STRATEGY OF THE DISABLED PROGRAMMES AND PROJECTS

| NO | PROGRAMS / PROJECTS | RESPONSIBILITY | PRIORITY | BUDGET |
|---|--|--|----------|--|
| OBJECTIVE 1: STRUCTURES FOR (ECONOMIC) EMPOWERMENT OF THE DISABLED | | | | |
| 1 | Municipal Forum for the Disabled (strengthening existing) | MSP, NPOs | High | R100 000 p.a. |
| 2 | Participation of the Disabled in Women / Youth Training and Capacity Building Programmes | ED&BEE / Agencies (NYDA, SETAs, SEDA) | High | R5m p.a. |
| 3 | Disability Focus Monitoring and Evaluation Programme | Financial Services (BFS) | Medium | Internal |
| OBJECTIVE 2: INFORMATION FOR ECONOMIC EMPOWERMENT OF THE DISABLED | | | | |
| 1 | Research Economic Opportunities for the Disabled | MSP, Disabled Forum, NPOs, Academic Institutions | High | R200 000 |
| 2 | Economic Opportunities for the Disabled Database | ED&BEE | Medium | Internal |
| 3 | Disabled Persons Help Desk | MSP | High | R500 000 p.a. |
| 4 | Information Sessions | MSP, ED&BEE | Ongoing | Internal |
| 5 | Business Disability Issue Awareness | EDG, ED&BEE, MSP | Medium | Internal |
| 6 | Government Disability Issue Awareness | MSP, Disabled Forum, NPOs | High | Internal EDG, ED&BEE, MSP |
| OBJECTIVE 3: PROGRAMS FOR ECONOMIC EMPOWERMENT OF THE DISABLED | | | | |
| 1 | Pilot Industrial Project for Disabled Sector | EDG and ED&BEE | High | R5m |
| 2 | 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 Economic Empowerment Strategy for the Disabled is integrated with Local Economic Development currently (September 2017) being prepared. Below is preliminary database of projects. The extent to which the projects will contribute to the implementation of the Economic Empowerment of the Disabled Strategy is indicated.

TABLE 10.2: TABLE: INTEGRATING THE PRELIMINARY 2017 LED PROJECTS WITH THE DISABLED ECONOMIC EMPOWERMENT STRATEGY

| NO | PRELIMINARY PROJECT LISTING | TYPE | DISABLED BENEFIT |
|---------------------------|--|--------------------|----------------------------------|
| CATALYTIC PROJECTS | | | |
| 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 | HIGH |
| 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 | LOW |
| LAND DEVELOPMENT | | | |
| 1 | Create and regularly update a database of all development and investment projects that are undertaken within municipality. | Land Development | LOW |
| 2 | Sale / Release of Municipal Land for Development | Land Development | LOW |
| 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 | LOW |
| 6 | Support and facilitate development of the Key IRPTN nodes | Land Development | HIGH (focus on Universal Access) |
| 7 | Support and facilitate the implementation of the Dorpspruit Precinct Plan in alignment with current municipal spatial plans. | Land Development | LOW |
| 8 | Support and facilitate the densification/intensification of the Scottsville / Woodhouse Road Zone area in alignment with current municipal spatial plans. | Land Development | LOW |

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| NO | PRELIMINARY PROJECT LISTING | TYPE | DISABLED BENEFIT |
|---------------------|--|------------------|------------------|
| 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 |
| SMME SUPPORT | | | |
| 1 | Facilitate the participation of other informal sector activities into the Informal Chamber to include tuck shop operators, mechanics, home industries, hair dressers, muthi traders, etc. (currently dominated by street traders) | SMME Support | MEDIUM |
| 2 | Build Msunduzi capacity to support Informal Economy through skills development and training. | SMME Support | MEDIUM |
| 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 | LOW |
| 4 | Build Msunduzi capacity to support Informal Economy through networking with other organisations, civil society, religious, sporting and other relevant government bodies. | SMME Support | MEDIUM |
| 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 | LOW |
| 6 | Develop linkages between informal and formal businesses. | SMME Support | LOW |
| 7 | Participation of officials and traders in provincial/national/international initiatives that are being held to develop the informal sector. | SMME Support | LOW |
| 8 | Review and revise the Informal Economy Strategy to accommodate Radical Economic Transformation objectives. | SMME Support | MEDIUM |
| 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 | LOW |
| 11 | Facilitate and attract more collectors to participate as small businesses in the Kerbside Recycling Programme. | SMME Support | LOW |
| 12 | coordinate and undertake the Msunduzi SMME Fair. | SMME Support | MEDIUM |
| 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 | MEDIUM |
| 15 | Protection of High Potential Agricultural Land | Agriculture | LOW |

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| NO | PRELIMINARY PROJECT LISTING | TYPE | DISABLED BENEFIT |
|----|---|--------------------|------------------|
| 16 | Promote and support crop-rotation practices and intercropping farming methods for subsistence and small scale farmers. | Agriculture | MEDIUM |
| 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 | LOW |
| 20 | Support Subsistence and Small Farmer Development | Agriculture | HIGH |
| 21 | In partnership with KZNDARD, identify and create a database of subsistence and small scale farmers found within the Msunduzi Local Municipality. | Agriculture | LOW |
| 22 | Identify agri-processing opportunities for small scale farmers that can be linked into the uMgungundlovu Agri-park project. | Agriculture | HIGH |
| 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 |

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| NO | PRELIMINARY PROJECT LISTING | TYPE | DISABLED 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 | LOW |
| 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"> • Green energy, • Green industry, • Green property, • Green landscape, • Green agriculture, • Green jobs and • Green skills development | Green Economy | LOW (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"> -ICT Skills development -Coordination of ICT research and development -Creating strategic partnership with other ICT role players and support economic development -To improve internet and technology access, penetration and reduce costs | 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 |

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| NO | PRELIMINARY PROJECT LISTING | TYPE | DISABLED 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 | LOW |
| 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 | LOW |
| 56 | Establish Tourism Advisory Board | Tourism | LOW |
| 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 | MEDIUM |
| 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 |

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Appendix 1:

EXTRACT FROM WHITE PAPER ON RIGHTS OF PERSONS WITH DISABILITIES (2015)

DRAFT

The following four (4) focus areas aim to accelerate reducing the economic vulnerability of persons with disabilities and their families and fostering economic self-reliance:

- Disability, poverty, development and human rights;
- Access to decent work and work opportunities;
- Persons with disabilities as owners of the economy; and
- Reducing the cost of disability for persons with disabilities and their families.

6.5.1.1 Disability, Poverty, Development and Human Rights

| DIRECTIVES | DESCRIPTION |
|--|---|
| Align social assistance with cost of disability | Social assistance must be aligned with the actual cost of disability, and must be structured in a way that encourages social assistance beneficiaries with disabilities to transition to sustainable livelihoods and decent work. |
| Review all insurance benefits to include equitable access to persons with disabilities | Insurance benefits must be reviewed to remove all discriminatory practices on the basis of disability, and to expand benefits for persons with disabilities and their families. |
| Develop and/or strengthen and broaden the geographic reach of programmes and projects designed to reduce poverty amongst persons with disabilities | <p>The programmes and projects must focus on the following 7 areas:</p> <ul style="list-style-type: none"> • Access to education; <input type="checkbox"/> Support for caregivers of children with disabilities and those for adults with severe disabilities; • Accessible and affordable transport; • Increasing household income through employment and work opportunities; • Provision of accessible transport to health care facilities; • Affordable assistive devices and support, including accessibility of information and communication technology; and • The inclusion of persons with disabilities in the design of key developmental areas such as housing and transport. |

6.5.1.2 Access to decent work and employment opportunities

| DIRECTIVES | DESCRIPTION |
|---|--|
| Determine disability related economic affirmative action targets that are cognisant of disability population demographics | The targets must take into consideration disability population demographics as well as redress requirements to facilitate equality of outcome by 2030. |
| Provide affordable vocational rehabilitation and related programmes | Employees with disabilities must have access to affordable vocational rehabilitation, skills development, job retention and return-to-work programmes after onset of disability. |
| Integrate socioeconomic development programmes provided to persons with disabilities on the national employment services database | These programmes include social assistance, rehabilitation and habilitation, skills development, entrepreneurial and employment support programmes (e.g. mentorship for start-up business owners, job coaching and placement support). The aim is utilise the national employment support services database for jobseekers to link persons with disabilities to job opportunities. |

6.5.1.3 Persons with disabilities as owners of the economy

| DIRECTIVES | DESCRIPTION |
|--|--|
| Adopt and implement a target of 7% procurement and economic opportunities for emerging SMEs owned by persons with disabilities | <p>Steps must be taken to ensure that at least 7% of all public and private procurement for bids under R30 000 are allocated to business entities owned by persons with disabilities.</p> <p>At least 7% of all opportunities in the various economic sectors must be allocated to business entities owned by persons with disabilities. This should include interventions so that farmers with disabilities access, own and cultivate land.</p> |
| Strengthen access to, and participation in, SME support programmes | This must include strengthening all support programmes for entry level SMEs owned by persons with disabilities by implementing affirmative action targets and ensuring that reasonable accommodation support is available across the SME support services value chain. |

| DIRECTIVES | DESCRIPTION |
|--|---|
| Ensure that BBBEE benefits persons with disabilities | <p>BBBEE creates access and equal opportunities for the economic empowerment of persons with disabilities by eliminating discrimination of all forms. As an example it facilitates access to the labour market by mandating and 98 rewarding organisations to hire and upskill persons with disabilities. Persons with disabilities must be included in all the BBBEE legislation and related regulatory framework mandates. Specific directives include the following:</p> <ul style="list-style-type: none"> • Persons with disabilities to have representation in all Sector Charters. • Amendments of BBBEE codes to allocate specific targets for all elements of the codes to benefit persons with disabilities, in negotiation with the disability sector. |
| Set affirmative action targets for women with disabilities | <p>Proposed targets are:</p> <ul style="list-style-type: none"> • 50% of all affirmative action opportunities targeting persons with disabilities. • 7% of affirmative action opportunities targeting women empowerment. |

6.5.1.4 Reducing the cost of disability for persons with disabilities and their families

| DIRECTIVES | DESCRIPTION |
|---|--|
| Review disability related tax benefits | Disability-related tax benefits must be reviewed to ensure equity in the recovery of disability-related costs. |
| Measures must be put in place to mediate the disability-related costs to SMMEs owned by persons with disabilities | Adjudication of bids must exclude the disability-related costs associated with reasonable accommodation measures required to run the business to ensure equitable adjudication on price. |



Appendix 2:

EXTRACT FROM 2016/17 KZN PROVINCIAL GROWTH AND DEVELOPMENT STRATEGY

DRAFT

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 on 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 3:

CONSIDERING APPROACHES TO ENTERPRISE DEVELOPMENT

DRAFT

(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 4:

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

PRELIMINARY DATABASE

| EMPLOYMENT | |
|---|--|
| 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 | |
| Zimbabwe Poverty Alleviation Programme | KZN Department of Transport (eThekweni Focus) |
| ENTERPRISE SUPPORT + (AGRICULTURE) | |
| 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 |
| POVERTY RELIEF | |
| Integrated Food Security and Nutrition Programme | Department of Agriculture |
| SKILLS DEVELOPMENT / TRAINING | |
| Eskom Bursaries | Eskom |
| Eskom Integrated Demand Side (IDM) Interventions | Eskom |
| Eskom Learnerships | Eskom |

(MORE DETAILED INFORMATION SHEETS AVAILABLE ON REQUEST)



Appendix 5:

PARTICIPATION WORKSHOP ATTENDANCE REGISTER







DISABLED

ATTENDANCE REGISTER – MSUNDUZI ECONOMIC STRATEGIES PROJECT WORKSHOP

VENUE: PITERMARITZBURG LIBRARY

DATE: 21 August 2017

TIME: 14:00 – 17:00

| | NAME AND SURNAME | ORGANISATION / POSITION | CELL NO | EMAIL | SIGNATURE |
|----|----------------------|--------------------------|--------------------------|--------------------------------|---|
| 1 | Tindall Kruger | SIWEST | 083 234 8241 | stratplan@aol.com | |
| 2 | Dennis Nkosi | SIWEST | 072 202 0154 | dna@danielsenkosi.co.za | |
| 3 | Phumla Veronica Jack | SIWEST | 076 957 7026 | phumla@strategicplan.co.za |  |
| 4 | Anele Jack | SIWEST | 073 332 4703 | anelejack11@gmail.com | |
| 5 | Dr. Ngcobo | Msunduzi Municipality | 033 392 2137 | thabile.khoza@msunduzi.gov.za | Could not make the workshop |
| 6 | Nombuso Hlophe | Msunduzi Municipality | 033 392 2137 | nombuso.hlophe@msunduzi.gov.za | Could not attend the workshop. |
| 7 | Snenhlanhla Ndlovu | PMB NMS Social worker | 083 3927240 | csnenhlanhla@pmbco.org |  |
| 8 | SAPHESIHE DLIZE | Blind & Deaf | 0166917548 | saphesihe@icloud.com |  |
| 9 | Henry Mbanbo | ASTRA TRAVEL | 0832826742 | henry@astratravel.co.za |  |
| 10 | Melanie Anonical | Alta Travel | 0824966798 0333871190 | Melanie@astratravel.co.za |  |
| 11 | Diana Pillay | C.P Marketing Pty Ltd | 0833552336 | dianapillay@cpmarketing.co.za |  |

PROJECT: MSUNDUZI ECONOMIC STRATEGIES – 1704: MSUNDUZI MUNICIPALITY

14:00 - 17:00

DISABLED

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|----|--------------------------|---|-------------|------------------------------------|--------------------|
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