



**DRAFT REVIEW:**

**STRATEGY FOR THE  
ECONOMIC  
EMPOWERMENT OF  
WOMEN**

**MSUNDUZI MUNICIPALITY**

**ECONOMIC EMPOWERMENT STRATEGY**

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# INTRODUCTION

## 1.1 PURPOSE OF STRATEGY

This report presents a Strategy for the Economic Empowerment of Women in the Msunduzi Municipality. The strategy presented is based on an understanding of :

- (1) the policy context for the economic empowerment of the women,
- (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 Women in Msunduzi. The Empowerment Strategy is a component of the overall 2022 Local Economic Development (LED) Strategy of the Msunduzi Municipality. There is also substantial overlap between this Women Strategy and the economic empowerment strategies for the Disabled and the Youth (see separate strategy documents).

## 1.2 BACKGROUND TO THE STRATEGY

The Terms of Reference for the Strategy describes the objective of the initiative as being to “... *compile and complete a Strategy for the Economic Empowerment of Women and 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*”. (Following the appointment of the Service Provider the Municipality requested that the strategies for Women and Disabled empowerment be dealt with separately. This strategy therefore focus on Women Economic Empowerment only.

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 Women, and to develop feasible implementation plans. It is noted that the “...*preparation of the strategies will focus on the economic development needs of Women and 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 women, with particular reference to population growth, economic growth in the city and region, statistics in respect of women, and unemployment.
- 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 women, to identify opportunities and developmental imperatives.
- Undertake structured separate consultations with relevant stakeholder groups in order to identify current obstacles to participation, possible solutions, opportunities and desired outcomes.
- Make recommendations on the creation of an enabling environment for women 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 PURPOSE OF THE REVIEW**

This report presents a Strategy for the Economic Empowerment of the Disabled in the Msunduzi. The report is reviewed every four year to align the goals and vision of the Policy with the 2022 LED Strategy, provide an updated analysis of the changes that have occurred from a statistical point-of-view, link the current policy with the core principles that the Msunduzi municipality is trying to achieve, and connect the current policy with the relevant legislation.

### **1.4 AIM OF THE STRATEGY**

The primary aim of this Gender Policy Framework is to set forth a distinct vision and structure to direct the formulation of laws, policies, procedures, and practices. These will work towards guaranteeing equitable rights and opportunities for both women and men across all sectors of government, workplaces, communities, and families.

### **1.5 OBJECTIVES OF THE STRATEGY**

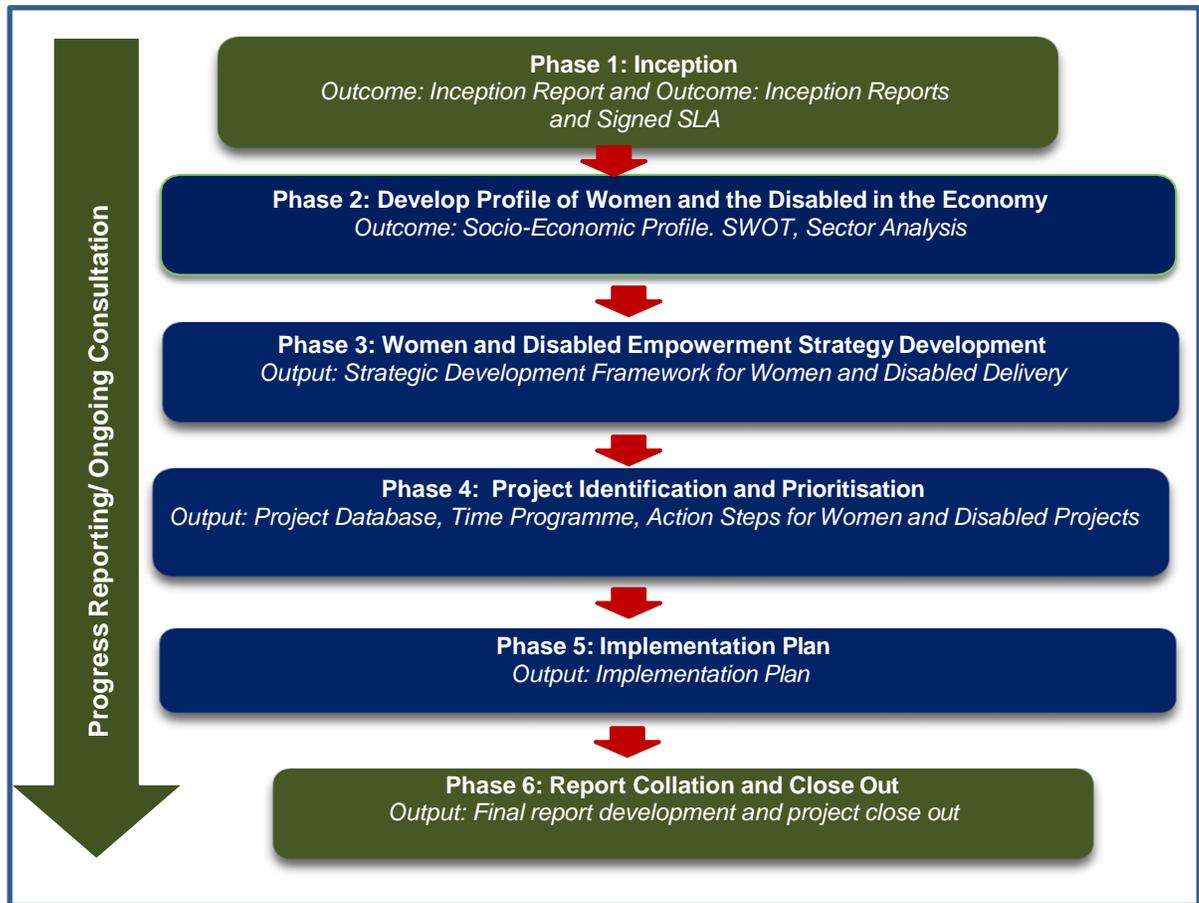
- Cultivating a conducive policy environment to actualize governmental dedication to gender equality
- Instituting policies, initiatives, establishments, and mechanisms to empower women and reshape gender dynamics across all work domains, governmental tiers, and societal realms.
- Ensuring seamless integration of gender considerations into every facet of governmental policies, undertakings, and

initiatives.

- Erecting an institutional framework to propel the advancement of women’s status and foster gender parity.
- Championing the propagation of progressive attitudes, values, and conduct, fostering a culture of universal respect aligned with the newly formulated policy.

## 1.6 PROJECT METHODOLOGY

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



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

## 1.7 OVERVIEW OF STRATEGY DOCUMENT

This strategy document includes ten sections. The sections are:

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

## 2. SOCIO ECONOMIC OVERVIEW OF MSUNDUZI WOMEN

### 2.1 INTRODUCTION

The 2022 Census statistics released over the past year provides an interesting picture of the socio- economic characteristics of the Msunduzi Municipality, and then also provides a profile of the women of the Municipality specifically. For the purpose of the analysis that follows statistics were generated on a ward level, as this is viewed as the level of information needed in order to make informed strategic policy decisions.

### 2.2 DEMOGRAPHIC PROFILE OF MSUNDUZI WOMEN

In 2022 Msunduzi Municipality had a population of 618 536 people and previous analysis confirmed that the population of the Municipality grew by 1.12% from between 2001 - 2011.

It is important to acknowledge that such statistics do not represent a comprehensive picture of the reality of women's lives in South Africa. Incomplete as it is, the information presented below does help, however, to reveal important trends that will need to be addressed if greater progress is to be made towards gender equality.

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: 2022 KWAZULU-NATAL POPULATION STATUS**

<b>Name</b>	<b>Frequency</b>	<b>%</b>
MALE	5 919 217	47,6%
FEMALE	6 504 690	52,4%

Source: Stats SA 2022

## DIAGRAM 2.2: 2022 EMPLOYMENT STATUS OF BOTH GENDERS

Securing gender parity in decision-making roles, both within governmental spheres and the private sector, is pivotal in entrusting women with responsibilities encompassing planning, decision-making, policy recommendation, and coordinating empowerment endeavors.

Percentage distribution of females in senior (SMS) and middle (MMS) management positions in the public sector by sex, 2018 - 2021



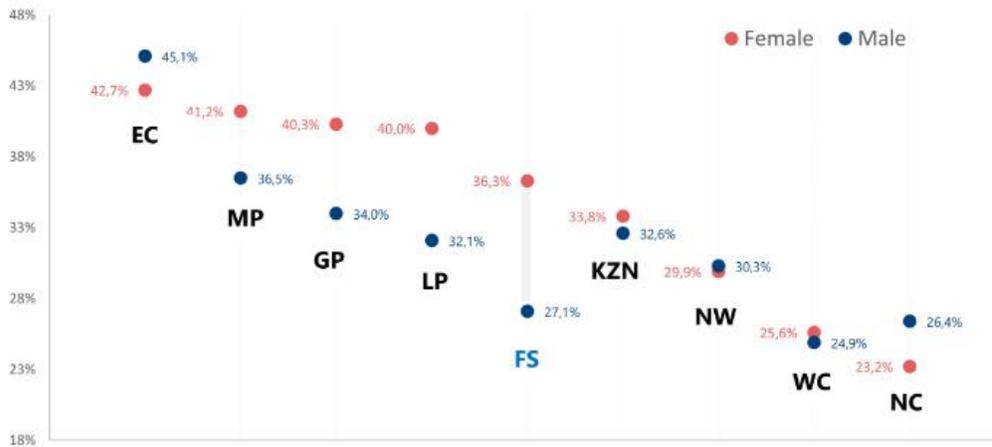
Source: Stats SA 2022

Diagram 2.2 provides an analysis of how males occupy most senior management positions (SMS) in the public sector. A similar trend was noted among the middle management positions (MMS). Analysis reveals that between 2004 and 2019, South Africa witnessed a rise in the proportion of parliamentary seats held by women, escalating from 33.0% in 2004 to 46.0% in 2019. However, a setback was evident in premier positions, declining from a peak of 55.0% in 2009 to 22.0% in both 2014 and 2019. In the national and municipal voter rolls, females constituted over half (55.0%) of all registered voters. Data demonstrates that female voter turnout in the 2019 general election (57.3%) and the 2021 local government elections (58.4%) surpassed that of males

## DIAGRAM 2.3: 2022 UNEMPLOYMENT RATE BY SEX

As an aspect of economic empowerment, achieving resource equity involves assessing ownership of specific assets as an indicator of self-reliance. A significant number of females cited grants, followed by remittances, as their primary sources of income, while their male counterparts cited income from businesses and salaries/wages/commission. Women's empowerment lies at the heart of South Africa's sustainable development endeavors. Ensuring inclusivity implies addressing various forms of discrimination and inequalities that intersect.

Provincial unemployment rate by sex, 2022



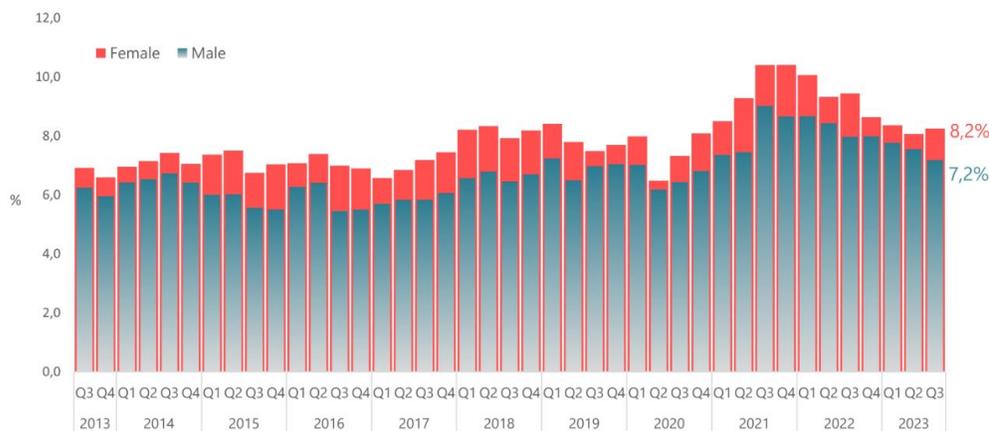
Source: Stats SA 2022

The report examined social empowerment through the lens of societal gender norms to gauge gender equality and assess progress within both public and private sectors concerning compliance with the Employment Equity Act. Within the public sector, males predominantly hold senior management positions (SMS) and middle management positions (MMS). The representation in SMS roles fluctuated from 58.4% in 2018 to 56.2% in 2021, while their female counterparts occupied 41.6% in 2018, slightly increasing to 43.8% in 2021.

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

The share of **discouraged women** in the working-age population is higher than their male counterparts.

Share of the working-age population that is discouraged by sex, Q3:2013-Q3:2023



Source: Stats SA 2022

The graph depicted above examines discouraged job-seekers as a percentage of the working-age population by gender, revealing notable gender disparities. Studies indicate that women are often occupied with household and family duties, which impede their involvement in the labor market and job-seeking endeavors. Though the trends align for both genders, the disparity is more pronounced among women. The research confirms that a larger proportion of women experience discouragement compared to their male counterparts, suggesting that despite their availability for work, more women refrain from actively seeking employment due to discouragement.

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

#### 3.1 INTRODUCTION

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

#### 3.2 STRUCTURE OF THE ECONOMY

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

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

INDUSTRY	1996	2001	2006	2011
<b>Manufacturing</b>	21%	24%	24%	<b>21%</b>
<b>Finance, insurance, real estate and business services</b>	19%	19%	20%	<b>19%</b>
<b>General government</b>	24%	19%	17%	<b>19%</b>

<b>Transport, storage and communication</b>	8%	9%	12%	<b>14%</b>
<b>Wholesale + retail trade, catering and accommodation</b>	11%	12%	11%	<b>10%</b>
<b>Community, social and personal services</b>	7%	6%	6%	<b>6%</b>
<b>Agriculture, forestry and fishing</b>	1%	2%	2%	<b>3%</b>
<b>Electricity, gas and water</b>	5%	4%	3%	<b>3%</b>
<b>Construction</b>	2%	3%	2%	<b>3%</b>
<b>Mining and quarrying</b>	1%	1%	2%	<b>2%</b>
<b>TOTAL PERCENTAGE</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	100%
<b>TOTAL IN Rm</b>	15,689.70	16,265.10	20,041.90	22,701.90

Source: Quantec 2012

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

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

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

### **3.4 KEY FEATURES OF MSUNDUZI ECONOMY**

In terms of economic performance, based on available data, Robbins (2013) notes that 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 and that 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.

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’.

## **4. OVERVIEW OF 2022 LED STRATEGY**

### **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 guide 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.

## 4.2 RE-THINKING MSUNDUZI'S POTENTIAL

Arguably, the paramount concern in strategizing future economic investments is for economic cluster leaders in Msunduzi to plan and execute actions under the premise 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.

## 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.

#### **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.”

#### **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”

In consideration of 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 women to economic opportunities leading to economic empowerment. Although the LED Strategy at the time did not have a Women’s Economic Empowerment focus it is then important that this focus be integrated in future revision of the LED strategy.

### **5. THE POLICY AND STRATEGY ENVIRONMENT**

#### **5.1. INTRODUCTION**

The preparation of an Economic Empowerment Strategy for Women in Msunduzi takes place in the context of a number of broader policy and strategy frameworks for women empowerment. Over the past two decades women 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.

## **5.2. 2012 NATIONAL DEVELOPMENT PLAN**

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

“Women and the Plan”

Women make up a large percentage of the poor, particularly in rural areas. The plan takes gender – along with race and geographic location – into account, proposing a range of measures to advance women's equality. In summary, our recommendations along these lines are as follows:

- Public employment should be expanded to provide work for the unemployed, with a specific focus on youth and women.
- The transformation of the economy should involve the active participation and empowerment of women.
- The role of women as leaders in all sectors of society should be actively supported.
- Social, cultural, religious and educational barriers to women entering the job market should be addressed. Concrete measures should be put in place and the results should be evaluated over time. Access to safe drinking water, electricity and quality early childhood education, for example, could free women from doing unpaid work and help them seek jobs.
- By 2030, people living in South Africa should have no fear of crime. Women, children and those who are vulnerable should feel protected.
- Security of tenure should be created for communal farmers, especially women.
- The Department of Health should design and pilot a nutrition intervention programme for pregnant women and young children.
- Coverage of antiretroviral treatment to all HIV-positive persons requiring such drugs should be expanded, alongside treatment of high-risk HIV-negative persons. Effective microbicides should be offered routinely to all women 16 years and older.

## **5.3. 2006/7 DRAFT STRATEGIC FRAMEWORK ON GENDER AND WOMEN’S ECONOMIC EMPOWERMENT – DTI**

### **BACKGROUND**

A survey of relevant literature suggests that the Draft Strategic Framework on Gender and Women’s Economic Empowerment, prepared in 2006/7 by the Department of Trade and Industry, is the most comprehensive strategy with such a focus. It is indicated that the Framework “provides guidance, focus, and specific recommendations for the

support required to ensure women's full participation in our economy". It was suggested at the time that progress in terms of the economic empowerment of women was insufficient, "as the majority of women are still located in the lower echelons of our economy".

The Framework proposed seven focused program initiatives to be implemented. The program initiatives included:

- Women and the Financial Market
- Mobilising and Strengthening SA Women in Business
- Entrepreneurial Education, Training and Skills Development
- Trade and Development
- Engendering Black Economic Empowerment
- Women in Business Leadership
- Research and Development

What follows are extracts from the 2007 Strategic Framework providing an indication of specifically the interventions proposed relating to each of the above focus areas.

#### **5.4. WOMEN AND THE FINANCIAL MARKET**

Access to finance has always been identified as one of the major problems faced by women in starting and growing their businesses. Access to finance is therefore critical for growing and sustaining women-owned enterprises in South Africa.

The following interventions are proposed for introduction and adoption:

- Gender Budget Analysis: As a basic requirement for designing and presenting the National budget as well as those of various government institutions, this process will include indicating which aspects of the budget and how these various aspects of the budget will benefit women. The proposed quota would require that at least 30 percent of all the budgets should be geared towards empowering women.
- 30 Percent Finance Quota System: All existing government financial schemes should have targets reserved for women, in order to support and grow their businesses.
- Improving Access to Finance for Women in Business: the dti will work with existing private sector financial service institutions and funds and current government funding mechanisms to encourage further outreach to women, particularly black women in line with the aims of the Financial Sector Services Charter.
- Business Support Development Fund for Women: This fund would support training and capacity building measures for women owning small to medium-sized enterprises.

## **5.5. MOBILISING AND STRENGTHENING SA WOMEN IN BUSINESS**

To build the capacity of key organizations, the following were recommended:

- 5.5.1.1. Business Organizational Leadership Programme: This training programme will target leaders of these organizations. Training will provide them with skills and expertise needed specifically for corporate governance, organizational leadership and people management.
- 5.5.1.2. Business Institutional Building Management Bridging Fund: This will provide organizations with additional funds for supporting infrastructures and will also;
- 5.5.1.3. Provide them with basic yearly salaries for three primary staff members (CEO, Receptionist and Administrator) and an organizational auditor.
- 5.5.1.4. Partnership Programme Support Fund: Funds will be specifically allocated for supporting the implementation of some of their programmes, particularly those pursuing government objectives.

### **5.1.1. ENTREPRENEURIAL EDUCATION, TRAINING & SKILLS DEVELOPMENT**

The following interventions were proposed. Entrepreneurial Education and Internship:

- 5.1.1.1. Self-Employed Development Support Programme: This will target women in the informal economy. The support will focus on providing them with basic business management skills and preparing and encouraging them to enter the formal economy.
- 5.1.1.2. Young Women Entrepreneurship Programme: This will prepare young women, mainly students and school leavers, for the entrepreneurship world. This will happen mainly through incubation, involving placements of interns at established enterprises owned and managed by women.
- 5.1.1.3. Women Enterprise Programme (WEP): This initiative will train and coach women entrepreneurs who are in small and medium-sized businesses that are on a growth path.
- 5.1.1.4. SA Women in Business: This will mainly focus on promoting and improving growth and competitiveness of women-owned businesses. It will involve providing them with information, skills and knowledge in accessing capital and business support services required for exporting.
- 5.1.1.5. Expert Advisors for Business Women: This will involve recruiting and training people who can act as advisors for women entrepreneurs and business owners. Their role will be to provide immediate and daily business management consultancy services to women in business.

#### COOPERATIVES:

To further develop women's economic empowerment through cooperatives, the following interventions were proposed:

- 5.1.1.6. National Awareness Drive Initiative: This will be aimed at raising awareness among women on economic empowerment and recruiting more women to be part of the cooperatives.
- 5.1.1.7. Capacity Building Training Programme Initiatives: This will be aimed at providing women who are already members of cooperatives with basic to more advanced enterprise management skills. Also, this training will include an element of product development and marketing skills.

#### RURAL WOMEN AND THE INFORMAL ECONOMY:

By working closely with the Rural Women's Movement and other local business organizations, as well as local government structures, it was suggested that the following initiatives will be introduced:

- 5.1.1.8. Economic Literacy Development for Rural Economies: This will provide information on educating women on broad economic issues. It is important that this course be available mainly in rural and peri-urban areas.
- 5.1.1.9. Economic Capacity Development for Women: This will train women on tendering procedures and how to access various business opportunities and incentives availed by government and other partners.

#### PROVISION OF BUSINESS INFORMATION:

As part of this targeted support, the following interventions were proposed:

- 5.1.1.10. Information Business Forum for Women: This will include broad and sector focused business information sessions targeting businesswomen.
- 5.1.1.11. Annual Business Symposium for Women: This will involve organising an annual symposium where different agencies having services (training, finance, IT, marketing, etc.) will be invited to present on these. The activities will take the format of exhibitions and demonstration lectures. the dti can host this in conjunction with the Government Communication and Information System (GCIS) as the chief government information agency.
- 5.1.1.12. Your Government Telling You Like It Is: This project will develop a website specifically for women in business. Information contained will include all business opportunities and resources that can be accessed by women. Also, tenders and other business invitations can be placed here. The website will be managed by Government Communications and Information System (GCIS) in partnership with the dti.

## SCIENCE AND TECHNOLOGY:

Serious efforts are needed to ensure access to ICTs for women in business, and to encourage more women to enter science and technology fields.

To achieve this goal, the following interventions were proposed:

- 5.1.1.13. Technology Fund for Women in Business: This fund will provide financial incentives for women to access technological business solutions for growing their enterprises. This can be a sub- programme of the existing programme known as the Support Programme for Industrial Innovation (SPII), currently managed by the dti as part of the Enterprise, Industry and Development Division.
- 5.1.1.1. Women and Technology Business Awareness Programme: This will be a national awareness drive programme aimed at encouraging women to use technology for advancing their business. It can be linked to the current Technology for Women in Business (TWIB) Programme. Special attention will have to be given to black women and those who are part of the cooperatives.

With regards to Science, the following intervention was proposed:

- 5.1.1.2. Innovations by and for Women in Business: This programme will link women with relevant science-driven business solutions that will encourage their business creativity and potential. It will include exposing them to both local and international forums and assist them to diversify and modify their products to meet ever-changing business demands. This intervention will also include hosting an annual women science and technology expo.

## 5.1.1. TRADE AND DEVELOPMENT

The following policy and programmatic interventions were proposed to ensure that trade issues in South Africa address gender and women's empowerment holistically and consistently:

- 5.1.1.1. Mainstreaming gender in the formulation, implementation and evaluation of trade agreements and initiative: The gender chapter as part of the SADC Trade Agreement presents a good example on how this should be done.
- 5.1.1.2. Organize public debates and discussion forums on trade: Such discussions should target and include women.
- 5.1.1.1. Introducing a 30 percent quota in the composition of government and business trade delegations: In addition, gender advisors should be made part of these teams.
- 5.1.1.2. International Linkages for Women: This will include establishing exchange training and information programmes with organizations and countries that have made progress in addressing issues of gender and trade.

- 5.1.1.3. International Trade for Women: This will include hosting and participating in international women's trade expos aimed at showcasing South African women-owned businesses that are ready for competing internationally.

## **5.1.2. ENGENDERING BLACK ECONOMIC EMPOWERMENT**

To achieve this, the following interventions were proposed:

- 5.1.2.1. Compilation of an Annual Black Women Business Database: This will highlight summary business profiles of these enterprises as well as their contact details. It will be circulated to various government and private sector organizations for procurement services as well as other business dealings.
- 5.1.2.2. Drafting of Gender/Women's BEE National Implementation Guidelines to standardize women's participation and representation in various business sectors. This will strengthen the current policy and implementation process.
- 5.1.2.3. Economic Literacy Development Programme for Women: This will provide information as part of educating women on broad economic issues. It is important that this course be availed mainly in rural and peri-urban areas.
- 5.1.1.1. Economic Capacity Development for Women: This will train women on tendering procedures and how to access various business opportunities and incentives availed by government and other partners. Part of this will include training and advising women to form winning business consortiums for pursuing related BEE deals. Private sector companies will also be encouraged to procure their services from credible women-owned businesses.
- 5.1.1.2. An Enabler for Business Women: This will include imparting basic skills and expertise on IT and ICT to bridge the gap that exists among women in business and help them become economically and globally competitive.

## **5.1.2. WOMEN IN BUSINESS LEADERSHIP**

The following policy and programmatic interventions were proposed to ensure maximum participation of Women in corporate leadership:

- 5.1.2.1. Development of a National Data-bank of qualified businesswomen and women managers capable of serving in the boards;
- 5.1.2.2. Establishment of an effective and efficient, Gender Sensitive Monitoring System, on selection process and allocation of 50% quota when appointing Board of Directors;
- 5.1.2.3. A National Training Programme to capacitate both businesswomen and women managers with the required expertise of executive management (CEO).

### **5.1.3. RESEARCH AND DEVELOPMENT**

The following interventions were proposed:

- 5.1.3.1. SA National Research Project on Enterprising Women: This will be an ongoing national research project managed by an independent agency. The overall aim is to determine the national status quo of women in business, highlighting their profile, and their overall contribution to the South African economy. The study will also review strengths and challenges, advantages and disadvantages facing this sector, as well as interventions aimed at supporting women in business.
- 5.1.3.2. Mainstreaming of gender equity objectives in all government economic and statistical research and information gathering processes and projects: This will be part of prescribing and revising the criteria for conducting the economic research and information gathering processes and projects by ensuring that a sex-disaggregated method of collecting, analyzing and presenting information is adopted.

### **5.2. 2014 KZN SOCIAL ACCORD BY KZN ECONOMIC COUNCIL**

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

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

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

The KZN Women's Economic Empowerment Strategy has a number of objectives, viz.

- Objective 1: Integration of gender and women enterprise (focusing on developing and implementing guidelines for specific strategies and actions for deepening the integration of women enterprises into the core business of sector departments);
- Objective 2: Partnership and collaboration (strengthening the partnership among women enterprises and development institutions);
- Objective 3: Institutional support for women (establishing an institutional framework that would promote and oversee the attainment of women empowerment);
- Objective 4: Market access for women (improving access to markets and market exposure)
- Objective 5: Mentorship for women (improving women's access to mentorship information and advisory services)
- Objective 6: Support to rural based women entrepreneurs and women with disabilities (improving service delivery to rural based women and disabled entrepreneurs)

These objectives are unpacked in more detail in Chapter 2 of the KZN Social Accord.

### **5.3. 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. Annexure B 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 women economic empowerment in Msunduzi.

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

NO	STRATEGIC GOALS AND OBJECTIVES	RELEVANCE TO WOMEN EMPOWERMENT
1	<b>INCLUSIVE ECONOMIC GROWTH</b>	
1.1	Develop and promote the agricultural potential of KZN	<b>Medium</b>
1.2	Enhance sectoral development through trade investment and business retention	<b>Medium</b>
1.3	Enhance spatial economic development	<b>High</b>
1.4	Improve the efficiency, innovation and variety of government-led job creation programmes	<b>High</b>
1.5	Promote SMME and entrepreneurial development	<b>High</b>
1.6	Enhance the Knowledge Economy	<b>High</b>
2	<b>HUMAN RESOURCE DEVELOPMENT</b>	
2.1	Improve early childhood development, primary and secondary education	<b>High</b>
2.2	Support skills development to economic growth	<b>High</b>
2.3	Enhance youth and adult skills development and life-long learning	<b>High</b>
3	<b>HUMAN AND COMMUNITY DEVELOPMENT</b>	
3.1	Eradicate poverty and improve social welfare services	<b>High</b>
3.2	Enhance health of communities and citizens	<b>Medium</b>
3.3	Safeguard and enhance sustainable livelihoods and food security	<b>Medium</b>
3.4	Promote sustainable human settlements	<b>Medium</b>
3.5	Enhance safety and security	<b>Medium</b>
3.6	Advance social cohesion and social capital	<b>Medium</b>
3.7	Promote youth, gender and disability advocacy and the advancement of women	<b>High</b>
4	<b>INFRASTRUCTURE DEVELOPMENT</b>	
4.1	Development of seaports and airports	<b>Low</b>
4.2	Develop road and rail networks	<b>Low</b>
4.3	Develop ICT infrastructure	<b>Medium</b>
4.4	Ensure availability and sustainable management of water and sanitation	<b>Low</b>

	for all	
4.5	Ensure access to affordable, reliable, sustainable and modern energy for all	Low
4.6	Enhance KZN waste management capacity	Low
5	<b>ENVIRONMENTAL SUSTAINABILITY</b>	
5.1	Enhance resilience of ecosystem services	Low
5.2	Expand the application of green technologies	Low
5.3	<b>Adapt and respond climate change</b>	Low
NO	<b>STRATEGIC GOALS AND OBJECTIVES</b>	<b>RELEVANCE TO WOMEN EMPOWERMENT</b>
6	<b>GOVERNANCE AND POLICY</b>	
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	<b>SPATIAL EQUITY</b>	
7.1	Enhance the resilience of new and existing cities, towns and rural nodes, ensuring equitable access to resources, social and economic opportunities	High
7.2	<b>Ensure integrated land management use across the Province, ensuring equitable access to goods and services, attracting social and financial investment</b>	Medium

Source: 2016 KZN PGDP

Relevant extracts from the 2016 KZN PGDP relating specifically to women and youth economic empowerment is presented in **Appendix 2**.

#### 5.4. MSUNDUZI IDP 2022 TO 2027

The Msunduzi IDP 2022 to 2027 presents the following Strategic Development Framework for Msunduzi Municipality. The Vision of the City of Choice, Second to None is to develop a safe, vibrant city in which to live, learn, raise a family, work, play and do business.

- Own a financially viable and well governed city

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

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

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

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

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

The Women's Economic Empowerment Strategy must align to this Strategic Framework.

## **5.5. MSUNDUZI 2022 LED STRATEGY**

REFER TO 2022 LED STRATEGY FOR BROAD FRAMEWORK

## 5.6. 2009 WORLD BANK WOMEN WATCH ONLINE DISCUSSION

A summary of an Online Discussion addressing Women and the Economy (World Bank 2009) presents a valuable overview of the “most pressing gaps and challenges” identified. These are reflected verbatim below.

- 1. Education and Training.** A significant gender gap in education still remains in many countries, despite great strides. The challenge is not only increasing the access of girls to all levels of education, but also improving the quality of education, and removing embedded cultural images that tend to perpetuate gender stereotypes. This involves both teacher training and textbook revisions. There is also an illiteracy gap, as women make up most of the illiterate populations. Training for women, especially rural women, is a big challenge. This challenge not only refers to vocational/technical training, but also training in leadership, financial literacy, marketing, etc., to enrich women with entrepreneurial skills. Given male domination in the economic sectors, women need to improve their understanding of the need to be economically empowered, and to obtain the skills needed for such empowerment.
- 2. Employment.** Serious gaps persist related to discrimination against women in the workplace. There is a salary gap, with women earning lower salaries than men, evidenced even when the job description, skills and experience are equal. There are unequal employment opportunities and marginalization of women in the formal sector. Large numbers of women are relegated to the informal sector. Violence against women and sexual harassment persist in the workplace. The gender stratification of careers persists, with women having little access to promotions into leadership positions. There is a need to develop standards (pay, hours, etc) and ensure these standards get achieved.
- 3. Services.** There is a challenge in extending the provision of sexual and reproductive health services which are sorely needed to enable women to reach their potential to fully contribute to their country’s economic and social development. Banking services are not generally available for women, due to lack of collateral or legal restrictions (such as the need to obtain spousal consent or not being allowed to sign contracts). There has been an increase in the availability of microcredit services but the challenge is finding ways of getting larger loans for women so they can move beyond microenterprises into larger, more productive businesses. Improved services would be needed to facilitate access to employment, markets and trade. It is extremely important to encourage women to become entrepreneurs and to offer services aimed at assisting them to become entrepreneurs.
- 4. Legislation.** Despite the many advances in gender-sensitive legislation, there is a need for awareness raising and training, not only of affected women and men, but also for all those responsible for implementing and enforcing the legislation. There is also the need to provide each law (such as laws to protect against harassment in the workplace)

with clear guidelines for their practical implementation. Many countries need to review legal discrimination and amend legislation to remove continuing discrimination against women. Other important areas for review and amendment are inheritance and property laws and fighting violence against women on all spheres.

- 5. Planning and Budgeting.** Gender issues have been integrated in many national plans and policies, but there is a challenge in integrating them in district and sectoral development plans and budgets, as well as in designing and implementing gender-responsive budgets. This is linked to fostering gender awareness among local politicians and staff. There is a funding gap for gender-sensitive initiatives identified in national plans.
- 6. Women's Work Burden.** The challenge of finding strategies to reduce women's work burden is nearly universal. The harmonization of family/home responsibilities and participation of women and men has been severely neglected. Government policies need to address gender disparities in work burdens and find ways of lowering the burden on women operating in multiple roles. There is a challenge also in educating men and women on the need to share family responsibilities between them.
- 7. Rural and Migrant Women.** A big challenge is in reaching rural women, who have the greatest gender gaps in education, work burden, leadership and entrepreneurial skills, and are subject to heavy cultural constraints. A new challenge is related to migrant workers, who need placement, training, especially financial training so remittances are well managed, and also need protection from trafficking and sexual harassment.
- 8. Leadership.** There is a large gap in most countries regarding the numbers of women leaders in business and politics. There is a challenge in increasing women's participation in policymaking and public resource management, and in finding adequate institutional support for women to truly succeed in decision-making positions. Women also lack decision-making capacity for financial decisions, especially in domestic matters.
- 9. Crisis and Conflict.** There are concerns that women get disproportionately hurt in times of financial crisis, especially due to the lack of participation and influence in national agendas. There are security concerns, especially in post-conflict areas.
- 10. Cultural Issues.** A patriarchic culture persists in many countries, which has embedded into both men and women's minds that the breadwinner is the husband or man in the house, and thus has control over the women in the household, including both in decision making and in the use of resources. Women are often denied the right to decide about their professions, to employ and supervise men in the workplace, or even to manage and access their own property.

## 6. CURRENT WOMEN EMPOWERMENT FOCUS

### 6.1. INTRODUCTION

Women's 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 women's 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 women's economic empowerment. This section highlights programmes, both current and historic, that supports the objective of achieving women's economic empowerment.

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

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

### **6.3. WOMEN 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 only programme 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).

### **6.4. CURRENT STAKEHOLDERS IN WOMEN EMPOWERMENT**

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

#### **6.4.1. PUBLIC SECTOR**

Potential public sector stakeholders in Women Economic Empowerment includes:

- 6.4.1.1. Msunduzi Municipality
- 6.4.1.2. uMgungundlovu District
- 6.4.1.3. Department of Economic Development, Tourism and Environmental Affairs
- 6.4.1.4. KZN Provincial Treasury
- 6.4.1.5. Sector Departments

#### **6.4.2. EDUCATION**

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

- 6.4.2.1. University of KwaZulu-Natal
- 6.4.2.2. Durban University of Technology
- 6.4.2.3. Technical and Vocational Education and Training Colleges
- 6.4.2.4. Community Education and Training Colleges
- 6.4.2.5. Private Tertiary Education Institutions
- 6.4.2.6. Secondary Schools

#### **6.4.3. PRIVATE SECTOR**

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

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

#### **6.4.4. NON-PROFIT AND COMMUNITY ORGANISATIONS**

A number of organisations potentially fulfilling a role in Women 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 POTENTIALLY FULFILLING ROLE IN WOMEN ECONOMIC EMPOWERMENT**

<p>African Christian Democratic Party - Council - uMsunduzi / Pietermaritzburg</p> <p>Rienus Niemand 076 289 0982 <a href="mailto:rienus.niemand@gmail.com">rienus.niemand@gmail.com</a></p>	<p>African Enterprise 1 Non Such Road, Montrose, Pietermaritzburg 3202</p> <p>Lerato 033 347 1911 <a href="mailto:aesa@ae.org.za">aesa@ae.org.za</a></p>
<p>ANCWL</p> <p>Nomabheli Duze - Chairperson of Region Ntombizonke Phoswa - Co-Ordinator 072 285 5992 / 071 414 0370 <a href="mailto:ntombizonkephoswa@gmail.com">ntombizonkephoswa@gmail.com</a></p>	<p>ANCYL - Secretary</p> <p>Gerila Zondi <a href="mailto:zondi1906@gmail.com">zondi1906@gmail.com</a></p>
<p>Coloured Roses</p> <p>Phumelele Kunene 073 450 9429 <a href="mailto:kunenephumelele07@gmail.com">kunenephumelele07@gmail.com</a></p>	<p>Congress of the People - COPE</p> <p>Alias Khotso Mofokeng 073 699 7633 <a href="mailto:khotscope@gmail.com">khotscope@gmail.com</a></p>
<p>Create</p> <p>14 Hyslop Road, Midlands, Pietermaritzburg, 3201</p> <p>Forward Mlotshwa 033 345 5088 <a href="mailto:create3@telkomsa.net">create3@telkomsa.net</a></p>	<p>DA Youth</p> <p>Mzamo 061 456 1253 <a href="mailto:aoc@dakzn.org.za">aoc@dakzn.org.za</a></p>
<p>Disabled People South Africa – Kwazulu-Natal 3 Church Lane, Pinetown 3610</p> <p>Thami 031 701 2951/072 627 9734 <a href="mailto:kzn@dapsa.org.za">kzn@dapsa.org.za</a></p>	<p>EFF Student Command - Coordinator of the Region</p> <p>Fortune Bhengu 082 502 4723/061 456 1253 <a href="mailto:fortunebhengu72@gmail.com">fortunebhengu72@gmail.com</a></p>
<p>Esther House</p> <p>Nokuthula Zwane 033 345 5843 <a href="mailto:ijesterjouse@futurenet.co.za">ijesterjouse@futurenet.co.za</a></p>	<p>Famsa PMB (Families South Africa Pietermaritzburg) - Shukumisa 188a Victoria Road, Pietermaritzburg 3201</p> <p>033 342 4945 <a href="mailto:famsapmb@sai.co.za">famsapmb@sai.co.za</a></p>

<p>Free Art &amp; Craft-Sewing Classes Voortrekker Museum</p> <p>Lyn Naude 082 378 2907 <a href="mailto:lyn.naude@live.co.za">lyn.naude@live.co.za</a></p>	<p>Gay &amp; Lesbian Network (GLN) 19 Connaught Road, Scottsville, Pietermaritzburg 3201</p> <p>Anthony Waldhausen 033 342 6165 /6500 <a href="mailto:info@gaylesbian.org.za">info@gaylesbian.org.za</a></p>
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Source: Strat Plan Database 2017

## 7. CHALLENGES FOR WOMEN ECONOMIC EMPOWERMENT

### 7.1. INTRODUCTION

Women face a diverse range of challenges or obstacles in accessing economic opportunities in both the formal and informal sectors. Often when a group or individual overcomes one or a couple of challenges it will only be found that further obstacles in accessing opportunities emerge. In developing a strategy for the empowerment of women it becomes essential to understand the various challenges women 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 women 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:

- Socio-cultural issues;
- 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’.

### 7.2. SOCIO-CULTURAL ISSUES

Socio-cultural issues impacting on the ability of women to access economic opportunities are diverse and will potentially differ from community to community. Some of the key socio-cultural issues impacting on the ability of women to access economic opportunities include:

- Role Stereotyping: Implying that certain jobs are reserved for men;
- Cultural Perceptions: Perceptions relating to the role of women in terms of the household;

- Women's Work Burden / Household Responsibilities: Linked to the perceived role of women in the household, i.e. women often need to continue to fulfil full household responsibilities even when employed;
- Gender Discrimination: Discrimination on various levels, but specifically in the workplace due to amongst other things perceptions of employers.

### 7.3. EDUCATION AND TRAINING

The low education levels of women in the workforce has been confirmed in the analysis of the 2011 Census statistics. The low education level is a basic challenge for women wanting to access economic opportunities, and can unfortunately not be addressed adequately in the short term. Government is pursuing various policies aimed at improving levels of education, but it is anticipated that this will have limited impact on the current workforce.

Challenges for women in accessing further education includes:

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

### 7.4. 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.

## **7.5. 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 cited 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.

## **7.6. ACCESS TO MEANS OF PRODUCTION**

### **7.6.1. 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 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:

- 7.6.1.1. Nearly complete absence of economic development investment at scale in previously marginalised areas;
- 7.6.1.2. Long distances people must travel for access to job and economic opportunities;
- 7.6.1.3. Absence of land specifically zoned for economic development in previously marginalised areas;
- 7.6.1.4. Limited facilities that can accommodate economic activities in both urban and rural settlement areas;
- 7.6.1.5. 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
- 7.6.1.6. Established retail trends favouring established urban areas and nodes.

### **7.6.2. 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.

## 7.7. LEGISLATION

Various pieces of legislation may potentially impact on employment and enterprise development relating to Women 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 impacts 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.

## 7.8. 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 Women. 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 women, 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 women economic empowerment. Other public and private sector partners of the Municipality should be encouraged to develop similar guidelines.

## **7.9. LEADERSHIP AND ORGANISATION**

Leadership and organization, or the lack thereof, is often mentioned in literature as a key challenge to ensuring that women economic empowerment is adequately supported. It was noted in the research for this assignment that various organizations promoting and implementing women economic empowerment programmes exist, but that the activities appears to be fragmented and uncoordinated. The extent of leadership and organization relating to women economic empowerment in Msunduzi requires further consideration.

## 8. OPPORTUNITIES FOR WOMEN ECONOMIC EMPOWERMENT\

### 8.1. INTRODUCTION

Women 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 women economic empowerment to date, focusing on specific sectors and opportunities, with a view to making a greater impact, may be considered.

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

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

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

### 8.2. 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 women economic empowerment is supported. Within the Municipal Sector the following opportunities for supporting women 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 women in tenders, the municipality can directly impact on women economic empowerment.
- **Public Works Programmes:** The Municipality participate and/or initiate a range of public works programmes. Adequate representation of women 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 women.
- **Infrastructure and Related Maintenance:** The Municipality manage and maintain substantial infrastructure networks. Through municipal procurement and public work programmes substantial resources are devoted to maintenance of infrastructure. Training approaches and procurement policies must be in place to support local enterprise development and employment for women.

### 8.3. 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 women 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 women in tenders, the public sector departments can directly impact on women economic empowerment.
- **Public Works Programmes:** The Public Sector is responsible for a range of public works programmes. Adequate representation of women in these programmes, as is generally already the case, will remain 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 women must be ensured.

### 8.4. SPECIFIC ECONOMIC SECTORS

Women are able to participate effectively in any sector of the economy and it is therefore not wise to just focus on women empowerment in a selected number of sectors. However, when considering the Pietermaritzburg 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 women economic empowerment strategies include food and medicine related, soaps and washing powders, building materials, arts and crafts, etc.

- **Agriculture / Agri-processing:** Women historically has been and still is, specifically in the more rural areas of Msunduzi, closely connected with the agricultural sector. This includes involvement in both primary production and processing of agricultural products. This involvement has, however, generally been on a subsistence, rather than a commercial level. Support will be required to change this focus. Considering the strong agricultural and agri-processing base of the Msunduzi economy it may be well worth to specifically consider opportunities in this sector.
- **ICT / Electronics:** The ICT and electronics sector is a new sector and from this perspective presents opportunities. Specific opportunities for women that exists in this sector must be further investigated.
- **Tourism:** Msunduzi and the KZN Midlands have strong competitive advantages in terms of the tourism sector. These are reflected on elsewhere. The nature of the opportunities in the tourism industry makes this a sector offering a range of opportunities for women empowerment.
- **Services:** The services sector, including also personal services such as hair dressing, beauty salons etc., often have a focus on women. It therefore presents a range of opportunities specifically for women, either in the form of enterprise development or employment.

## 8.5. PRIVATE (FORMAL) SECTOR

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

- **Sub-contracting:** In terms of sub-contracting there is a wide range of services that small entrepreneurs can offer larger businesses including security, cleaning, maintenance, transport, production etc. In order for emerging entrepreneurs to access such opportunities the flow of information regarding the opportunities and requirements will have to be substantially improved.
- **Employment:** Employment remains an important component of women empowerment. Challenges to growing private sector employment of women often includes (1) perceptions of the role of women in the workforce, (2) inadequate qualification, training and education, (3) lack of experience, and others.

## 8.6. INFORMAL SECTOR

The informal sector is often viewed as an entry point into the economy. The informal sector offers a range of opportunities and the narrow current focus on the informal trade as representing the informal sector remains a major challenge. Broadly speaking informal enterprises in KwaZulu-Natal and South Africa can be divided into three

groups, viz.

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

The retail and service related informal businesses includes a wide range of enterprises such as general dealers, spaza shops, tuck shops and services such as hair dressers, electronic repairs, car repairs etc. (shebeens and taverns are specifically excluded from this category as these businesses are required to be registered in terms of the law and fall under different regulations to informal enterprises). The number of these within a specific community will to a large extent relate to the urban structure and whether established activity nodes exist within the area. Production related informal businesses include welders, wood workers, seamstresses, spray painters, artists, caterers, bakers and others. In each of the areas engaged with over the past three years between 30 to 40 production related enterprises have been identified without having to conduct detailed house to house surveys.

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

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

The production-based enterprises identified offer an interesting mix of business types and products. In some cases it was found that the production focus in an area relates to the (historic) focus of formal industries in the area, e.g. a strong sewing groups were identified in the Georgedale 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	
	Street traders	Flour, rice and meliemeal	
		Fruits and vegetables	
		Cooked food	
		Airtime	
		Traditional muthi	
		Vetkoek	
	Markets (Permanent / Periodic)	Newspapers	
		Cigarettes	
		Traditional clothing	
		Blankets	
		Spices	
		Cooked food	
CATEGORY	Livestock traders	Muthi	
		Clothing	
		Beadwork	
		Poultry	
	Mobile traders	Goats	
		Sheep	
		Cattle	
		Fruit and vegetables	
	Manufacturing	Home based activities	Meat
			Other manufactured products
			Dress making
			Welding
		Carpentry	
		Upholstery	

		<b>Food / catering</b>
		<b>Various arts, crafts, consumables, food stuffs etc.</b>
	Hive industries (Incubation centre)	<b>As per home based activities</b>
Personal Services	Home based services	<b>Salons</b>
		<b>Photography</b>
		<b>Manicure and pedicure</b>
		<b>Nursery Schools</b>
	On street services	<b>Traditional healers (Sangoma)</b>
		<b>Salons</b>
		<b>Photography</b>
		<b>Manicure and pedicure</b>
Business Services	Home based services	<b>Car guards</b>
		<b>Public phone services</b>
		<b>Admin services</b>
		<b>Mashonisa (Loan sharks - illegal)</b>
	On street services	<b>Public phone services</b>
		<b>Admin services</b>
		<b>Mashonisa (Loan sharks – illegal)</b>
Services	Home based services	<b>Car mechanics</b>
		<b>Panel beaters</b>
		<b>Plumbers</b>
		<b>Electricians</b>
	On street services	<b>Car mechanics</b>
		<b>Panel beaters</b>
		<b>Auto electricians</b>
		<b>Car wash</b>
		<b>Exhaust specialists</b>
<b>CATEGORY</b>	<b>TYPE</b>	<b>PRODUCTS/SERVICES</b>
Domestic employment	Home based services	<b>Gardening services</b>
		<b>Home helpers/care</b>
		<b>Child minders</b>
Agriculture	Subsistence producers	<b>Vegetables and fruit</b>
		<b>Livestock</b>
		<b>Poultry</b>
	Small scale commercial	<b>Vegetables and fruit</b>
		<b>Livestock</b>

		<b>Poultry</b>
		<b>Sugar cane</b>
		<b>Plantations</b>
	Co-operatives	<b>Vegetables and fruit</b>
		<b>Livestock</b>
		<b>Poultry</b>
		<b>Sugar cane</b>
Recycling	Waste collectors	<b>Plantations</b>
		<b>Plastic</b>
		<b>Cans</b>
		<b>Paper and cardboard</b>
		<b>Glass</b>
	<b>Metal</b>	

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

## **9. STAKEHOLDER VIEWS ON WOMEN ECONOMIC EMPOWERMENT**

### **9.1. INTRODUCTION**

The sections following reflects challenges and opportunities for disabled economic empowerment raised in the “Stakeholders Consultation Meeting” held on 28 March 2024 as well as on the “LED Forum Meeting” held on the 28<sup>th</sup> March 2024.

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.

### **9.2. STAKEHOLDER ENGAGEMENT 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 Women Economic Empowerment Workshop was held in the Pietermaritzburg Library on 21 August 2017. See overleaf and **Appendix 2** for the attendance register for the event.

Numerous organisations, ranging from provincial departments to private companies and NGOs, Co-operatives and SMMEs to political parties and schools were represented at the two economic empowerment consultation sessions held on 22 and 28 March 2024. The organisations and representatives actively participated and shared their inputs on their concerns and recommendations.

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, focusing on women.

**WOMEN ECONOMIC EMPOWERMENT STAKEHOLDER CONSULTATION MEETING: 22 & 28 March 2024**



### 9.3. CHALLENGES: WOMEN ECONOMIC EMPOWERMENT

#### *Discrimination and Biological Factors*

- Transgender discrimination in the job market is severe and the LGBTI community is neglected
- Menstrual cycles causes a lot of absenteeism among girls of school going age

#### *Bureaucracy*

- Red tape and bureaucracy in government departments hampers business growth and development of SMMEs as business and aspirant entrepreneurs are sent from pillar to post every time when are trying to access business services in government agencies or the municipality.

#### *Lack of Monitoring and Evaluation*

- Lack of project or policy implementation and monitoring as women issues add up being only talked about rather than actioned so that progress and development could be realised.

#### *Lack of Business Support and Funding*

- Lack of business support for rural women i.e. skills development and writing business plans
- Lack of money and means to join business associations to increase their representation in established business structures as well as having a recognisable voice
- Lack of funding and finance for startups and small businesses that want to grow
- Lack of reliable public transport to source raw materials or stock, especially in rural areas
- Local NGOs lack operational resources and this hampers their ability to make a meaningful impact in people

#### *Social Issues*

- Lack of decent accommodation or housing
- Severity of crime that cripple small businesses and disrupts social interaction
- Inaccessibility of child support and foster care grants for women who raise orphans and women who foster children in an attempt to give them an opportunity for a decent life (SASSA and Social Development)
- Lack of tolerance to people of different cultures and of alternative religious belief systems which is the root cause of societal polarization

- Inability to access and use available helpful information for personal and business development due to lack of higher education as well as complex medium of communication used
- Community members are generally not making enough effort and continue to wait for handouts from the municipality as they feel entitled
- Reluctance of men to be led by women or to be employed by their female counterparts as they are considered by some to be unfit for such roles
- Some women lack confidence in making the most out of their lives without depending on men or other handout from municipalities. This problem is the cause women miss economic opportunities open to them

#### *Institutional Issues*

- Top down approach by government departments and officials is the course for creating unsustainable businesses as both business people and aspiring entrepreneurs are dictated to regarding the type of business they would like to start rather than being asked on the exact business sectors they are interested in (e.g. catering, sewing etc.)
- Some ward councilors are skeptical about women businesses such that they are not keen to support them through either endorsements or promotions

#### *Lack of Political Freedom*

- Political freedom is not totally realised as voting for opposition political parties is not totally appreciated as those who do so are victimized and polarized to a point that people cannot freely express their views or political choice without being threatened. The locals representing various organisations in and around Msunduzi Municipality maintained that these challenges ought to be overhauled if indeed women economic empowerment is to be realised in local areas.

#### **9.4. OPPORTUNITIES: WOMEN ECONOMIC EMPOWERMENT**

Similarly, women economic empowerment representatives were required to enlist economic opportunities available to women in Msunduzi that have the potential of developing the local economy and capacitating local people to be better versions of themselves. The economic opportunities that were raised at the workshop are these:

##### *Business Support Potential*

- Offering more support to women who are in the recycling sector i.e. those who collect bottles, or cans, or boxes by linking them with large corporations that collect such recyclable material. This can happen through allocation of storage space and ensuring established recycling companies do not exploit such informal entrepreneurs
- Supporting women already in the informal economy by allocating them proper working spaces and giving them skills to do their jobs and invest their proceeds wisely
- Allocating working spaces for women so that they can display and sell their beadworks as well as their other artwork. This would help them access their markets. Old abandoned buildings could be refurbished and used for this purpose
- Municipalities should learn to work with NGOs who are involved in community development. This partnership can help benefit locals in finding assistance quicker and empower NGOs to extend their reach
- Financial advisers should be organised to advise women in the informal economy on the best ways to invest their money to effect their long term growth and financial sustainability
- Brick manufacturing and agricultural produce are trades women should get into as there are opportunities for growth therein
- Collection and selling of second hand clothing is the type of business women can easily get into as it doesn't require much capital
- Manufacturing of school uniforms and traditional clothing as there remains high demand for these. This can be coupled with hiring out of traditional clothing that have been hand made
- Catering businesses provides huge opportunities for women as catering services are required very often in community events such as weddings, birthday parties and government events

##### *Tourism Potential*

- Since tourists already enjoy visiting rural areas, rural tourism ought to be fully developed so that more and more local and international tourists could be attracted to these areas with the help and guidance with the municipality and tourism sector.

### *Agriculture Potential*

- Food processing and agricultural value chain should be introduced to women who trade in agricultural produce
- Hydroponic organic farming as it does not need lots of space or any soil to implement. Old and disused buildings could be used for this purpose
- Poultry farming avails good economic opportunities for women due to high demand of eggs and chicken meat in local areas
- The agriculture NGO, LIMA, traditionally supports people in agriculture, mostly women, and help them practice modern ways of doing farming so that they remain self-sufficient and make some profit.

### *Procurement*

- The implementation of 30% set asides set out in new procurement regulations should benefit women
- To assist women businesses in completing tender documents to stand a better chance of being awarded bids

### *Improving Official Attitude*

- There should be capacity building for departmental officials in understanding vulnerable groups and supporting them accordingly and to reinforce their roles in community development (Batho Pele – People First Principle)

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

- Extending invitations to the premier's office for such economic development workshops so that resolutions can be taken to the highest level
- Research should be undertaken to understand the baseline study of issues affecting women empowerment in Msunduzi. It is such a study that can bring urgency to women empowerment issues
- Those in authority shouldn't unreasonably impose on women the type of business or trade they should engage in without first consulting them. This would cut down on failing business as well as creating white elephants
- Only politically connected people get economic opportunities in local municipalities which is grossly unfair
- War rooms should be formed for each economic sector so that enough attention and energy is directed at all sectors equally
- There should be a development of database that indicate the type of business that women are not represented in. This would open a niche market for women owned businesses
- Officials shouldn't choose industries or sectors for people as people know which sector they would like to get involved in

- Faith leaders and traditional leaders should form a big part of women economic empowerment as these leaders are well respected and have great authority among local people

#### *Inclusive Job Potential*

- Creating inclusive job opportunities that does not discriminate against sex, religion, culture or political affiliation
- Some women should be assisted in completing application forms to improve their chances of getting placement

#### *Mentorship Potential*

- Economic development and empowerment workshops should be organised at least once in three months in local areas so that the culture of thinking in a developmental and businesslike manner could be inculcated
- To consider holding empowerment workshops in rural areas to improve accessibility as some people don't have fares to travel to the city
- Women empowerment programmes should take place more frequent. These programmes shouldn't be annually as maximum impact cannot be realised this way
- Women should be encouraged to start their own businesses without waiting for the municipality to support or give them grants

#### *Skills Development*

- Women ought to be encouraged to further their education through Adult Basic Education and Training (Abet) so that they remain empowered to stand a better chance of being employable
- Further Education and Training Institutions (FETs) should offer some free training courses for women in order to capacitate them to run their businesses and lives proficiently
- Women should learn to volunteer in organisations such as NGOs as this will afford them with opportunities to apply their skills and learn new skills to make a difference in their local communities
- Taking a girl child to work initiative should be localised so that more and more girls are exposed to various working environments to enable them to make informed career choices

#### *Maintaining Good Health*

- Women sport should be prioritised so that older women can keep healthy while younger ones get the opportunity to

turn professional

### *Access to Information*

- Social media should be considered for disseminating information i.e. Facebook, Instagram, Twitter, and WhatsApp with WiFi supplied by the municipality.
- Information disseminated should be user or community friendly i.e. pictures and easy to read language
- Schools and local leaders should be used as platforms to disseminate empowerment information
- Services offered by government such as applying for child support grants and identity documents should be mobile and go to where people stay in order to increase information accessibility and efficiency of services rendered to local people (Dept. of Home Affairs, SASSA and Social Development).

According to the workshop findings, these economic opportunities require both the municipality and private sector to play their part in developing local businesses, local people and the local economy. From these economic opportunities, three were prioritised and they are:

- Business Support
- Political buy-in or political intervention
- Inclusive job potential

The women empowerment workshop resolved that these three economic opportunities should be tackled first, in that order, for social and economic development to be realised.

## 9.5. TOWARDS A STRATEGY: WOMEN ECONOMIC EMPOWERMENT

- Organised informal sector i.e. provision of shelter (traders, tailors, manufacturers, bead workers)
- Supporting NGOs that are pro-women economic empowerment i.e. gender equality, abused women, capacity development
- Financial literacy i.e. stokvels money investment, monthly budgets, bonuses or 13<sup>th</sup> cheque
- Business development and incubation i.e. brick manufacturing, welding, food processing, rural tourism, recycling, second hand clothing, business database
- Procurement benefits i.e. women owned businesses, set asides, prioritised local businesses
- Political buy-in i.e. extending invitations to the premier's office when dissecting women issues, research, bottom up approach, political freedom
- Creating employment i.e. hiring more women, training more women, provide assistance in the filling of placement forms, mentorship
- Maintaining good health i.e. nutritious diet, maternity leave, non-labourers work, playing sport and exercise
- Access to information i.e. social media, community friendly information and easy to read language, using local leaders and schools
- Curbing bureaucracy i.e. government tenders, red tape, unreasonable requirements, accreditation, friendly and understanding officials
- Monitoring and evaluation i.e. procurement provisions, employment quotas, funding mechanisms
- Social cohesion i.e. involving traditional and faith leaders, housing, crime, child support and foster care grants.

## **10. STRATEGY FOR WOMEN ECONOMIC EMPOWERMENT**

### **10.1. 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 (workshops still to be concluded). The overall strategy includes:

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

### **10.2. VISION FOR MSUNDUZI WOMEN ECONOMIC EMPOWERMENT**

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

To ensure that Women Economic Empowerment is promoted and actively supported by all stakeholders in the Msunduzi Municipality. Women Economic Empowerment is an integrated part of economic and developmental initiatives within the Municipality. Women Economic Empowerment is aimed at achieving (Radical) Economic Transformation. Economic Transformation will only be achieved once all South Africans have equal access to economic opportunities.

### **10.3. KEY OBJECTIVES FOR WOMEN ECONOMIC EMPOWERMENT**

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

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

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

## 10.4. STRATEGIES, PROGRAMMES AND PROJECTS

STRATEGIES	PROGRAMS / PROJECTS	FOCUS AREAS
<b>OBJECTIVE 1: STRUCTURES FOR WOMEN ECONOMIC EMPOWERMENT</b>		
Strategy: Strengthen Women Economic Leadership	Municipal Women's Business Forum	<ul style="list-style-type: none"> <li>• Strengthening Key Organisations</li> <li>• Sector Specific Women's Forums</li> <li>• Issue Specific Women's Forums</li> </ul>
Strategy: Grassroots Organisation of Alternative Women's Groups	Women's Group Support	<p>Including supporting the organisation of alternative women's groups such as:</p> <ul style="list-style-type: none"> <li>• Cooperatives</li> <li>• Stokvels / Savings Clubs</li> <li>• Area Forums</li> </ul>
Strategy: Women Focused Training And Capacity Building	Women's Training And Capacity Building Programme	<p>Including training and capacity building ito:</p> <ul style="list-style-type: none"> <li>• Tendering</li> <li>• Business Skills</li> <li>• Employment Readiness</li> <li>• Adult Basic Education (Through Community Education and Training Centres (CETC) – PGDP)</li> <li>• Formal Education</li> </ul>
Strategy: Women Specific Municipal Procurement Guidelines	Develop Women Specific Municipal Procurement Guidelines	In line with National and Provincial policy develop women specific procurement guidelines (see Section 6.8 for assessment of current SCM policy).
Strategy: Gender Based Monitoring and Evaluation	Gender Based Monitoring and Evaluation Programme	<p>Including a focus on:</p> <ul style="list-style-type: none"> <li>• Gender Budget Analysis</li> <li>• Meeting Quotas</li> <li>• Programme Implementation</li> </ul>
<b>OBJECTIVE 2: INFORMATION FOR WOMEN ECONOMIC EMPOWERMENT</b>		

Strategy: Collect Information	Women's Economic Opportunities Database	<p>Establish and maintain a comprehensive opportunities database covering:</p> <ul style="list-style-type: none"> <li>• Tenders</li> <li>• Job Opportunities</li> <li>• Internships</li> <li>• Public Works Programmes</li> <li>• Entrepreneurship Opportunities</li> <li>• Business Support</li> <li>• Education / Training</li> <li>• Finance</li> </ul>
<b>STRATEGIES</b>	<b>PROGRAMS / PROJECTS</b>	<b>FOCUS AREAS</b>
Strategy: Disseminate Information	Women's Desk	Creating dedicated capacity for the collection and dissemination of information for the Women of Msunduzi
	Information Sessions	Monthly information sessions to share current information, as well as provide basic training. This could be in the format of workshops, exhibitions, informal discussions etc.
Strategy: Gender Issue Awareness	Business Gender Awareness	Ongoing programme through established business organisations to create greater awareness of women's issues
	Government Gender Awareness	Ongoing programme through government stakeholders to create greater awareness of women's issues
<b>OBJECTIVE 3: PROGRAMS FOR WOMEN ECONOMIC EMPOWERMENT</b>		

Special programmes to be established	Women Enhanced Quality of Life Programme	<p>Identify specific programmes / projects to be supported focused on enhancing quality of life for women with a special focus on women accessing economic opportunities. Programmes / projects can include a focus on amongst other things:</p> <ul style="list-style-type: none"> <li>• infrastructure,</li> <li>• social services,</li> <li>• health services and</li> <li>• nutrition.</li> </ul>
	Women Economic Literacy Programme	Identify, promote and coordinate programmes aimed at developing economic literacy, specifically among women.
	Women's Mentorship Programme	Identify and coordinate with business, government and non- profits opportunities for mentorship.
	Women's Economic Infrastructure Programme	Plan and develop economic infrastructure, specifically in previously disadvantaged areas, that will provide women with access to space and infrastructure from which to launch and build a range of business ventures.
	Special Projects Programme	Identify, monitor and support special projects with a focus on achieving economic empowerment of women.

## **11. IMPLEMENTATION PLAN**

### **11.1. 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 Women Economic Empowerment. This Implementation Plan will guide stakeholders in terms:

Projects and activities to be implemented and how these relate to the strategies; the roles and responsibilities related to the implementation of projects and programmes; the priorities and, related thereto, the timeframes for the implementation of the projects and programmes; and the resources required to implement programmes, projects and activities. In order to achieve the above the Implementation Plan addresses:

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

### **11.2. 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.

### **11.3. 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.

### 11.3.1. ORGANISATIONAL RESOURCES

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

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

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

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

Local business organisations and groupings, as well as major corporates, also have a key role to fulfil in implementing the Strategy. As it is difficult to work with businesses individually the establishment and strengthening of links to such organisations, where they do exist, are essential.

### 11.3.2. 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 Women Economic Empowerment will have to be established.

### 11.3.3. FINANCIAL RESOURCES

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

- 11.3.3.1. Competing priorities within the Municipality and the province of KwaZulu-Natal as a whole, these include major

investment priorities;

11.3.3.2. Accessing funding in the short term due to multi-year budgets already in place; and

11.3.3.3. 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.

#### **11.4. PROGRAMME FOR IMPLEMENTATION**

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

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

#### **11.5. DATABASE OF PROGRAMMES / PROJECTS**

The Table below reflects a preliminary list of projects / programmes concerning Women's Economic Empowerment 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)

- Budget & Financial Services (BFS)
- Supply Chain Management (SCM)
- Community Development (CD)
- Health & Social Services (HSS) Economic
- Infrastructure Planning and Survey (IPS)
- Economic Development and Growth (EDG)
- Town Planning and Environmental Management (TPEM)
- Entrepreneurial Development & Black Economic Empowerment (ED & BEE)

**TABLE 10.1: WOMEN'S ECONOMIC EMPOWERMENT STRATEGY PROGRAMMES AND PROJECTS**

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



## 11.6. INTEGRATION WITH THE LED PLAN

It is important that the Women's Economic Empowerment Strategy is integrated with 2022 Local Economic Development Strategy. Below is preliminary database of projects.

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

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

NO	PRELIMINARY PROJECT LISTING	TYPE	WOMEN BENEFIT
<b>CATALYTIC PROJECTS</b>			
1	Support the implementation of Central Business District Revitalisation project in conjunction with other relevant municipal subunits/structures involved in its development.	Catalytic Projects	<b>LOW</b>
2	Identify, secure and formalise spaces for informal trading within the Central Business District.	Catalytic Projects	<b>HIGH</b>
3	Support and facilitate the implementation of N3 Corridor Development.	Catalytic Projects	<b>LOW</b>
4	Support Cogta in setting up the Msunduzi Leather Hub	Catalytic Projects	<b>HIGH</b>
5	Support and facilitate the development of the Pietermaritzburg Airport Master Plan and Expansion	Catalytic Projects	<b>LOW</b>
6	Support and facilitate the implementation of the Airport Technology Hub	Catalytic Projects	<b>HIGH</b>
7	Facilitate the development of the Imbali Hub Development (NDPG), which includes the Imbali Education Precinct	Catalytic Projects	<b>HIGH</b>
8	Facilitate and support the development of the Municipal Forestry Strategy	Catalytic Projects	<b>HIGH</b>
<b>LAND DEVELOPMENT</b>			
1	Create and regularly update a database of all development and investment projects that are undertaken within municipality.	Land Development	<b>MEDIUM</b>
2	Sale / Release of Municipal Land for Development	Land Development	<b>MEDIUM</b>

3	Monitor implementation of Lease Management Strategy	Land Development	<b>LOW</b>
4	Disposal of land parcels earmarked for industrial purposes (Mkondeni/Pentrich)	Land Development	<b>MEDIUM</b>
5	Fast track land release for commercial and residential developments in Densification Zones in alignment with current municipal spatial plans.	Land Development	<b>MEDIUM</b>
6	Support and facilitate development of the Key IRPTN nodes	Land Development	<b>HIGH</b>
7	Support and facilitate the implementation of the Dorpspruit Precinct Plan in alignment with current municipal spatial plans.	Land Development	<b>MEDIUM</b>
8	Support and facilitate the densification/intensification of the Scottsville / Woodhouse Road Zone area in alignment with current municipal spatial plans.	Land Development	<b>MEDIUM</b>
9	Develop Informal Economy Spatial Plan	Land Development	<b>HIGH</b>
10	Identify parcels of land or premises for development of sector hubs/business hives.	Land Development	<b>HIGH</b>
<b>SMME SUPPORT</b>			
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	<b>HIGH</b>
2	Build Msunduzi capacity to support Informal Economy through skills development and training.	SMME Support	<b>HIGH</b>
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	<b>HIGH</b>
4	Build Msunduzi capacity to support Informal Economy through networking with other organisations, civil society, and religious, sporting and other relevant government bodies.	SMME Support	<b>HIGH</b>
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	<b>HIGH</b>
6	Develop linkages between informal and formal businesses.	SMME Support	<b>HIGH</b>

7	Participation of officials and traders in provincial/national/international initiatives that are being held to develop the informal sector.	SMME Support	<b>HIGH</b>
8	Review and revise the Informal Economy Strategy to accommodate Radical Economic Transformation objectives.	SMME Support	<b>HIGH</b>
9	Develop and coordinate Business Support Programme for informal economy.	SMME Support	<b>HIGH</b>
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	<b>HIGH</b>
11	Facilitate and attract more collectors to participate as small businesses in the Kerbside Recycling Programme.	SMME Support	<b>HIGH</b>
12	Coordinate and undertake the Msunduzi SMME Fair.	SMME Support	<b>HIGH</b>
13	Undertake continuous SMME and cooperative training and workshops.	SMME Support	<b>HIGH</b>
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	<b>HIGH</b>
15	Protection of High Potential Agricultural Land	Agriculture	<b>MEDIUM</b>
16	Promote and support crop-rotation practices and intercropping farming methods for subsistence and small-scale farmers.	Agriculture	<b>HIGH</b>
17	Promote and support awareness on sustainable use of natural resources (water, electricity - solar) amongst the community.	Agriculture	<b>LOW</b>
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	<b>HIGH</b>
19	In partnership with the KZNDARD, identify areas where agricultural production can be intensified and identify opportunities for the intensification of agricultural production.	Agriculture	<b>HIGH</b>
20	Support Subsistence and Small Farmer Development	Agriculture	<b>HIGH</b>
21	In partnership with KZNDARD, identify and create a database of subsistence and small scale farmers found within the Msunduzi Local Municipality.	Agriculture	
22	Identify agri-processing opportunities for small- scale farmers that can be linked into the uMgungundlovu Agri- park project.	Agriculture	<b>LOW</b>
23	Develop and implement the BPO Sector Strategy.	BPO Sector	<b>HIGH</b>

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	<b>HIGH</b>
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	<b>HIGH</b>
26	Develop a Marketing Strategy for BPO sector that is directed towards attracting both domestic and foreign investors.	BPO Sector	<b>LOW</b>
27	Identify skills development and training opportunities for the BPO sector.	BPO Sector	<b>HIGH</b>
28	Jointly develop, with private sector BPO firms, a value offering brochure for local services in Msunduzi to promote the local sector	BPO Sector	<b>LOW</b>
29	Identify possible municipal buildings for future BPO activities and develop a business support policy for BPOs established in the CBD	BPO Sector	<b>LOW</b>
30	Encourage private sector involvement in BPO sector	BPO Sector	<b>MEDIUM</b>
31	Support and encourage the involvement of youth, women and the disabled in the BPO sector.	BPO Sector	<b>HIGH</b>
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	<b>MEDIUM</b>
33	Facilitate and support KZN Department of Treasury in establishing the Government Precinct within the Msunduzi Local Municipality.	Government	<b>LOW</b>
34	Undertake an economic impact assessment of the proposed Government Precinct in order to illustrate potential externalities associated.	Government	<b>LOW</b>
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	<b>LOW</b>
36	Based on the Intergovernmental Government Sector Assessment, identify space needs for establishment and expansion of space for government sector activities. (see above)	Government	<b>MEDIUM</b>

37	Partner with the Environmental Services Department and undertake the development of Green Economy Guidelines with key focus on: <ul style="list-style-type: none"> <li>• Green energy,</li> <li>• Green industry,</li> <li>• Green property,</li> <li>• Green landscape,</li> <li>• Green agriculture,</li> <li>• Green jobs and</li> <li>• Green skills development</li> </ul>	Green Economy	<b>LOW (HIGH)</b>
38	Investigate opportunities for biogas green energy initiatives linked to agriculture practices undertaken within and outside the Msunduzi Local Municipality.	Green Economy	<b>LOW</b>
39	Develop an ICT Strategy that will focus on: <ul style="list-style-type: none"> <li>-ICT Skills development</li> <li>-Coordination of ICT research and development</li> <li>-Creating strategic partnership with other ICT role players and support economic development</li> <li>-To improve internet and technology access, penetration and reduce costs</li> </ul>	ICT	<b>HIGH</b>
40	Provide ICT Skills development and training for SMMEs and cooperatives.	ICT	<b>HIGH</b>
41	Encourage, support and expand the development of broadband connectivity throughout the Central Business District.	ICT	<b>HIGH</b>
42	Support the adoption and Implementation of the Msunduzi Municipality's Technology Hub Incentives Policy.	ICT	<b>HIGH</b>
43	Implement the Business Retention Programme	Investment Promotion	<b>LOW</b>
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	<b>LOW</b>
45	Develop a business aftercare programme for new and existing businesses that have been established for less than 3 years.	Investment Promotion	<b>LOW</b>
46	Support the adoption and Implementation of the Msunduzi Municipality's Investment Incentives Policy and the Technology Hub Incentives Policy	Investment Promotion	<b>LOW</b>

47	Host a bi-annual investment Conference and Business fair.	Investment Promotion	<b>MEDIUM</b>
48	Ensure that the manufacturing assessment/audit is applied to all manufacturing businesses within Msunduzi.	Manufacturing	<b>LOW</b>
49	Facilitate the development, adoption and implementation of the Industrial Development Strategy.	Manufacturing	<b>MEDIUM</b>
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	<b>HIGH</b>
51	Establish manufacturing hives for emerging and small-scale manufacturers within Msunduzi Local Municipality.	Manufacturing	<b>HIGH</b>
52	Identify and promote opportunities for SMMEs in existing manufacturing activities undertaken within the Msunduzi Local Municipality.	Manufacturing	<b>HIGH</b>
53	Identify 3 sites and develop feasibility assessments for local manufacturing hives in township areas.	Manufacturing	<b>HIGH</b>
54	Develop a linkage programme for emerging SMMEs to established businesses seeking new suppliers.	Manufacturing	<b>HIGH</b>
55	Develop an action list for Agri-Park.	Manufacturing	<b>MEDIUM</b>
56	Establish Tourism Advisory Board	Tourism	<b>MEDIUM</b>
57	In line with the Tourism Strategy, implement key projects identified in the Strategy.	Tourism	<b>HIGH</b>
58	Identify potential SMME opportunities in the tourism sector.	Tourism	<b>HIGH</b>
59	Develop a tourism branding and marketing strategy for the Msunduzi Local Municipality and align to Tourism KZN and South African Tourism brands.	Tourism	<b>LOW</b>
60	Establish a tourism forum.	Tourism	<b>MEDIUM</b>
61	Facilitate and support recreational tourism events (arts and culture, music, sporting)	Tourism	<b>HIGH</b>
62	Develop a tourism events calendar in conjunction with TKZN to promote local sporting, cultural and other activities	Tourism	<b>MEDIUM</b>
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	<b>HIGH</b>

<b>64</b>	Investigate and identify potential wholesale buying scheme for SMMEs involved in the wholesale and retail sector.	Wholesale and retail	<b>HIGH</b>
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# **APPENDICES**

DRAFT

**Appendix 1:**

**EXTRACT FROM 2016/17 KZN PROVINCIAL**

# **GROWTH AND DEVELOPMENT STRATEGY**

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

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

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

Strategic Objectives 1.4, 1.5 and 2.2 of the PGDS will also contribute to Women 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 database 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

DRAFT



**Appendix 2:**

**PARTICIPATION WORKSHOP  
ATTENDANCE REGISTER**



**SUSTAINABLE DEVELOPMENT AND CITY ENTITIES  
DEVELOPMENT SERVICES**



**QUARTER 3- MSUNDUZI LED FORUM**

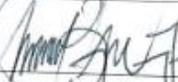
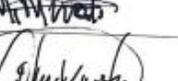
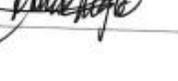
**Date: 28 March 2024**

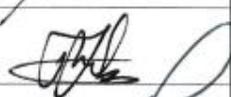
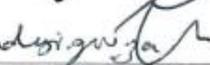
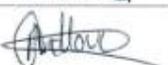
**Time: 09:30**

**Venue: Bessie Heard Library- Auditorium 1**

**Chairperson: Mr. Simtholile Myeni**

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