



KWAZULU-NATAL



**EXPANDED PUBLIC WORKS PROGRAMME**  
CONTRIBUTING TO A NATION AT WORK

# EXPANDED PUBLIC WORKS PROGRAMME



# *Department of Transport*

## *“Spearheading the Expanded Public Works Programme (EPWP) in KwaZulu-Natal”*



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# INTRODUCTION BACKGROUND

**E** PWP was launched in KZN on the 28<sup>th</sup> August 2004 in the Ndwedwe village. The purpose of the launch was to raise awareness regarding the programme in the Province and also to invite all stakeholders including State Owned Enterprises to take up challenge with regard to address the developmental challenges that are facing the Province of Kwa-Zulu Natal. The Department of Transport in KZN was mandated by the KZN Cabinet to lead and spearhead the programme in the Province.

## INSTITUTIONAL ARRANGEMENTS AND SECTOR COORDINATION:

**T**here are two structures that oversee the coordination of activities and implementation of the EPWP in the Kwa-Zulu Natal Province, the EPWP Provincial Steering Committee and the Sector Coordination Committees. The EPWP Provincial Steering Committee is convened by the Department of Transport on a bi-monthly basis and the Sector Coordinating Committees are being convened on a monthly basis by sector lead Departments. Table 1 is the structure of coordination in the Kwa-Zulu Natal Province, and the five sectors of EPWP and their participating Departments.

**Table 1: Provincial Coordinator: Kwa-Zulu Natal Department of Transport**

Sector	Provincial Sector Lead Department	Participating Provincial Departments in the Sector
<b>Infrastructure Department</b>	Department of Transport	<ul style="list-style-type: none"> <li>Department of Works</li> <li>Department of Local Government and Traditional Affairs (MPCC's and TAC's)</li> <li>of Housing</li> <li>Department of Transport</li> <li>Department of Education (Facilities)</li> <li>Department of Health (Facilities)</li> <li>Municipalities</li> <li>Eskom</li> <li>Ithala</li> </ul>
<b>Social sector</b>	Department of Social Welfare and Population Development	<ul style="list-style-type: none"> <li>Department of Social Welfare and Population Development</li> <li>Department of Education (Early Childhood Development)</li> <li>Department of Health (Home Community Based Care)</li> <li>Municipalities</li> </ul>
<b>Environment and Culture</b>	Department of Agriculture and Environmental Affairs	<ul style="list-style-type: none"> <li>Department of Arts, Culture and Tourism</li> <li>Department of Agriculture and Environmental Affairs</li> <li>Department of Sports and Recreation</li> <li>Municipalities</li> </ul>
<b>Economic Sector</b>	Department of Economic Development	<ul style="list-style-type: none"> <li>Department of Economic Development</li> <li>Ithala</li> <li>Trade and Investment KZN</li> <li>LED units of Municipalities</li> </ul>
<b>Training Sector</b>	Department of Labor	<ul style="list-style-type: none"> <li>Economic sector Lead Dept.</li> <li>Social sector Lead Dept.</li> <li>Environmental sector Lead Dept.</li> <li>Infrastructure sector lead Dept.</li> <li>SETA's</li> </ul>

**Table 2: Year-on-year: KwaZulu-Natal (overall)-selected indicators: Jobs Created 2004/05 – 2005/06 and 2006/07**

KWAZULU-NATAL	4th QUARTER 2004/05	4th QUARTER 2005/06	4th QUARTER 2006/07
<b>Number of Projects</b>	138	847	1014
<b>Budget (2005/06)</b>	295,445,511	449,638,584	1,781,930,590
<b>Expenditure</b>	261,504,003	346,477,207	1,008,126,463
<b>Person years of work including training</b>	11,165	14,068	23,894
<b>Gross number of job opportunities created</b>	41,313	48,607	117,965
<b>Calculated net number of work opportunities created</b>	41,162	46,993	115,628
<b>Person years in training</b>	0	0	1,144

**Table 3: Jobs To Be Created In The Year 2007/2008**

Sector	Number of Jobs to be created	Budget 07/08	Project / Programmes
<b>Infrastructure</b>	<b>80 000 work opportunities</b>	R1,6 billion	Masakhe ECDP, Vukuzakhe, Zibambele road maintenance, Labor Intensive Construction, School Programmes, housing projects, African Renaissance Road Upgrading Programme, Labour Based Construction Programme, water and sanitation; National Youth Service
<b>Social Sector</b>	<b>9 300 works opportunities</b>	R188 million	Home Community Based Care and Early Childhood Development Programme
<b>Economic Sector</b>	<b>529 work opportunities</b>	R20 million	Co-operatives SMME Development Vuk'Uphile
<b>Environment and Culture Sector</b>	<b>12 399 work opportunities</b>	R 347 million	Small business fair, theatre skills development, music and film development, sustainable land based, land care, working for water, working for fire, eco coffin and Siyazenzela community based waste management
<b>Training Sector</b>		R19 million from Department of Labour	Technical Skills development programme, leanerships and life skills training

# SOCIAL SECTOR

## EARLY CHILDHOOD DEVELOPMENT LEARNESHIPS - ECD PROGRAMME JOZINI

### BACKGROUND

Department of Social Welfare and Population Development coordinates Social Sector in Kwa- Zulu Natal. The sector focuses mainly on the Home Based Community Centers (HCBC) and Early Childhood Development (ECD).

### JOZINI PROJECT

One of the achievements by the Social sector is that a Memorandum of Understanding (MOU) is being signed

at 5 million. 275 youth will benefit. The Department of Education also provides training on Early Child Development practitioners and have learnership and skills programme to be implemented in the third quarter of 2007/2008.

Below is one of the Early Childhood Development (ECD) flagship projects in Jozini area:

The Expanded Public Works programme (EPWP) in the Province is continuing to provide training to Early Childhood Development (ECD) practitioners with accredited training in the form

years are the critical year's period for the development of innate potential. Studies have shown that infants raised in stimulating environments have better brain function in later years.

### ECD LEARNERSHIP IN UBOMBO

Type of training:  
NQF Level 4 - ECD  
Duration of training:  
13 months



*ECD Practitioners in JOZINI*

between the Department of Welfare, Department of Health and UMsobomvu Youth Fund and Department of Labor in responding to the National Department of Public Works call on the implementation of National Youth Service. The three parties have made commitments in funding the Programme. Department of Health is responsible for stipends and 10,8 million for up, Department of Welfare has also contributes R10 million on the programme and UMsobomvu will be responsible for Project Management

of learnerships. Ninety nine (99) practitioners are currently participating in learnerships in Ngwavuma, Ubombo, Mahlabathini and Hlabisa. Some of the current learnerships are funded by the Department of Education and some of them by the ETDP SETA. ECD service and programmes are particularly important for children living in poverty and vulnerable children, as it can enhance their long-term capacity to participate fully in the realization of their rights and abilities. The early childhood

Training implementing body:  
Social Cluster with the ETDP SETA  
No of learners (practitioners):  
28  
Stipends received by learner:  
R1000.00 per month.

The learners who are participating in this learnership were drawn from the ECD sites that are subsidized by the Department of Social Welfare and Population Development and they have been working in ECD sites for

more than 3 years without any training received in child care. These learners are working in poor communities that are failing to provide them with decent wages for the hard work that they do, as a result grants that they receive from the Department of Social Welfare differ from site to site.

The National Certificate in ECD at NQF L4 is being undertaken with the 28 learners who are all women. This qualification is made up of 120 credits consisting of fundamentals, core and electives. The fundamental is made up of Mathematical Literacy and Communication Studies and Language. Core is made up of Facilitate active learning (FAL), facilitate healthy development and Manage a learning programme. Electives offered are Support children and adults living with HIV/Aids and Manage a small scale ECD site.

The staffs have visited the sites and it is sad to note the depth of poverty. Many sites do not have the basic resources to work with. The skills taught in terms of making resources augers well in this context.

It is indeed positive to note the commitment and enthusiasm of the learners who put in many hours into contact training, completing assessment tasks at home under candlelight, lovingly

providing a stimulating environment for children, including orphans. This we believe will provide the foundation for further learning.

Fikile Gumede a Practitioner describes the programme as follows:

“I feel equipped because we relate the training to practice as in story rings, music, discussion rings and special activities” This training is very important to poor communities, we need it for our children to have the best, ‘I enjoy learning and now I feel proud to be educated since we have done well in this module’.

Ms NP Fakude, the supervisor at the Sibonele crèche said she has observed that the practitioners working with her have gained more information on how to deal with young children and have learnt to be creative. “We also thank the key role players such as the DoE, EPWP division, the ETDP SETA and the Dept. of Social Development for contributing to capacitating small NGO providers like New Beginnings to continue their development work. Our work is not just a job; it is our passion to help people develop. We love what we do and we attribute our success to the latter and our quest to be innovative” said Ms Fakude.

Practitioners participating in the programme receive stipends of R1000.00

per month and it does make a difference in the lives of these practitioners. Working as happy practitioners touch the lives of the young children they are working with in a positive way.

Before they began with this learnership, these practitioners had no form of training in child care. The few months that they have participated in this learnership has yielded good results. When monitoring this learnership, by visiting the training sessions and the sites in which the learners are employed, the ETDP SETA and the Department of Education realized that there is already a big improvement in the way the learners do things in their classrooms. This is caused by the fact that these learners have developed skills, from the training that they didn’t have before. Site managers, like the learnership monitors, have observed the same improvement.

The estimated number of 980 young children who are serviced by the practitioners participating in the EPWP project are beginning to reap its fruits by, increasingly, being exposed to quality programmes.

At the end of the learnership the learners/practitioners will have a recognized and accredited qualification which will enable them to work in any ECD site with confidence.



Practitioners in class on NQF 4

# ENVIRONMENTAL AND CULTURAL SECTOR

## BACKGROUND

The sector involves creating work opportunities in public environmental programmes e.g. (Working for Water and Land Based sustainable programmes). The Sector Champion in Kwa-Zulu Natal Province is the Department of Agriculture and Environmental Affairs. The following Departments participate in the sector activities: Department of Agriculture and Environmental Affairs, Department of Water Affairs and Forestry (Provincial), KZN Wild Life, Department of Arts and Culture and Department of Sports and Recreation.

Below are flagship programmes implemented under the Sector:



*At the Siyazenzela Launch  
MEC for Agriculture and Environmental Affairs, Mr Mtholephi Mthimkhulu;  
MEC for Transport, Community Safety and Liaison, Mr Bheki Cele;  
Premier of KZN, Mr S'bu Ndebele*

## A NEW PROVINCIAL INITIATIVE OF WASTE MANAGEMENT

In masifying the Expanded Public Works Programme the Department of Transport together with the Hibiscus Coast Municipality launched a community based waste management project called Siyazenzela, at the Ugu Agricultural Market in Portshepstone on the 12<sup>th</sup> April 2007.

Siyazenzela is a community based waste management programme falling under Environment and Culture sector of the Expanded Public Works Programme in Kwa-Zulu Natal. As part of its responsibility to provide guidelines and framework on labour intensive methodologies to Expanded Public Works Programme implementers, the Department of Transport as the provincial coordinator of the EPWP led a delegation that went on study tour to Curitiba Brazil in September 2006 to learn and exchange best practices on community based programmes.

Among projects that the delegates were exposed to in Curitiba, was the Green Exchange where community members provide domestic waste collection services

## “SIYAZENZELA”



*Siyazenzela beneficiaries on the exchange day*

on behalf of the municipality. In return, the Curitiba municipality rewards the community members with fruit and vegetable parcels. The community members working on this project in Curitiba are the poor with no source of income, living in the shacks. This project was then modified to be Siyazenzela and is currently being piloted in four areas within Hibiscus Coast Municipality.

Each of the four areas Mkholombe, Bhoibhoyi, Masinenge and Louisiana has fifty beneficiaries working on the project. These areas were identified for the pilot because they were under serviced in terms of domestic waste collection, paper picking and street sweeping. Other factors that were considered in selecting pilot areas were level of poverty and illiteracy within the areas. The two hundred beneficiaries on this project are employed for a period of twelve months and they signed annual renewable contracts.

Siyazenzela is improving and extending waste removal services in communities within Hibiscus Coast Municipality and its objectives are to improve environmental cleanliness, create work opportunities, sustain community gardens and remove dependency syndrome. Speaking during the launch, Public Works MEC Lydia Johnson said: “We are on a mission to make the lives of the people much better as the government promised in 1994.”

MEC Cele encouraged Port Shepstone communities “to do things for themselves” as the project title indicates. He added: “This commitment is in pursuit of the 2014 objectives of halving unemployment and poverty.”

Every two weeks, municipal trucks collect waste from beneficiaries at designated

collection points where the exchange will occur. Beneficiaries are remunerated with vegetable and fruit parcels of R40.00 each on a bi-weekly basis during the exchange and on a monthly basis they receive food vouchers of the value of R250.00 each.

Employment on SIYAZENZELA is subject to beneficiaries attending compulsory training offered by the Municipality and the Department of Transport, and employment is also governed by “conditions of employment for special public works programme”. The training programme include life- skills, waste-handling and supervisory training for beneficiaries. During the launch the KwaZulu Natal Premier Dr Sibusiso Ndebele said the food parcels have essential foods like rice, flour, maize, samp, beans, sugar, salt, tea, green soap and vegetables. The Premier reiterated his government’s commitment to impact positively on the lives of the poor who comprise the majority of the people in his province.

The launch of Siyazenzela has seen government departments coming together to support this new initiative. A memorandum of agreement was signed between the Department of Transport and Hibiscus Coast Municipality to provide support and assistance in piloting the programme. The provincial Department of Works will be building an exchange facility for the programme. The national Department of Public Works Expanded Public Works Support Programme is providing special technical support on waste management to the municipality.

In implementing the project, the mayor of the Hibiscus Coast Municipality, Ms NF Shusha said her district is budgeting a sum of R500 000 for 2007/2008 financial year to expand and sustain Siyazenzela project.

# ECO COFFINS PROJECT

The Eco-Coffins Project is a project, under the KZN Invasive Alien Species Programme [a Sub directorate of the Department of Agriculture and Environmental Affairs] that seeks to have tangible environmental benefits through facilitating the control of invasive alien plants, and social benefits through the creation of employment opportunities in the manufacturing of the coffins, and the growing of indigenous plants for rehabilitation and healing.

ensure that these go to the marginalized i.e. meeting the requirements of the Expanded Public Works Programme as one of our most crucial partners. (i.e., meeting Invasive Alien Species Programme's transformation goals).

As part of the departmental mandate to strengthen international engagements, the project seeks to bring foreign funding in support of this initiative, with a view to strengthening the service provided by faith-based organizations.

of agricultural land, the severity of wild fires, and many other impacts.

The project is labour-intensive at all stages, from the clearing of the invasive alien trees to the manufacturing of the coffins. Opportunities are provided for the long term unemployed. Emphasis is placed to giving opportunities to women, the disabled people and former in-mates.

The coffins will be made available to



But most of all, it seeks to give the poor the greatest possible dignity, at the lowest possible cost, in their time of bereavement, through the provision of quality Eco-Coffins and pastoral support around the funeral. It seeks to advocate with the formal and informal insurance industry to ensure that the bereaved enjoyed the maximum benefit from their funeral pay-out. The Eco Coffins project seeks to optimize the number of potentially sustainable jobs that can be created through it, and to

It is a project that has the potential to be replicated in many parts of South Africa and beyond.

The eco-coffins are made from wood from invasive alien plants cleared by the Invasive Alien Species Programme. These plants (including among others pines, gums and wattles) are the biggest threat to South Africa's rich biodiversity, on top of having significant impact on water security, the productive potential

the poor at cost-price, through faith-based organizations in South Africa, working in partnership with local authorities, traditional leaders, non governmental organizations and ethical burial societies.

Negotiations are underway with the insurance industry to structure funeral policies to optimize the benefits for the families of the deceased. People will also be encouraged to make Wills stipulating their wishes regarding their funerals.



*Eco-Coffins being manufactured*



A labour-intensive component to grow indigenous plants to be used for the rehabilitation of cleared land will also provide trees for planting in remembrance of loved ones.

The Project aims:

- To ensure that the communities in which the project is run have access to affordable and dignified coffins.
- To ensure that the project utilizes the suitable biomass cleared supplied by the Invasive Alien Species Programme in KZN, for the manufacturing of the coffins.
- To partner with faith-based groups to reach those in need in the selected communities (and beyond), and through these faith-based groups to ensure the distribution to the bereaved.
- To have the faith-based groups provide the pastoral care to the bereaved, and (working with local and traditional leadership) to facilitate dignified funerals at the lowest possible cost for the bereaved in the face of the pressure for the bereaved to succumb to inappropriately ornate funerals.
- To ensure that indigenous trees and other plants will be propagated and planted in memorial areas established as part of the project, and to assist with rehabilitation work in areas cleared of invasive alien plants.
- To enter into the necessary local partnerships to facilitate the desired outcomes.
- To secure international support for the initiative through the advocacy of the Alliance for Religions and Conservation (ARC).
- To assist IASP to reduce the cost of its clearing work through the utilization of the biomass that contributes to the cost of clearing.
- To work towards the establishment of non-profit co-operatives that will facilitate this work in the long-term, working through a partnership led by an inter-faith capacity, and linked to IASP and ARC.
- To partner with local authorities, to provide eco-coffins for use in indigent and pauper funerals.
- To consider the manufacture “flat-pack” coffins to ease transportation to places of need within South Africa, and with a view to exporting these coffins overseas (through the advocacy efforts of the ARC).
- To investigate other possible types of biomass for coffin manufacture, including the use of composites.
- To secure the support and endorsement of provincial, national and international “patrons” of the project, including a commitment from these individuals to use one of these eco-coffins for their own or their family members’ funerals.
- To endeavour replication of this work in other parts of KZN, South Africa, Africa and elsewhere in the world.

## COFFINS

Five basic designs have been made in the Eco-coffin range. Coffins of various sizes are also made. Biers, used in Muslim funerals, are also available.

# ECONOMIC SECTOR

## NYAMVUBU CO-OPERATIVE

### BACKGROUND

The economic sector focuses on the entrepreneurial and cooperative income-generating activities. The sector through potential stakeholders, empowers participants with managerial and entrepreneurial skills required to set up and manage new ventures that will provide working opportunities to operate within the economy of the country. In Kwa-Zulu Natal the Department of Economic Development is the Championing the sector in terms of cooperatives and SMME Development.



### ESTABLISHMENT OF BUSINESS:

Nyambubu Co-operative was founded in 2004, initially it operated as a community based cluster project. Training assistance on handwork and actual crafts was received from the owner of Barnwood Farm. Most of the members who participated in this initiative received payments from the sale of the different products produced in the project. Late in 2003 the owner of Barnwood Farm left the Farm and a community trust was founded to look after the property as the community had put up an application to the Department of Land Affairs to purchase the property on their behalf.

Through the introduction of the cooperatives programme, by the Department of Finance and Economic Development the community decided to form a cooperative that would be representative of all handwork and other works produced by the Nyamvubu community. This was the birth of



Nyamvubu co-operative as a business entity. The co-operative started with 30 members, but today there are 72 members who all receive monthly salaries. The members are divided into different fields of work where co-operative are involved in.

Products of the Co-operative:

Amongst the Product ranges are:

- Carved wood products
- Willow baskets, trays, lamp shades
- Dried flowers, candle holders
- Grass mats, traditional shields (Amahawu and other traditional wares)
- Walking sticks, carved table ware such as spoons etc
- Skin cushions
- Weaved chairs

### MANAGEMENT OF THE CO-OPERATIVE:

The cooperative has a full time Manager who is responsible for day to day operations of the business. Other aspects for the business are shared by all the members who makeup the cooperative. The manager reports directly to the committee of the cooperative which consists of five bearers and two additional members.

Achievements of the co-operative:

The most outstanding achievement of the cooperative was being invited to exhibit in Reunion Islands in 2006 by the Department of Economic Development and also at Provincial cooperative exhibition. Through this exhibition the co-operative has been able to receive an

order from a Gauteng based business for an amount above R50 000. The funding totaling 1.6 million (investing in culture) received from the Department of Arts, Culture and Tourism also counts as an achievement of the business. This allowed to co-operative to grow as a business and to be able to produce goods at a higher scale than before. It is important to note that Nyamvubu co-operative does not have a bank loan. They used own funding to start the business off and they have seen steady growth. The ability of the cooperative to market its work and find orders of big value is also a recognition of the potential that the business has.

### EXPANSION IN 2007

- The co-operative has ventured into stock farming, starting with sheep. They currently have 51 sheep for sale.
- The co-operative is currently in advanced negotiations with the service providers in an effort to open a bakery in Nyamvubu. The bakery will be operational by December 2007.
- The co-operative is about to open a craft shop at the Mooi River toll gate to sell their products to the passing tourists/locals.
- Nyamvubu co-operative is in the process of buying the farm that they are operating from.

### GENERAL

Nyamvubu co-operative has created 72 jobs in the Rietvlei area. This figure is going to be increased with more jobs which will be created when the bakery opens.



# INFRASTRUCTURE SECTOR

## ZIBAMBELE PROGRAMME EPWP PROJECT: KWADINDI JUNCAO MUSHROOM PRODUCERS

### BACKGROUND

In line with EPWP framework for the KwaZulu – Natal EPWP, the Department of Transport is the lead sector Department for the Infrastructure Sector. As part of its responsibility as the lead sector coordinating Department, the Department has to coordinate the developments of the sector plan for Infrastructure Sector. It is on this basis that the Department has developed the Sector Plan for the Infrastructure Sector of EPWP.

The intervention in the Infrastructure Sector involves increasing the labour intensity of government –funded infrastructure projects. In this regard there is a number of infrastructure programmes through various Municipalities and Provincial Departments.

The Department of Transport has also identified a certain number of ARRUP projects for the implementation of Vukuphile Learnerships, this financial year the targeted municipalities are Uthungulu, Sisonke, Umkhanyakude and Newcastle. Currently 51 Vukuphile Learnerships are running (22 eThekwinini and 29 uMkhanyakude )

The Department is also in the process of implementing the NYS programme, ARRUP projects have been identified for this purpose. The Department is targeting about 600 young people to be trained towards artisans.

Zibambele Programme is a form of a labour intensive road maintenance system to alleviate poverty and unemployment initiated by the KwaZulu-Natal Department of Transport. Zibambele means ‘doing it ourselves’. This innovative programme was adapted from the Kenyan ‘lenghtman’ model, which contracts a household rather than an individual to maintain a length of road. Zibambele targets rural women headed households with an aim to provide sustainable job opportunities.



*Mushroom farming by Zibambele beneficiaries*

This programme falls within the EPWP scope as it is labour based, it affords the poor the opportunity to gain income and acquire skills through training such as literacy and road maintenance. Recruitment of the Zibambele contractors is based on participative democracy as it allows the community to identify the poorest of the poor households for employment opportunities. The Zibambele contractors are engaged in road maintenance activities such as grass cutting, filling potholes and clearing of verges. To date more than 32 000 Zibambele contractors have been employed in the programme. The overall target is 40 000 which has to be achieved by 2009.

### ZIBAMBELE TRAINING PROGRAMME

The Zibambele contractors have been organized into groups for administer training and supervision in a cost effective manner. The contractors receive technical training relating to the activities they perform on the roads and lifeskills training. The groups are purposely called savings clubs to inculcate the culture of saving. To date a total of 939 savings clubs have been created and they have collectively saved an amount of R 7,9 million out of their earnings. The savings clubs are used as vehicle for facilitating development and exiting of contractors into forms of businesses and co-operatives.

This has necessitated that the Department partners with other government department and the private sector. To this end the Department of Transport has partnered with the Department of Agriculture and Environmental Affairs to pilot a mushroom farming project as one of the exit strategies. The pilot has been initiated involving a savings club called Zamokuhle Savings Club which is located in Pietermaritzburg at Vulindlela. (KwaDindi) area. The savings clubs has 35 members and they own a 10m2 house in which they plant and produce mushrooms. Each house consists of 35 trenches and, model is based on each individual member owning a 5m2 trench each which they maintain. Maintenance involves watering and controlling humidity to the right levels every morning and the afternoon. These mushrooms are produced out of substrates. They are thus very high in amino acids, polysaccharides and proteins are produced for consumption by members and sold to the local and commercial market. To date a total of 2 738,996kg mushrooms has been harvested. Seventy percent ( 70%) of the harvest is was old to the market and a total income of R71 826, 47 has been realized since the start of the project in March 2006



*Mushroom farming by Zibambele beneficiaries*

The women received training on mushroom framing and business skills. The project has established a local market with the retailers who purchase mushrooms and sell them at their shelves. It is the intension of the Department to support the project to a level of sustainability and be able exit the programme.

# VUKUZAKHE PROGRAMME

## IMPACTING POSITIVELY ON WOMEN

### CONTRACTORS



*Mrs Irene Gangerdine of Salli Construction, MEC for Transport Mr B.H. Cele and Mrs Thatheni Zondi of Thatheni's Women Construction*

One of the KwaZulu-Natal Department of Transport's Emerging Contractors is Mrs Irene Gangerdine, Manager of Salli Construction, who participates under the Department's Emerging Contractor Development Programme called Vukuzakhe.

Gangerdine states that she has only a standard five education and began employment after leaving school to earn a mere R25 per month which she utilised for her family. Over the years, she began to improve her skills and was employed as an Invoice Clerk for a food distribution company which had subsequently closed down in 1997.

Like Zondi, Sallie was introduced to the Emerging Contractor Development Programme by the Kwa -Zulu Natal Department of Transport and was encouraged to register under its training and mentorship programme in 1999. In 1999, she got her first job which was the Construction of Local Road A3881

amounting to R 303,000.00. Coincidentally, this road was located in the same area that she resided. When she began her first project, she had no finance to acquire a construction plant. The Department intervened and negotiated with the suppliers who then delivered the plant to her site. Mrs Gangerdine indicates that being committed to the project meant that she spends all of her time on the project. "We undertook this project with nothing and we managed to complete it," said Gangerdine. Retrospectively, she confirms that some suppliers did try to overcharge her as she was new to the construction industry. Through the assistance of the Department of Transport, she was able to sort out these challenges whilst gaining technical and business skills.

Her husband, a skilled carpenter who has had some construction experience helps her overcome the technical challenges she usually come across. Since its inception, Salli Construction has been able to procure twelve (12) construction contracts from the KZN Department of

Transport which are estimated at R20,035 million. Some of these projects were on the African Renaissance Roads Upgrading Programme (ARRUP).

Salli construction is compliant with legislation and is currently registered with the Construction Industry Development Board (CIDB) as a Grade 4 CE PE through Department of Transport support. She is in the process of upgrading the company's CIDB grading status to Grade 5CE PE. The current Grading Designation of Salli Construction allows this company to tender for projects up to a value of R 3,000,000.00; however her potentially emerging (PE) status has allows Salli Construction to tender for projects up to R 5,000,000.00 provided the client has a developmental programme in place to support the contractor.

Salli Construction is now situated in Pietermaritzburg. Two of her sons have opted for Civil Engineering as a career. One has a B Tech in Civil Engineering and the other a National Diploma. She

employs four permanent staff members consisting of a Project Manager, Civil Technician, Site Agent and a Foreman who has been at her side ever since her company's inception.

She states that she employs all her unskilled labour from the local area wherever the contracts are located so that there are skills which are left in the area. Some of the local community members have been involved in the construction of small works e.g. Stormwater Catchpits, Pipe Culverts and Headwalls and this allows for ownership of project by the community. Local people who had no income have been able to gain employment and feed their families.

She is however wary of the gender challenge posed by some of her male counterparts as they feel threatened by her emergence. Even though they hire her plant, they question her presence at tender meetings. She has been awarded the Most Outstanding Female Contractor in the 2006/07 financial year by the KZN Department of Transport.

Gangerdine is also actively involved in other forums namely, SAWEN – South African Women Entrepreneurs Network; Treasurer of the East Griqualand Vukuzakhe Association; Deputy Chairperson of the East Griqualand Rural Road Transport Forum (RRTF); and Member of the Pietermaritzburg Chamber of Business.

Gangerdine attributes most of her success to the Vukuzakhe Programme, which has provided tender opportunities and skills development for the Emerging contractors registered on the programme. Technical Mentorship, Business and Management skills have been provided by the Department of Transport which has positively uplifted and grown her business.

She is now confident to negotiate with suppliers, deal with the banking and other financial matters, estimate and tender and plan and manage her own projects with minimal support.

This proud mother of four sons has been able to educate her sons through her business and appreciates the support that has been given to her by her husband and her children. The Vukuzakhe programme has therefore positively improved the

lives of the Gangerdine family over the past eight years.

Gangerdine aspires to be an established contractor known in the construction industry. She has a passion for working with communities and she is indeed a remarkable role model of the Vukuzakhe Programme.

Through the Economic sector of EPWP, women contractors of Vukuzakhe Programme are changing the face of the construction industry in KZN.

## THATHENI WOMEN CONSTRUCTION

The Vukuzakhe Programme has developed and empowered women contractors through training capacity building, mentorship and access to work opportunities. Mrs. T Zondi(45) is a good example of the Kwa Zulu -Natal Department of Transport's Emerging Contractors, whose company "Thatheni Women's Construction" participated in the initial stages of the Department's Emerging Contractor Development Programme called Vukuzakhe.

Ms. Zondi was born and bred in the outskirts of the rural KwaZulu-Natal. In 1998 she was introduced to the Emerging Contractor Development Programme by the Kwa Zulu Natal Department of Transport and registered under this training and mentorship programme. She was awarded her first project in 1998, which was the Cleaning of Pipes at Claridge and Mooirivier, where her first cheque was the sum of R4000, 00. She began her first project, with no capital to acquire construction plant but she utilized the equipment and material acquire from the Poultry project that she was involved in.

She was further assistance by the KwaZulu-Natal Department of Transport which offering her a bakkie and other useful resource she acquired to fulfill her dream. Mrs. Zondi praised the support and guidance she received from the Department as this was her first project and she had no construction background. Her unqualified commitment was evidently visible her site ever-presence until the completion of the project.

"I undertook this project with nothing but I did not want to borrow any money from banks hence I managed to complete

it with what we had at our disposal" said Mrs. Zondi.

Thatheni Women's Construction has been able to procure vast number of construction contracts from the KZN Department of Transport which is estimated to R30, 035 million. Some of these projects were on the African Renaissance Roads Upgrading Programme (ARRUP), a programme which is currently addressing the bitumen surfaced road network imbalances as a result of the legacy of Apartheid.

Thatheni Women's construction is also compliant with legislation and is currently registered with the Construction Industry Development Board (CIDB) as a Grade 5 CE PE through the Department of Transport support. She is in the process of upgrading the company's CIDB grading status to Grade 6CE PE. The current Grading Designation of Thatheni Women's Construction allows this company to tender for projects up to a value of R 5,000,000.00; however her potentially emerging (PE) status allows Thatheni Women's Construction to tender for projects up to R 10,000,000.00 provided the client has a developmental programme in place to support the contractor.

Thatheni Women construction has grown from being a mere company, today this company can now compete with the seasoned and well established construction companies like Group Five and etc. It comes as no surprise that this company has 19 permanent staff members, 3 of her staff member are currently studying for National Diploma in Surveyor and one is in a process of completing his B-Tech. She is also mentoring 4 students who are doing in-service training at her company with Inkandla and Empangeni projects. She states that she employs all her unskilled labour from the local area wherever the contracts are located so that there are skills which are left in the area.

Mrs. Zondi is also actively involved in other forums namely SAWEN – South African Women Entrepreneurs Network, Member of the Vulindlela Rural Road Transport Forum (RRTF), Zimnandi Women's consortium, Masakhane community development project, and Women in Construction.

# MAIN ROAD 577: KWAMASHU TO KWADABEKA



*Construction of Sidewalk at P577*

Land that was known as the buffer strip and designed to keep communities apart is being utilized to build a 14 km long dual carriageway urban arterial that will bring communities closer together and link them to new employment opportunities. Main Road 577 will span the Mngeni River and provide a new strategic road link between KwaMashu and New Germany.

Construction commenced in April 2003 and once completed the densely populated areas of Inanda, Ntuzuma, KwaMashu, Phoenix and Newlands will have a much-needed transportation link to the commercial and industrial areas of Pinetown and New Germany. In addition, the new route will not only provide a much shorter link between the major growth centres of Pinetown and Mt Edgecombe but will effectively open up a new development corridor along its length.

In February 2001 the State President in his 'State of the Nation' address reiterated government's commitment to poverty alleviation in both rural and urban areas and announced a strategic initiative to focus attention on a number of priority development nodes countrywide. The motivation for

identifying these nodes was to focus the relevant government departments and municipalities on strategic projects that would concentrate infrastructure investments and resources in order to maximize socio economic benefits.

The national government identified the greater Inanda, Ntuzuma and KwaMashu (INK) area as one of the priority development nodes in the country, and Main Road 577 was identified as a project that could make a significant contribution to the socio-economic upliftment of the local communities. The Provincial Cabinet resolved in 2002 to proceed with the R 600 million road project and completion was planned for December 2009 in time for the 2010 Soccer World Cup.

## **SOCIO-ECONOMIC BENEFITS**

Over the past few decades several informal housing settlements have encroached onto the road reserve. A total of 820 dwellings will need to be demolished and with the

assistance of eThekweni Municipality the households will be relocated into newly constructed houses with first time homeowners being eligible for subsidies.

The construction strategy is to maximize the involvement of emerging contractors and the intention is that by the end of the project 50% of the work will have been done by the emerging contractors despite the complex nature of the project. In July 2006 the first 5 km section was opened to traffic. This section was constructed by 28 Vukuzakhe contractors and 3 established contractors at a cost of R136 million. To date 47 contracts with a total value of R 61,8 million have been awarded to Vukuzakhe contractors.

There is also an emphasis on job creation and to date the local community has benefited financially from the 119 500 persondays of work and 8 630 job opportunities that have been created.

A training centre has also been established on site with the capacity to provide CETA-accredited training

for up to 30 students at a time. Initially the short courses will focus on the development of basic skills in carpentry, steel fixing, concreting, shuttering, kerb laying, pipe laying, manhole and headwall construction. To date more than 300 local youth from Ntuzuma and KwaDabeka have attended courses.

In addition over 200 learners studying mathematics and science at 10 local schools have visited the construction site and have been exposed to technical career opportunities in the construction sector.

Short term employment opportunities are also offered to technikon students. To date 21 students have received experiential training.

A feature of the next phase will be the construction of the 400m long bridge across the Mgeni River valued at R 187 million. This contract has been awarded to a joint venture partnership with the following socio-economic requirements:

- The involvement of Vukuzakhe contractors will be a minimum of 15% of contract value.
- Employment of black women will be greater than 25% of total labour employed.
- A minimum of 5 people with disabilities will be employed.
- A minimum of 40% of employees shall be black youth.
- The contractor will sign up 10 learnerships.

Not only is the Department of Transport constructing high quality infrastructure in a socially responsible manner, but it is also significantly contributing to genuine black economic empowerment and real positive change.



## TRAINING SECTOR

**E**PWP is the government programme that ensures that all workers employed on projects are provided with training in terms of Code of Good Practice for Special Public Works Programme.

This training aims at equipping participants with skills to enhance ability to obtain an income after projects have been completed.

The Department of Labour assist with funding for the training programmes and assist with the implementation of training. Skills need is done per project per target community where

project implementation will take place

All EPWP participants are entitled to a two days training for a period of 22 days of work on projects. Workers within the infrastructure sector are provided with the Unit Standards of Life Skills and trained in skills related to the job. All sectors within the EPWP provide training related to sector core function and life skills courses. Contractors engaged in EPWP projects should request for training from the Department of Labour and training will be provided around the project site

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