

Presentation to  
Second Economy Strategy workshop:  
Addressing Inequality & Economic Marginalization

29<sup>th</sup> September 2008  
Rhuslancea

***Three Pilots of the Community Work  
Programme :***

***Munsieville, Bokfontein & Alfred Nzo***

*Mfanafuthi Khanyile*

## 3 Pilots are described:

- Munsieville in Mogale City, Gauteng; an urban pilot
- Alfred Nzo district municipality in the Eastern Cape; a rural pilot
- Bokfontein under Madibeng Municipality in North West; peri-urban informal settlement

# Munsieville



# Munsieville Start-up, January 2008

- Meetings:  
Mogale City Mayoral committee & others; Munsieville councilors; all ward committees.
- Publicity drive, including door-to-door.
- Recruitment & opening bank accounts
- Interviews for co-ordinators; induction
- Purchase of tools, secure storage & inventory list
- Start-up January 28<sup>th</sup> ; 126 people





# 1<sup>st</sup> Phase weekly pattern: M'ville

## **Tues:**

Co-ordinators meet to reflect on Saturday work & set week plan

## **Wed & Thurs:**

Prepare Saturday work (site visits to consult on activities, buy/prepare materials and tools)

Open Bank accounts, process queries about payments

## **Friday:**

Team leaders meet w Co-ordinators. Work allocated, and tools & materials prepared. Technical instruction where needed (e.g. food gardens)

## **Saturday**

Tools & materials signed out by Team leaders. Attendance registers for each team

Teams to different sites

Staggered return times for tools (storekeeper sign-in)

Team sheets to Administrator for combined register

## **Sunday/Monday**

Telegraphic transfers to individual accounts (for Tuesday withdrawals)

Ward Committees discuss jobs for next Saturday (Ward Co-ordinators' responsibility to bring to committee on Tuesday)







# 1<sup>st</sup> Phase Bank Problems

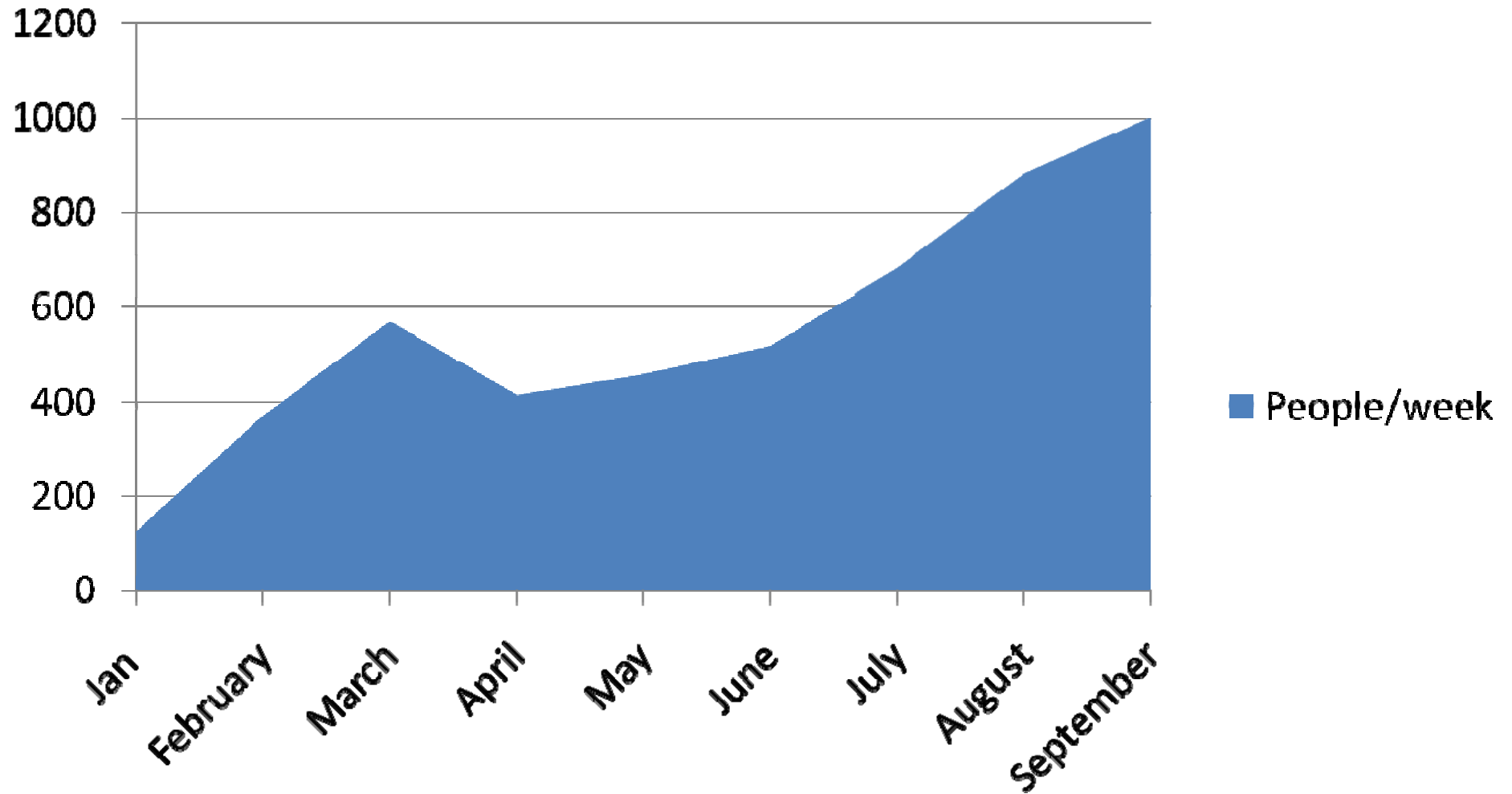
- Mistakes in opening accounts, long delays, one person for all accounts; participants could wait for two days simply to open an account
- Charges for opening accounts, charges for withdrawals, charges for checking balances, high charges for use of another bank's ATMs
- Transfer to new banks took a long time
- Each week need to get correct IDs & Bank account numbers
- Long process for *AktA* to make individual transfers (up to 20 hours each week) with short turnaround between Saturday & Tuesday
- Some fraud: some participants charged for funeral scheme or lawyer

**Banking problems were seen as problems of the Programme – people became angry at the Saturday Work Scheme**

# Work performed: Munsieville

- Clearing local parks, 'hot spots', churches, cemetery
- Repairs and painting at police station, schools, clinics, local tourism offices
- Plumbing in public toilets
- Food gardens: schools, clinics, churches, homes
- Garbage removal
- Tree planting and watering
- Request for research on families (grants)

# Attendance variations



# Attendance variations

- Dip in April: anger at bank errors and charges
- May/June increases:
  - a) New payment arrangements
  - b) Extension of Programme to September
- Increases in July/August: Thursday now a work day as well as Saturday

# ALFRED NZO DISTRICT MUNICIPALITY



PILOT



# Implementation Process: Alfred Nzo

- **Project Steering Committee** – District Municipality, Local Municipality, Implementing Agency, DoH
- **Village Selection** - DM, LM Priority Areas
- **Village Intro & Workshop**      - Ward Committee  
  - Traditional Leadership
- **Registration of Participants**
- **Training/Orientation**
- **Work Sectors** – Agriculture, Social, Construction

# Pilot Location



●  
Project Village



# Adaptations: work days

- In Alfred Nzo district the distance between the 10 chosen villages meant that it is difficult to organize work on one day a week in each village.
- Instead there is work for one week a month
- This allows proper preparation in each village.

# Alfred Nzo Project Sectors

- **Social**

- Home Based Care (HBC)

- Support to schools

- 294 Households supported across 10 villages



# Alfred Nzo Project Sectors

## Construction

- Fencing of homestead and community gardens
- Repairs to community structures
- Road construction and maintenance
- Rainwater harvesting
- Approx 2500m of fencing completed over 10 villages



# Alfred Nzo Project Sectors

- **Agriculture**

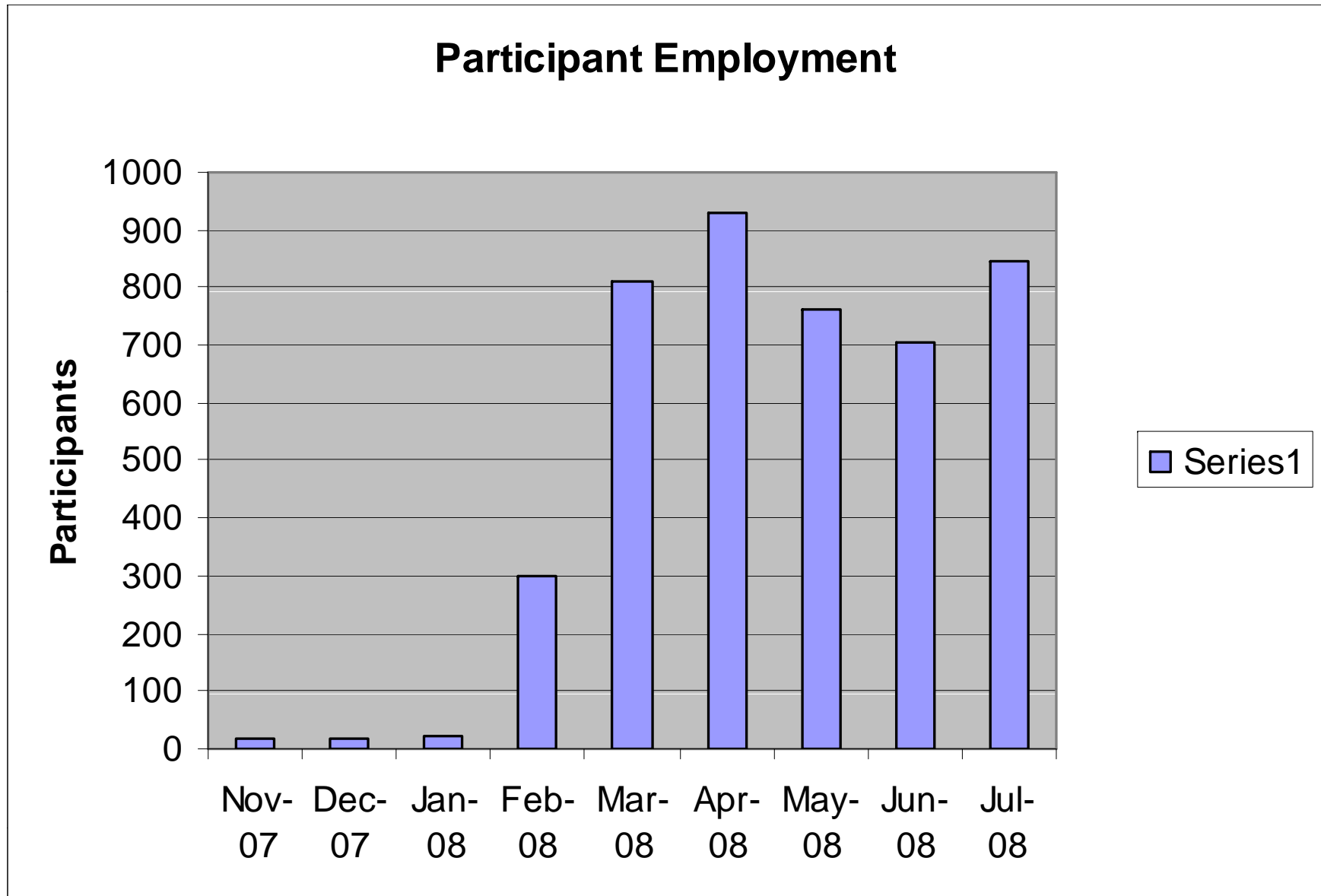
- Homestead food gardens

- Community gardens

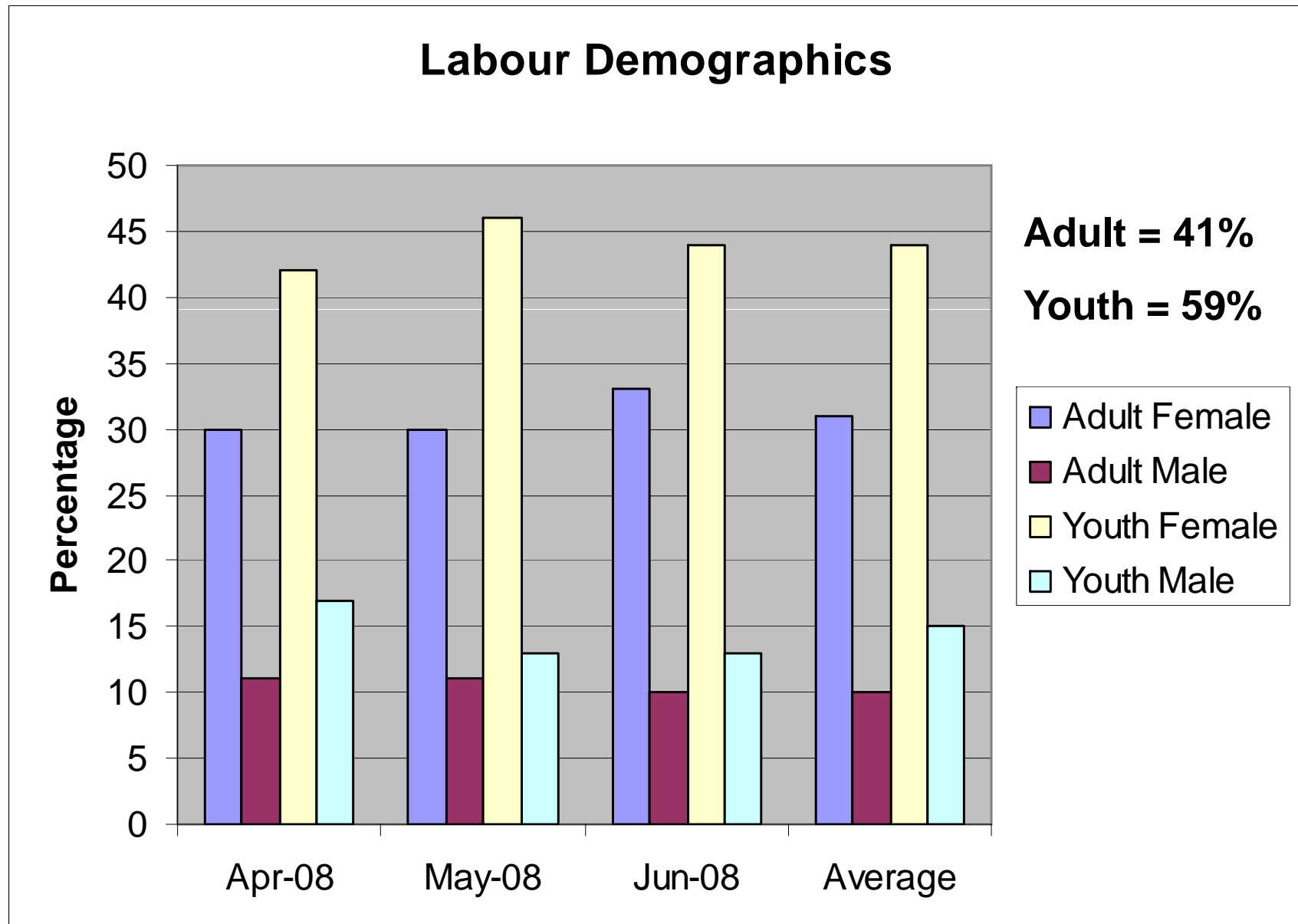
- 261 Homestead gardens supported over 10 villages



# Project Attendance: Alfred Nzo



# Project Participation: Alfred Nzo



# Bokfontein



# Bokfontein CWP launch: 1<sup>st</sup> Phase, Organization Workshop

For 5 weeks in April/May 2008, Bokfontein residents participated in an Organization Workshop.

They formed an enterprise, entered into work contracts and worked together to earn money.

They ran a creche for 102 children

They also attended learning sessions every day.







# Bokfontein Organization Workshop

- 116 people worked together for 5 weeks.
- A borehole : water for the community.
- 1 hectare food production garden
- 1,2 km road was made through the settlement, after moving 23 households
- 200 trees were planted

# Most important:

- Those attending the B-OW achieved new levels of organization and have experience of working co-operatively,

so

residents are now able to manage the  
Community Work Programme....

# Bokfontein CWP Launch Phase

## Start-up, June 2008

- The first work day was June 28, with 82 people.
- Bokfontein has a local Project Manager, a local Administrator, a storekeeper, 5 local Co-ordinators, and about 10 Team Leaders.
- The co-ordinators made a learning visit to Munsieville and this helped them to understand what is needed to manage the Community Work Scheme.

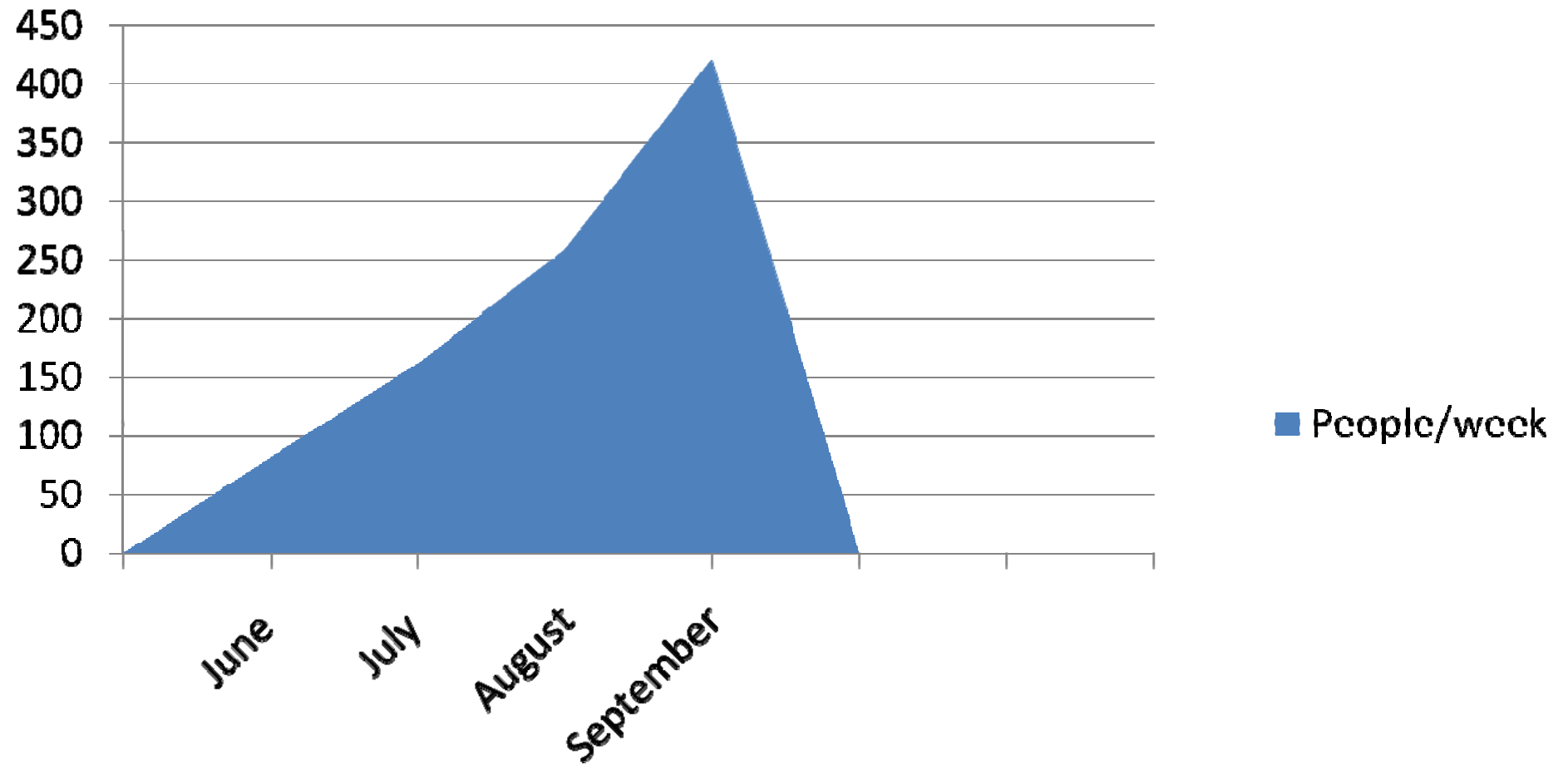








# Attendance Increases to end August



# Increase of participants

- There has been a gradual increase every week, so by the end of July more tools needed to be bought.
- The manager and all co-ordinators meet every day, and meet team leaders on Fridays.
- The CWP is guided by the Bokfontein Development Forum, and the councilor links it to the Municipality
- Payment is on every second Thursday

# Registration Challenge

- There are many nationals of other countries in Bokfontein
- Bank will pay those whom we register – but they must have an ID Card issued by the CWP
- We have to look at passports, residence permits etc & get affidavits from police, or connect people to their embassies
- We are working with the bank to add a barcode to the ID Card



# Local Government Partnership: Munsieville

- Parks Department provides truck each week to collect garbage, and deliver compost etc
- Trees come from Department of Environment
- Proposal for collaboration from municipality: road repairs, street lights, street signs
- Plumber provided by municipality
- Councilors becoming involved (Ward Committees propose jobs each week)

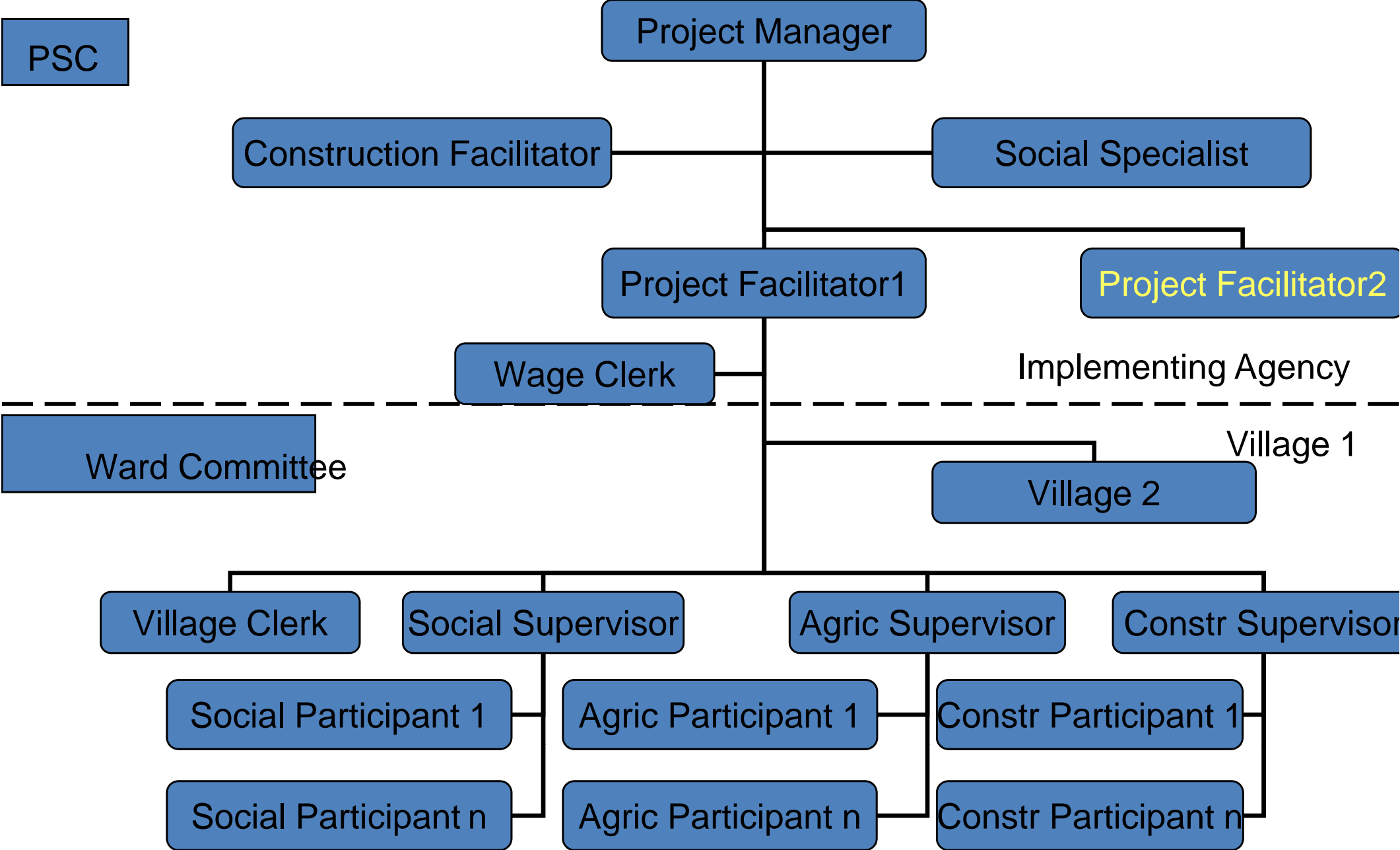
# Local Government Partnership: Alfred Nzo

- The District Municipality and Local Municipalities have led the process of village selection and are very active on the Project Steering Committee
- Ward Committees have become central to all village level planning activities

# Local Government Partnership: Bokfontein

- The Municipality provides a truck to bring in road-building material that has been donated by a local mine.
- The OW and CWP have followed the municipality's plans for Bokfontein's development, and have saved the municipality money on water provision.
- The Ward Councilor has taken Bokfontein development issues into the Council meetings.

# Pilot Structure: Alfred Nzo





# Training & Mentoring: Munsieville

- 9 Co-ordinators and 27 Team Leaders taken through four Life Skills Unit Standards (and have assembled portfolio of evidence):  
Conflict Management, Understanding Self, Team Relations, Communication
- Practical work skills gained: critical reflection, progress reports, work analysis and preparation, administration skills.
- Bokfontein seminars start this Friday

# Challenges: Munsieville

- Conflict between Team Leaders – this has improved after the training;
- A High rate of turnover of team leaders – we now propose that they should work 2 days;
- Alcohol abuse (decreasing in recent months);
- Ward rivalry (focus on own wards);
- Short project periods have meant that there can be no long term developmental thinking or planning

# Challenges: Alfred Nzo

- Level of involvement of Government Departments
- Spread of villages
- Payment process
- Training expectations
- Development of Community Supervisors
- Standards and work efficiency
- Exit strategy

# Challenges: Bokfontein

There are many challenges, but some of the greatest are:

- Much of the needed work (e.g. road-building, building a hall and creche) requires a LOT of money for materials and plant, more than the CWP budget;
- Madibeng Municipality has just announced that it has funds for Bokfontein's development (R35,5m). Now the challenge is to see how the CWP can work with the "developer" contracted by the municipality.



# CWP Achievements: Munsieville?

- For some youth aged 35 this is their first work opportunity...
- Elderly and young participate as do disabled
- Reduction in crime, & less alcohol abuse?
- Ward Committees recommend jobs and improvements
- Morale high, and many ideas for new kinds of work
- Long-established political conflict resolved & new friendships formed
- Food in every household...

*“This is the best thing that has ever happened to Munsieville”  
(old woman)*

# CWP Achievements: Alfred Nzo

- Ward Committees have better opportunities for effective village planning and implementation of those plans;
- Participants are enthusiastic and the small stipend seems to be having a large impact on livelihoods;
- Project has established a developmental agenda or mindset at village level;
- Support from Local Clinics and Dept of Health for HBC workers

## Bokfontein CWP achievements

- Lives have changed for the better. There is less crime, less drugs & alcohol abuse, less sexual abuse.
- The “All Cultures Co-operative” has been registered and has 32 contributing members.
- Food Gardens are being started in very many households.
- The mindset of the community has changed: “we are not beggars but people with ability.”
- “There is smoke from every house at night: mothers are preparing food for their families”





