



# COMMUNITIES AT WORK

COMMUNITY WORK PROGRAMME 2010/2011



cooperative governance

Department:  
Cooperative Governance  
REPUBLIC OF SOUTH AFRICA

**cwp** | community  
work  
programme

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# OVERVIEW



The Community Work Programme (CWP) has been based in the Department of Cooperative Governance (DCoG) since April 2010. In the 12 months to March 2011, 89 689 people participated in the programme putting in 5 449 376 workdays. A total of R307 million was paid in wages, and the CWP had a massive impact on communities in 56 sites all over South Africa.

As well as these nationally-funded sites, six sites were funded by the Gauteng Provincial Government, with a further 7 164 participants. The Employment Creation Fund of the Department of Trade and Industry (the dti) also funded the CWP Watershed Services River Cleaning Project, employing an additional 2 326 people. This brings total participation in the CWP to more than 99 000.

The CWP was started as a pilot project in late 2007. It was initiated as part of a strategy process commissioned by the South African Presidency and located in Trade and Industrial Strategy Projects (TIPS). This strategy process culminated with a framework document, Second Economy Strategy: Addressing Inequality and Economic Marginalisation, approved by Cabinet in January 2009. It was also included in full in the final report of AsgiSA (Accelerated and Shared Growth Initiative for South Africa) in April 2009.

This strategy framework emphasises the need for structural change to deliver sustainable jobs in the South African economy – but it also recognises that this will take time, and that a complementary strategy is needed to enable economic participation by those excluded from employment. In this context, the strategy framework calls for the adaptation of the concept of a minimum employment guarantee to South African conditions – with the CWP as an example of how this could be done.

The CWP pilot programme was supported by The Presidency and the Department of Social Development, which constituted a National Steering Committee to provide strategic oversight to the programme.

The National Steering Committee was expanded in 2009 to include representatives from the Department of Public Works, DCoG and National Treasury. The pilot phase and further roll-out of the programme was project managed by TIPS in partnership with two Implementing Agents, Seriti Institute and Teba Development.

Much of the focus of 2010/2011 has been on institutionalising the different elements of the programme in DCoG.



Youth make up more than two-thirds of the total number of unemployed people in South Africa – and most of these young people have never had a job. The CWP gives opportunities to young people, with 57% of participants in the year under review being under the age of 35.

## WHAT IS THE CWP?

The CWP creates an employment safety net by providing participants with a minimum level of regular, part-time work – in practice two days a week or eight days a month. The daily wage was increased to R60 a day in November 2010. Supervisors and clerks are also paid a supplement and work five days a week. This increased to R30 a day from April 2011.

The programme was started to address the high unemployment rate in the country. It aims to supplement existing livelihood strategies by providing a basic level of income security. It is based on the recognition that policies to address unemployment and create decent work will take time to reach people living in marginalised areas with few opportunities.

The programme is targeted at unemployed and underemployed women and men of working age and aims to give those willing and able to work the opportunity to do so – although its ability to achieve this is limited at present by constraints in the numbers of participants it can absorb at each site.

While most public employment programmes offer an opportunity for short-term, full-time work, the CWP prioritises predictable part-time work. While short-term project-based work certainly helps, it means that participants often exit back in to poverty when such work is over. By offering regular part-time work, the CWP creates access to a sustained increase in earnings. This is more likely to have a long-term impact on indicators such as child nutrition. It also means that the significant injection of funds every month from the CWP into local economies all over the country is not a short-term spike – making this a more effective stimulus to local economic development.

The CWP is a new component of the Expanded Public Works Programme (EPWP), but differs from other components in certain key respects. The EPWP target for a work opportunity is 100 days of work a year. This is typically in full-time, short-term work. CWP also offers 100 days of work a year, but CWP prioritises regular part-time work instead. The CWP is also designed to run as an ongoing programme at the local level, and it is community based: the work in CWP is decided through participatory processes at the local level. This work must be ‘useful work’ that contributes to the public good and improves the quality of life for the people living there. It must not, however, undertake work normally performed by public sector workers.

The programme is implemented at a local level within a site. Sites are in areas of high unemployment, both rural and urban. CWP’s present target is to have at least one site in all local municipalities by 2014.

## KEY FEATURES OF THE CWP

- The CWP provides access to regular part-time work on a predictable basis for those who need it most at the local level. In practice, it offers two days of work per week (or the monthly equivalent), providing 100 days of work spread throughout the year.
- The CWP is designed as an employment safety net, not an employment solution for participants: it provides a baseline in terms of income security and economic access and participation.
- The CWP is an area-based programme that is implemented in a defined local area (called a 'site') that is usually several wards in a municipal area. Sites are targeted in the poorest areas, where unemployment is high and permanent jobs are difficult to create or sustain.
- The CWP is meant to complement – and not replace – the existing livelihood strategies of unemployed and underemployed people. It is intended to be an ongoing programme, with participants moving in and out of the programme as their needs change.
- The CWP uses community participation processes to inform and consult communities about the establishment of a site, and to identify 'useful work' and local priorities. This is usually through Reference Committees, ward committees or other local development forums.
- 'Useful work' is defined as an activity that contributes to the public good, community goods or social services. The work is generally multi-sectoral (undertaken across departmental mandates and spheres) and responds to priorities set at local level. Generally, a set of anchor activities are identified that are ongoing and provide core work.
- The CWP prioritises labour-intensive activities. The ratio is 65:35 wages to non-wage costs at site level. This ratio requires partnerships with other players to co-resource and co-fund activities with high material inputs.
- The CWP is designed to operate at scale – where possible, to build up to and maintain participation levels of a target of 1 000 participants per site.
- Each CWP site is managed by an Implementing Agent and Local Implementing Agent, which is appointed to develop the site and to provide financial, logistics and project management, while building local implementing capacity.
- A CWP site requires formal support from the local municipality.
- The CWP empowers communities to identify and undertake the work in accordance with their needs.
- Payment of wages is usually through cashless systems – by direct deposit into participants' individual bank accounts – to minimise the risk of handling cash.



## LEARNING FROM INDIA

The argument that the state should act as an employer of last resort where markets fail has a long history in economic thought – but limited precedents in practice. India's introduction of an Act that guarantees rural households a minimum of 100 days of work a year changes that, creating a level of entitlement to work underwritten by the state.

The CWP is not an employment guarantee scheme; however, the Indian model is of obvious interest for South Africa – and has been a source of inspiration in its design.

The Mahatma Gandhi National Rural Employment Guarantee Act (NREGA) was promulgated in India in 2005 and implementation started in 2006. This gives every rural household in India a legal right to 100 days of work a year, provided by the state at local level. More than 55 million people are now participating in the scheme, with profound impacts on rural poverty. Participants register with the Gram Panchayat, the local government structure, and are provided with a job card. When they apply for work, the local state must provide work or pay them an unemployment benefit instead. A key feature of the scheme is that the national government pays the costs of employment, but if work is not provided, the local state must foot the bill for the unemployment benefit.

The programme is focused on improving rural infrastructure and agricultural productivity, and is seen as a key part of India's green jobs and climate adaption strategies.

## BUILDING PARTNERSHIPS

The CWP model is built on partnerships – and these have been important in enabling the success of community initiatives. Relationships have been forged with local and district municipalities, the local police, provincial government, various government departments such as Home Affairs, Health, Social Development and Agriculture, civil society organisations and local business.

In Elliotdale, for example, through a partnership with the Development Bank of Southern Africa, funded housing scheme participants received formal construction training and valuable work experience, and are now helping to upgrade their community's housing stock. The Department of Health also provided gardening equipment to support the nutrition programme and the Department of Agriculture supplied fruit trees for planting at Madwaleni hospital.

Merafong CWP formed partnerships with the Local Municipality Finance Department on a project of indigent registration and with Goldfields Nursing College to start a cleaning project in the Carltonville CBD.

In Matatiele, the Department of Health trained participants in how to use home-based care kits. In Welkom, the CWP is building a partnership with the Department of Land Affairs with the aim of turning illegal dumping areas into food gardens.

At Mthwalume in KwaZulu-Natal, participants were trained by the Department of Agriculture. At Umzimvubu the local Agriculture Department provided seeds.





# INSTITUTIONAL ARRANGEMENTS

The CWP is located in the Department of Cooperative Governance. The local government in the area must approve a site that is set up in the municipality.

However, while the CWP works in partnership with local government, it is implemented by non-profit NGOs, and is designed to be community driven. The work is identified and prioritised by communities, rather than by government officials.

Trade and Industrial Policies Strategies (TIPS) provides technical assistance for the programme and two Implementing Agents, Seriti Institute and Teba Development, are contracted directly by DCoG. Implementing agents are responsible for developing the site and providing financial, logistics and project management, while building local implementing capacity.

CWP includes a strong focus on local capacity building, and this has included the development of more than 20 local implementing agents, which have increasingly taken on the implementing functions.

Each site has a site manager. The site manager is advised by a Reference Committee. Almost all sites also have functional village or sub-site committees.

The funds for the project come from the national budget.

*CWP wage payments are made through bank accounts.  
With some effort, this has been possible in all areas,  
and has had important impacts on financial  
inclusion – as a song by CWP participants in  
Nongoma, KwaZulu-Natal illustrates:  
‘We used to go bed with empty stomachs but now  
we are swiping cards like educated people’.*

## REFERENCE COMMITTEES

Reference Committees play a key role in the CWP. These local structures are made up of local community stakeholders, respected community leaders and people from local government. Many also include officials from local offices of provincial government departments, such as Social Development, Health, Education and Agriculture.

Functional Reference Committees are important for the smooth running of a site, and bring together community stakeholders and government officials in one forum. The aim is to set these up in the preparation phase with a Memorandum of Understanding signed that clearly defines roles and responsibilities.

The function of the Reference Committee is to advise the CWP – it is not a governance structure.

Ways of establishing a Reference Committee vary from site to site. The makeup of these depends on various factors. Members are brought in from community structures such as the ward councils, ward committees, municipal directorates, the office of the Mayor, local community development workers, the South African National Civic Organisation (SANCO), schools, churches, clinics, police stations, NGOs and other community-based structures. In Bokfontein in the North West, a mine manager was invited to be part of a Reference Committee with the aim of using the relationship with the mine to mobilise support from private businesses in the area.

Over the past year, however, Reference Committees were not fully functional in all areas. A few sites, typically where there are political differences in the community, continue to have difficulties in getting committees to function effectively. In some areas the village sub-site committees function more efficiently than the Reference Committees.



# CWP SITES



## EASTERN CAPE – 19 SITES

Elliotdale (Mbashe), Keiskammahoek (Amahlathi), KSD Mithatha (KSD), Lukhanyo (Mhlontlo), Lusikisiki (Inqaza Hill), Manyano (Sakhisizwane), Mbizana (Mbizana), Mqanduli (KSD), Mt Ayliff (Umzimvubu), Mt Frere (Umzimvubu), Naledi (Matatiele), Peddie (Nquaha), Pefferville (Buffalo City), Sikhulile (Senqu), Sinenjongo (Matatiele), Siyazenzela (Elundini), Thusong (Gariep)  
**Planned sites:** Ikwezi, Intsika Yethu

## FREE STATE – 7 SITES

Edenville (Nawathe), Harrismith (Maluti-a-Phofung), Koppies (Nwathe), Mantshatlala (Motheo), Welkom (Matjhabeng)  
**Planned sites:** Tokologo, Phumelela

## WESTERN CAPE – 3 SITES

Grabouw (Theewater), Manenberg (Cape Town)  
**Planned sites:** Witzenberg

## NORTHERN CAPE – 4 SITES

Richtersveld (Richersveld) and Riemvasmaak (Kai Gariep)  
**Planned sites:** Joe Morolong, Renosterberg

## MPUMALANGA – 6 SITES

Bohlabela (Bushbuckridge), Nhlazatshe (Albert Luthuli), Tjakastad (Albert Luthuli).  
**Planned sites:** Nkomazi, Mkhondo, Thembisile Hani

## NORTH WEST – 7 SITES

Bokfontein (Madibeng), Erasmus (Madibeng), Kgaswane (Rustenburg), Meriting (Rustenburg), Mokgwawana (Moses Kotane),  
**Planned sites:** Greater Taung, Mahikeng

## LIMPOPO – 6 SITES

Khakhala (Greater Giyani), Lephepane (Greater Tzaneen), Tubatse (Tubatse)  
**Planned sites:** Blouberg, Mogalakwena, Mutale

## GAUTENG – 11 SITES

Joburg Region A (City of Joburg), Joburg Region C (City of Joburg), Joburg Region E (City of Joburg), Joburg Region F (City of Joburg), Joburg Region G (City of Joburg), Kagiso (Mogale City), Merafong (Merafong), Munsieville (Mogale City), Randfontein (Randfontein Local), West Rand District (West Rand), Westonaria (Westonaria)

## KWAZULU-NATAL – 11 SITES

Dlangubo (Umlazi), Dukuduku (Mthubatuba), Isicholo (Msinga), Mbazwane (Umhlabayalgana), Msundunzi (Msundunzi), Silwanendlala (Jozini), Siyathuthuku (Nongoma), Umthwalume (Umzumbe)  
**Planned sites:** Nkandla, Ndwedwe, Indaka

## USEFUL WORK

The CWP work must be 'useful work' – work that contributes to the public good or the quality of life. The work done is set out in an implementation manual, based on a set of norms and standards that formed part of the conditions on which the programme was handed over to DCoG by the National Steering Committee.

Activities at each site are agreed through consultation at community level and vary from site to site. In practice, however, a common set of priorities has emerged around the country, called anchor programmes. These fall into five broad categories: agriculture and food security, social and community services, community safety, basic services and maintenance, and education support.

### **Agriculture and food security**

This includes community and household food security, caring for the environment and rehabilitating land and waterways. In many of the deep rural areas, the need for and interest in homestead food gardens is widespread. In almost all areas lack of sufficient water to maintain year-round production is a problem. Various techniques such as water harvesting and conservation are being tested with communities. This includes community education on environmental awareness and preservation.

### **Social and community services**

This includes home-based care for households affected by HIV and AIDS, TB and other illnesses, care of orphans, the elderly, sick people and vulnerable families, distributing food, and assisting people to access documentation and grants.

The CWP also helps to take youth and children off the street by supporting early childhood development centres, youth recreation activities, creating public spaces, and awareness-raising work to address problems of alcohol and drug abuse.

### **Community safety**

Community safety includes involvement in community policing, clearing bushes and long grass in crime hotspots, and addressing dangers to the community. For example, in Bokfontein, a disused quarry in which several children had drowned has been filled in. In Manenberg, the CWP has formed a partnership with the Department of Correctional Safety, and assists in the reintegration of prisoners who have completed their prison terms.



### **Basic services and maintenance**

This includes general clean-ups, making and maintaining access and secondary roads, constructing and renovating public facilities such as schools and clinics, repairs to water and sanitation facilities, and creating and maintaining community parks. The visible impact of painting and repairing schools, clinics and community facilities helps the whole community to see how the CWP is working for everyone, not just the participants.

### **Education support**

This includes support to crèches, pre-schools and schools, including teacher assistants helping with extra-curricular activities such as sports, youth recreation, cooking and distributing food, and school security. Placing unemployed matriculants with teachers in large classes has been particularly successful, with some teacher assistants planning to proceed to formal teacher training.


### **Local innovation**

Sites have, however, also responded to local conditions – and the skills available in the community – to start a range of different innovative activities on their own initiative that complement work in the CWP and often contribute to local economic development. The examples below highlight a few of these initiatives.

Many sites are investigating recycling projects. In Bohlabela, participants are involved in a honey project. At Matubatuba, a composting project is underway, and a local business is considering assisting the project to scale up and become commercial. In Erasmus, the CWP has assisted to establishing an internet café.

In Mantshatlala, participants learnt to knit so that they could provide blankets for needy children; they now also knit for their own families.

Matatiele participants ran a Brighter Christmas campaign in December and painted the homes of elderly people who live alone – ‘brightening’ their houses. Paint was donated by community members and the participants did the work. This made such an impact the site plans to repeat it this year.



More than 45 000 home food gardens and 5 000 thousand community, clinic, crèche or school gardens have been established at CWP sites around the country, with the CWP providing labour for thousands of food gardens at schools and clinics. The CWP also provides labour for food production at HIV-affected households as well as for child-headed households. This is making a huge difference to household food security as well as providing food for feeding schemes and vulnerable households.

# MAKING A DIFFERENCE

Community participation and support has transformed feelings of despair into hope. While this may be difficult to measure there are other indications that the programme is improving people's lives – as seen in the examples below. These are not comprehensive but provide some insight into the potential of the programme to make a difference in the lives of participants and the communities where they live and work.

## Food security

Food security has been a significant focus at both rural and urban sites. Food gardens have been created at almost all sites, in the grounds of old age homes, schools, crèches, and clinics, on wasteland and other communal spaces. At some schools, CWP is involved in cooking meals for learners. Schools receiving the food report that it can make an immediate and dramatic difference to learners' ability to participate in class, and improve their general performance. There are also feeding schemes for orphans. Produce is providing free for feeding schemes and vulnerable households.

CWP also provides labour to make and maintain food gardens at vulnerable households, including child-headed households, the elderly, and people who are ill. These food gardens contribute to maintaining and improving people's access to decent nutrition. This has gone hand in hand with community-based care, contributing to people's ability to adhere to treatment also.

Most sites are using low-cost, organic gardening methods, including making compost, worm farms, deep trenching and keyhole gardening, producing low-cost, highly nutritious food. This is also having a wider demonstration effect at local level, with participants applying these skills outside the CWP, working in their own time to produce food for home consumption as well as to sell.

## Constructing and renovating public facilities

CWP is contributing to basic services such as repairing leaking taps and water pipelines, collecting and recycling rubbish, repairing pavements and public buildings, fixing broken windows, constructing dams to enhance water access, and putting up fencing to keep animals away from water sources used by people and gardens. At Dukuduka in rural KwaZulu-Natal, the CWP has constructed water tanks, dams and toilets at pension pay points.

CWP is also helping to maintain public assets, including maintaining secondary roads, cleaning towns, parks, graveyards, churches, tribal buildings, historic sites, as well as constructing and maintaining public spaces such as parks and community centres.

In some areas, communities have pointed out that the lack of pavements puts pedestrians at high risk of injury from vehicles, and pavements are being constructed and maintained on high-use routes. At other sites, CWP teams have either constructed or repaired roads so that even in poor weather vehicles can enter and leave. At one site, for example, partnerships have been formed with local industries which donate some of the core material required, and a highly labour intensive method was found to construct roads in clay soil.

The residents of Maswazini in KwaZulu-Natal had no vehicle access to the main road, and so, for example, had to carry sick people for two kilometres to reach help. If a family member passed away, they also had to carry the body for this distance. CWP participants made a road that now allows ambulances to come directly into the community. This is one of many examples, particularly in KwaZulu-Natal, Eastern Cape and Limpopo, where remote communities now have better access to the outside world, to government services and public transport.

### **Creating and maintaining community parks**

In many communities illegal dumping has turned common areas into unsafe rubbish sites. Significant work has been done removing the rubbish, planting trees, educating communities on the dangers of dumping, liaising with local government to improve their refuse removal services and transforming the land into productive community areas. Parks and playgrounds have been established, or where they had been neglected or abandoned, they have been restored and teams now maintain them.

In the area around Ellis Park in Troyeville in Johannesburg, the CWP conducted a three-month campaign in honour of the World Cup, cleaning streets, painting murals on vacant lots and community buildings, and assisted community-based organisations to transform public spaces, including making mosaics on park walls, and cleaning existing public art such as the mosaics under the Joe Slovo Bridge. The campaign encouraged a lot of community support welcoming visitors to the precinct.

### **Savings clubs**

Several sites have seen the emergence of local savings 'stokvels', set up by their members. One at Bokfontein, which has been going for more than a year, has started a loan facility to members, with interest charged.

At Sikhulile near Sterkspruit in the Eastern Cape a number of savings groups have been started. Participants decided to have more, smaller groups with around 10 members so that the turnaround is quicker. Participants put between R200 and R250 into a kitty, making a total about around R2 000 with group members taking turns to take and use this. This larger sum has made it possible for people to pay for driving lessons and make larger purchases such as a computer, a fridge or a cooking stove instead of paying interest on a credit purchase.





## BUILDING LOCAL ECONOMIES

The importance of the programme for reducing poverty goes beyond the people working at sites. The programme provides work a minimum of 1 000 people at a site; however the money earned has a wider multiplier effect. Money going into the community circulates around the local economy and supports a variety of microenterprises from building and transport to hair styling and shoe repairs. Local markets are flourishing with traders setting up markets to sell on CWP pay days. In Koppies in the Free State, participants report that small informal businesses that were previously closed have opened again.

At Bokfontein in the North West participants are taking active steps to keep the money in the community by setting up a buying co-op. This aims to stock all of the basics that people normally travel to town to buy. They are saving money every month until they have enough to build a small shop with storeroom and a cash register. In the remote village of Khwambuzi, in Jozini municipality, a supervisor saved enough cash to start a spaza shop. The community now purchases groceries such as bread, milk, sugar and salt from her rather than having to walk 5kms to the nearest shop.

Participants are investing in buildings. At sites in KwaZulu-Natal participants have learnt to build water tanks instead of buying them so that the money is spent locally. People are also investing in improving their skills. The money is described as a "stepping stone", with people saying it made it possible to get a driver's licence or do a computer course.

A participant in Munsieville, Lawrence Makgotlo, has managed to save a minimum of R10 every week. After two years he was able to buy all the equipment he needed to be a DJ, with a small business now catering for weddings, birthdays and parties.

In Keiskammahoek, in the Eastern Cape, people are investing in their children's education by using some of their earnings for transport to send their children to a "good school" in the area.

## Care of orphans, the elderly, sick people and vulnerable families

Baseline surveys have been completed at most sites identifying orphans and vulnerable people and families, including those living in child-headed households.

In collaboration with local clinics and social services, a range of home and community-based care services are being offered to the elderly, the disabled, child-headed households and the sick. This includes distributing food parcels as well as food from food gardens, cleaning homes, helping people access support services, and monitoring the welfare of the vulnerable. In addition, education and awareness campaigns on HIV/AIDS and TB have been implemented, condoms distributed and significant strides made in reducing the stigma surrounding those who are alone and isolated.

In many HIV/AIDS affected households, there is a decline in the availability of labour from both the person who is ill and from caregivers in the family. This contributes to a downward poverty spiral. By providing labour to food gardens for such households, this cycle can be averted or reversed. In some cases access to food has allowed patients being treated with antiretrovirals to regularise their treatment.

At one site, participants have set up their own outreach initiative and each contributes R1 a month towards orphaned families.

In January 2011 community-based carers in Welkom began working with 57 bed-ridden, terminally ill patients, most of whom were referred to the CWP by local clinics. The carers started a programme whereby every patient was visited in the morning with a porridge breakfast, and again in the afternoon with a cooked dinner, thereby ensuring that the patients had food in their stomachs before taking their medication. The physical care provided was supplemented with psychological and spiritual support from a counsellor. A few months later only nine patients remained in their care; the rest had all recovered sufficiently to resume normal life. Because the carers are convinced that the counselling played a crucial role in the recoveries, they are now seeking ways of setting up a counselling centre to service the whole community.

In Tjakastad, participants built a house for a child-headed household, and continue to support the orphans living in it and at other places across the community with food and clothing. Some participants are also assisting orphans with homework.

### Youth recreation

Many CWP sites are focusing on organising youth recreation activities, as well as creating public spaces such as grassed parks, children's playgrounds and renovation of community centres. In some communities, CWP members organise activities for children and young people – such as sports clinics – and also encourage community members to use the facilities for recreational and social events. In Pfefferville in East London, six participants are now using their CWP time to work as sports coaches.



Teaching assistants help in the classroom, handing out and collecting exercises, doing administrative work such as photocopying, helping in libraries, coaching extra-mural activities, and running homework classes. They also help with some of the more unskilled tasks undertaken by teachers: helping to dish out food at lunchtime, fetching water for children to wash their hands before eating and after going to the toilet – and escorting younger children across busy roads after school.



## School support

The CWP has tested a range of support to schools. This has involved a partnership with School Governing Bodies and schools principals, in which agreements have been reached on the kinds of CWP work that the schools would find most useful. This has included labour support for food gardens at schools, school clean-ups and providing security at schools. In Keiskammahoek in the Eastern Cape, CWP services include fixing broken school desks at affordable prices.

In Bushbuckridge, in partnership with local School Governing Bodies, the Bohlabela CWP has placed 550 education assistants in local schools. All of these assistants are unemployed matriculants or graduates from the area. Tasks include helping teachers in classrooms with as many as 86 pupils, helping with homework classes and sports activities, assisting in libraries, where these exist, and with administrative tasks.

In Umthwalume, participants who are teacher aides focus on assisting teachers of the lower grades. Activities include assisting with the school feeding scheme, taking learners to the toilets and teaching them general hygiene, helping learners to cross busy intersections when coming and going from school, cleaning the classrooms, cleaning the school yards and toilets, maintaining order in the class, assisting with marking, setting up for lessons, preparing and presenting lessons, marking registers, helping with marking, monitoring the activities of learners while the teacher is not in the class or when they are absent, reading to the learners, assisting with clerical work, and dealing with queries from parents.

In Harrismith, the CWP launched a “Back to school” campaign in January, which involved landscaping of school grounds, brightening the premises with paint jobs, establishing school gardens and giving each school a thorough cleaning. Initially targeted at a few schools, the campaign spread to all schools in the community.

## Early childhood development programmes

Help at crèches includes caring for children, feeding children, renovations, and improving water and sanitation. CWP teams also create play areas at crèches. At Dukuduka in KwaZulu-Natal, participants have begun a project to erect a jungle gym to help develop the motor skills of pre-schoolers.

In Bokfontein, there has been a steep decline in the number of children not attending crèches due to lack of affordability by parents. A crèche that was floundering in the past because of financial constraints has been revived. This crèche is being supported partly by participants collecting and selling bottles for recycling, with the money given to the centre. In nearby Erasmus a crèche has been started for children of parents working in the CWP, using church premises. Apart from care, the children receive a nutritious meal every day.

In Welkom, CWP has initiated an after-school support service where learners are tutored on mathematics, life sciences and languages at a cost of R10 – this money goes to the local early childhood development centre.

## Accessing documents and grants

Teams are identifying people who are eligible for support but not receiving it and then work with the authorities to enable access. This includes helping people to acquire the relevant documentation such as birth certificates and ID documents. Increasingly, teams are working in close partnership with community development workers, and acting as bridges to information and services between underserved communities and municipalities.

These interventions by carers to assist undocumented community members to access grants, and the sick and needy to access social and health services, have proved particularly valuable both for the community members directly affected.

## Community safety

Substantial work has been done to cut grass and bush as this often allows illegal and dangerous activities to go unobserved. In Pfefferville, the team cleared a forested area along the banks of the river next to the school, the site of many crimes and a hiding place for gangsters. This highly visible activity had immediately tangible results, galvanised community interest in the programme. Clinics, schools and other community facilities have been fenced, again to increase safety and preserve community assets.

In several communities small teams have been given the responsibility of patrolling and identifying potential threats to safety and alerting others of these. In some cases, this has focused on ensuring that areas around schools are monitored while children are travelling to and from their homes; in others it entails identifying crime hotspots and maintaining a vigilant presence to discourage criminal activity.

The clearing of hotspots and the creation of community parks has reduced crime in many areas. In Manenberg in Cape Town, an area affected by gangsterism, drug abuse and violence, a dumping site known for being a crime-ridden area was transformed into a recreational community park and a garden. The CWP has entered into a partnership with the Department of Correctional Services, assisting in reintegrating prisoners who have completed their sentences back into the community.

A partnership between the CWP and the Community Policing Forum (CPF) and the forming of patrol squads has resulted in a decline in crime levels in Bokfontein, where there are now trained members in each village.

Tjakastad in Mpumalanga, which used to be the most dangerous area in Albert Luthuli municipality, is now much safer. The strategy used at this site was to bring known gang leaders into the programme and task them with resuscitating the CPF and ensuring visible policing. Some of these former gang leaders subsequently assumed leadership positions in the CWP.

# VOICES FROM THE CWP

**Gogo Karlina Mvhendana** is 91 years old and lives in Belfast. She has been blind since 2004 and has no one to take care of her. Bohlabela CWP participants built her one-room home with donations from people in the area. They helped her get groceries and also linked her to an eye specialist in Hazyview. After a cataract operation she has regained sight in her right eye. "God has sent the CWP to assist me. I am so happy. I sometimes feel that I can walk to the river and go for a swim," she says.

**Phumi Bambo** is a teacher at Gobhela primary school in Umthwalume in KwaZulu-Natal: "Every year we bury up to 10 learners, all from accidents. Since we've had teacher assistants there is yet to be a fatal accident that involves a child from our school. The change is visible and the learners are taken care of. When I am late or cannot come to school for whatever reason, I do so with the knowledge and confidence that I have left my learners with somebody who is capable of holding the reigns until I can take over."

**Nongeniselo Madlokazi** lives in the rural village of Upper Mnyameni in Keiskammahoek in the Eastern Cape. She is the elected CWP supervisor for her village. Of seven people in her household, only one is working. "The CWP has helped to chase away the hunger. In my house there was no furniture and now I have furniture and there is food in the house. It has also warmed my heart because I have got respect in the village because of this project. The community are happy with this project - if they were asked to vote everyone will be favour."

**Agnes Moswale** is a co-ordinator at the Bokfontein CWP. "When I started CWP I was a participant and couldn't read and write. I used to sign with an X and I hated it. At our site, participants attend ABET (adult basic education and training) classes. I attended the classes and worked hard, and was promoted. As a co-ordinator I must write a weekly report on the work that is done by my participants. I find that I can do this as well as manage my registers. If it wasn't for CWP I would not be where I am now."

**Phindile Ntshangase** is the Njoko community garden supervisor in Nongoma. She is an orphan looking after four siblings. "When my mom died in 2008 I thought it was finished for my family, I felt helpless. I am really happy that I am now able to care for my siblings and myself. This has brought hope into my life. Every month I am saving R200 because I want to further my nursing studies. As long as I am employed I will not be helpless - it is not nice for people to feel pity for you because you are an orphan."

**Sizwe Nojkile** is a participant at the Kagiso CWP. "As for me, if I was not a participant on this project I would be in jail for stealing, in particular cellphones. CWP has helped me a lot because come month end, I know that I have some money in my bank account that I have worked for, not a handout," he says.

**Machel Nelson** lives in the CWP's Johannesburg Region G. He is an old man who can't take care of himself or his home. "I would usually pay people for anything I need. I would pay to get water! No money No water. If only I had a thousand tongues to offer thanks and praises."

**Harries Mathe** is a participant at Ekurhuleni's CWP site. "I was studying towards a chemical engineering degree at Wits University but I couldn't finish because of financial problems. I joined CWP in 2010 after being tired of doing nothing and being called a crazy person - because of the depression I was going through with the frustration of not being able to pursue my dreams. Thanks to the CWP, I now see things in a different perspective and I'm a better person with hopes for the future and no longer called a crazy person. I'm able to go to the internet cafes and surf the net for job opportunities and bursary applications. I'm able to help at home because I have something in my pocket. My biggest dream is to go back to school and pursue my career so that I can help other people who are in the similar situation as mine."

**Nkosinathi Dlamini and Siphwe Maluleke**, two ex convicts who are now participants in Ekurhuleni, hope to use the CWP as a platform to share their experiences. "Since joining the CWP we are now able to use the ATM. Our financial life is changing and the programme has assisted us to stay away from criminal activities. We even want a platform in the programme to help the other participants by sharing the experiences of being in jail and encouraging them to stay away from jail because it is not the right place to be for anyone."

**Mzi Taelo** is a principal at Diphlane Public School in Munsieville, Krugersdorp. "We are grateful for the wonderful work being done by CWP. You cleaned our schools, helped to distribute books, organised kids in classrooms and made sure that kids were settled for the first week of January. You guys made it possible for effective teaching to take place on the first day when schools reopened. You work hard, you are committed and dedicated. We are truly blessed to have CWP in our community."

# VOICES FROM THE CWP

**Jeri du Plessis** is the site manager at Keiskammahoek in the Eastern Cape: "I see the supervisors and our staff looking so smart – they now have a little money to spend on themselves and are having their hair done and even coloured! The men who have acquired various skills through mentoring are standing taller, proud to have a job that carries some authority."

**Mario Wanzais** is the site manager at Manenberg in Cape Town. "More and more participants are involved in the project based on their commitment to seeing change taking place in the community. They put in much more than the eight shifts a month and we are encouraging an ethos that what we are building is not about the R480, it is about restoring pride and dignity to a community."

**Patric Sesoko** is a co-ordinator at the Edenville CWP site in Free State. "I used to work piece jobs and never really had a consistent job. I'm a married man and it was difficult for me not having a steady job. When the CWP came into my community I got a chance to make extra money for my family and was also exposed to learning opportunities. I attended an environment training workshop and qualified as a Eco-Maestro. I am sure that the knowledge I have is going to help me with ideas of growing myself financially. Thank you CWP."

**Patric Ledikwe** is a co-ordinator at Bokfontein CWP. "Our communication skills have improved a lot. I used to think that everything I said was right and should be done, but now I can take advice from people and not feel uncomfortable. I have started communicating with my wife and family more, because I realised that we don't all always feel the same way, and we need to understand where we are all coming from, much like I do at work."

**King George Mohlala** is the site manager of Bokfontein. "If we provide the way for people to learn organisation, and then give them a vehicle like the CWP, this will promote the growth of the local economy. It will improve the standard of living and so reduce inequality in the country. I like the fact that CWP doesn't come with instructions. The community decides for itself what it wants and needs. CWP is basically a good example of how any municipality needs to operate in communities."

**Agnes Sithole** is a co-ordinator at Bokfontein. "There was a lot of unemployment before, but now there is dignity in the area because people are working. You find people under the bridge but they have dignity and humanity as they aren't struggling anymore."

**Lesego Sedibe**, a co-ordinator at the Munsieville site, is a young mother of one child who has done piece jobs since leaving school in Grade 11. She aspires to work in an office. "It is my second year in the programme and I feel good about the programme. I no longer loiter around without work. Now I have a purpose and contribute to my community. My family are supportive and proud of me. Community members think well of my endeavours. I have developed confidence in myself since joining the programme."

**Noma Indiya Nqolo** is a co-ordinator at Randfontein. "Most of the participants have changed. What they did mostly was to drink, steal and all of those things. Now most of the people have joined this project that keeps them busy. The crime rate has decreased."

**Jeannette Mahlangu** is a participant who lost her husband in November last year. "I am grateful for the support you gave me during the loss of my husband. Words cannot express my sincere gratitude. I am truly humbled by your support, it means a lot to me to know that you are there for me. Munsieville CWP, you guys are wonderful Ndiyabonga, Ke a leboga."

**Lizzie Mankwe** is a participant in Alexandra in Johannesburg Region E. "Having gotten used to the kind of work we do in the community, I was no longer ashamed to do similar work for money. On the three days of the week when I'm not with the CWP, a friend and I recycle bottles, plastics, paper and so forth. We wheel our dustbins all over Alex. The exercise is good for me, the money pays my bills. I have no shame in doing what I thought were menial tasks."

**Ntate Thabo Mamabolo** is a retired principal living in Alexandra. "We gave your programme four months at the most, before it collapsed like any other project in Alexandra. We were extremely sceptical of everything at first... no uniforms, irregular payments, lack of materials or tools for long periods. I have never felt so good about being proven wrong before. It feels wonderful to realise that this project is about me and the endless possibilities of my contribution to the community. I feel so important because I feel needed and useful."



# TRAINING

The aim of training at a site level is to ensure that all participants receive training relevant to the tasks they are contracted to perform, including computer training. All sites now regularly provide training in the various sectors in which participants are working. Training in life skills, skills that will improve employment prospects, such as construction and computer skills, and literacy training is also provided to community members as part of the CWP. In addition, a programme to provide managerial and administrative skills to supervisors and those in leadership positions is being rolled out.

Training offered to participants includes management for early childhood practitioners, basic agriculture and healthcare programmes such as home-based care and first aid. The Small Enterprise Development Agency (SEDA) has provided business management and entrepreneurial skills training.

Training has also included a programme called Words over Weapons, a cross-media programme that equips young people with the necessary communication and conflict resolution skills to deal with the aggression and violence they are likely to encounter in their daily lives. The overall goal of Words over Weapons is to reduce violence in schools and to create a safe place where effective learning can take place. Ten computer-based lessons, conducted during life orientation periods, increase self-awareness and self-esteem in learners, and provide them with skills to deal with aggression and violence. The electronic learning methodology has the added advantage of providing learners with basic computer skills. In schools where computers are not available, a manual version of the programme is used.

Technical training has also been offered to participants, including concrete works, paving, bricklaying, plumbing, masonry, painting, plastering and carpentry. A lot of training has been done through collaboration with provincial departments and the EPWP. In the Free State, for instance, the Office of the Premier commissioned technical training across the province and 950 of those trained were CWP participants.

Some training is focused on local opportunities, such as the CWP teacher assistants in Cata in the Eastern Cape who have been trained as tourism guides. Tourism is an important asset for the community, which made considerable investments from its land restitution funds in infrastructure, such as chalets and roads. These teacher assistants/tourism guides are able to depend on regular work in the CWP to supplement the irregular income they get from tourism. During the year, three of them successfully passed the Field Guide Course, level 1. The tourism work done by these young people attracted five awards from competitions in the past year, and is an important part of developing the economy of the local community. They also take their experience into the classroom, and assist learners in grades 11 and 12 with environmental research projects.

Other training is more practical, such as teaching participants how to preserve surplus from their gardens by drying vegetables in the sun, and bottling.

## PERFORMANCE

From April 2010 to March 2011, The CWP achieved the following key performance targets (see table below)

- Reached 56 sites.
- Reached 141%, or 89 689 participants, of the 2010/2011 annual budget target of 63 720 participants. This figure includes all participants that worked in the programme regardless of the number of days they participated. People may move in and out of the CWP, or leave for many reasons.
- Created 23 693 full time equivalent (FTE) jobs - this equals 230 days worked; and 54 494 work opportunities based on the poverty measure of 100 day opportunities
- Achieved the wage, non-wage ratio of 68:32, including the supervisor supplement. This is higher than the targeted labour intensity ratio of 65:35 because the wage rate increased by 20% in November 2010 and the non-wage costs did not increase accordingly.

The CWP is operating in all nine provinces. Another 18 sites had been identified to roll out from April 2011, making a total of 74 sites. The table on pages 26 and 27 shows the participation, number of days worked and spending against budget for the 56 sites at the end of March 2011.

### PERFORMANCE INDICATORS – 12 MONTHS (APRIL 2010 TO MARCH 2011)





# CWP SITES AT MARCH 2011

CWP sites	Municipality	Wards	Participation for 12 months April 2010 to March 2011	Work days for 12 months to March 2011	Spending against budget %
<b>Eastern Cape</b>			<b>21 858</b>	<b>1 580 338</b>	<b>101</b>
Elliotdale	Mbhashe	8	1 417	69 418	81.9
Keiskammahoek	Amahlathi	6	1 822	151 690	126.5
KSD Mthatha	KSD	7	726	76 345	76.1
Lukhanyo	Mhlontlo	13	1 505	101 446	122.0
Lusikisiki	Inquza Hill	13	1 337	53 650	111.1
Manyano	Sakhisizwe	3	1 250	99 127	101.6
Mbizana	Mbizana	10	1 172	92 676	112.6
Mqanduli	KSD	4	392	11 476	52.5
Mt Ayliff	Umzimvubu	7	1 095	93 752	105.4
Mt Frere	Umzimvubu	11	1 140	102 374	105.7
Naledi	Matatiele	10	1 091	91 350	96.2
Peddie	Nquaha	2	678	32 577	55.1
Pefferville	Buffalo City	4	2 211	128 608	131.3
Sikhulile	Senqu	4	2 433	200 365	104.7
Sinenjongo	Matatiele	9	1 102	90 726	95.3
Siyazenzela	Elundini	4	1 199	99 880	105.5
Thusong	Gariep	4	1 288	84 878	101.2
<b>Free State</b>			<b>10 039</b>	<b>653 031</b>	<b>105</b>
Edenville	Nawathe	1	630	27 291	105.7
Harrismith	Maluti-a-Phofung	5	1 101	77 894	108.5
Koppies	Nawathe	1	2 502	166 854	110.2
Mantshatlala	Motheo	3	1 274	98 575	99.6
Welkom	Matjabeng	15	4 532	282 417	102.3
<b>Gauteng</b>			<b>20 942</b>	<b>1 082 155</b>	<b>99</b>
Joburg Region A	City of Joburg	9	1 265	73 185	105.3
Joburg Region C	City of Joburg	5	1 452	60 047	95.8
Joburg Region E	City of Joburg	9	1 873	65 952	99.8
Joburg Region F	City of Joburg	3	2 659	106 275	142.2
Joburg Region G	City of Joburg	12	1 389	75 753	106.2
Kagiso	Mogale City	29	2 052	104 371	76.2
Merafong	Merafong	26	3 169	153 460	99.0
Munsieville	Mogale City	3	1 701	86 393	84.1
Randfontein	Randfontein Local	19	2 342	158 889	98.5
Westonaria	Westonaria	15	2 313	159 808	99.2
West Rand District	West Rand	1	727	38 022	72.5

CWP sites	Municipality	Wards	Participation for 12 months April 2010 to March 2011	Work days for 12 months to March 2011	Spending against budget %
<b>KwaZulu-Natal</b>			<b>10 509</b>	<b>727 033</b>	<b>103</b>
Dlangubo	UMlalazi	3	1 367	71 312	113.4
Dukuduku	Mtubatuba	4	1 207	77 590	98.4
Isicholo	Msinga	10	1 137	77 077	95.7
Mbazwane	Umhlabayaligana	3	1 096	75 783	129.9
Msunduzi	Msundunzi	22	1 499	82 629	99.7
Silwanendlala	Jozini	11	1 110	99 705	97.7
Siyathuthuku	Nongoma	10	1 244	100 414	103.7
Umthwalume	Umzumbe	5	1 849	142 523	99.8
<b>Limpopo</b>			<b>4 475</b>	<b>317 384</b>	<b>100</b>
Khakhala	Greater Giyani	1	1 064	60 431	92.0
Lephephane	Greater Tzaneen	3	2 279	164 023	102.8
Tubatse	Tubatse	6	1 132	92 930	103.8
<b>Mpumalanga</b>			<b>6 010</b>	<b>430 599</b>	<b>101</b>
Bohlabela	Bushbuckridge	13	3 025	199 483	99.1
Nhlazatshe	Albert Luthuli	9	1 182	45 593	87.5
Tjakastad	Albert Luthuli	3	1 803	185 523	108.2
<b>North West</b>			<b>8 403</b>	<b>378 826</b>	<b>96</b>
Bokfontein	Madibeng	1	2 191	80 029	74.7
Erasmus	Madibeng	1	1 183	42 753	146.6
Kgaswane	Rustenburg	10	1 511	80 670	87.6
Meriting	Rustenburg	6	2 114	104 211	109.5
Mokgwalwana	Moses Kotane	2	1 404	71 163	99.3
<b>Northern Cape</b>			<b>3 193</b>	<b>129 104</b>	<b>90</b>
Richtersveld	Richtersveld Local	4	1 589	80 960	99.6
Riemvasmaak	Siyanda DMA	1	1 604	48 144	79.1
<b>Western Cape</b>			<b>4 260</b>	<b>15 906</b>	<b>94</b>
Grabouw	Theewaterskloof	8	2 268	70 056	76.6
Manenberg	Cape Town	6	1 992	80 850	114.0
<b>TOTAL</b>			<b>89 698</b>	<b>5 449 376</b>	<b>99.9</b>

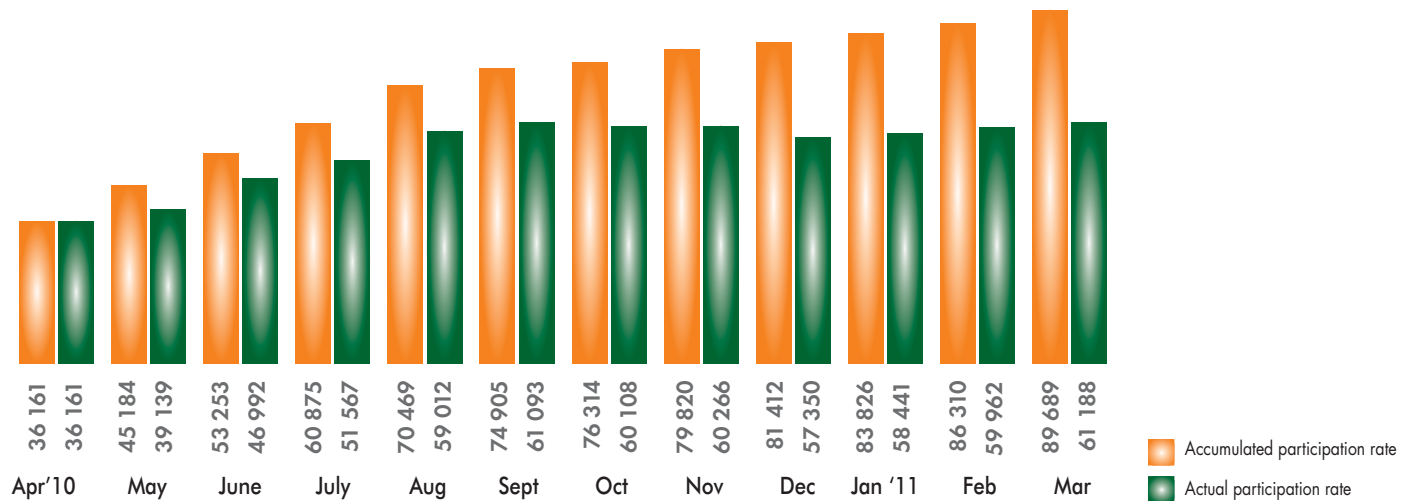
Selection of participants is done by the site management together with people in the area and local leaders. This should be transparent and apolitical. People do not have to belong to a political organisation to get work – but they do need a valid identity document. Usually communities have experience of making up lists of needy people who are looking for work. The community leaders, including councillors, traditional leaders, schools, faith-based organisations and community organisations can be asked to recommend people who want to apply.

Sometimes there are local rules. Some communities decide that only one person from a family may work. The CWP may need people with particular skills, and selection may then be done to match the skills needed. Manenberg in Cape Town targets single, young mothers. This site has also formed a partnership with the Department of Correctional Services. When prisoners from the area finish their sentences, they 'exit' into the CWP. At first, their work is a form of community service, after which they can become full members of CWP.



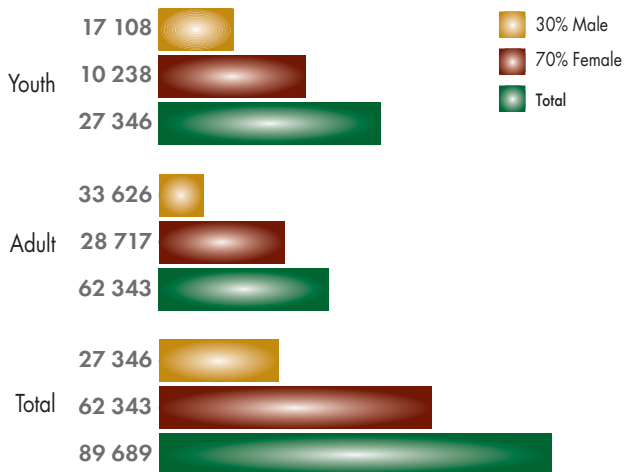
## PARTICIPATION RATES - 12 MONTHS (APRIL 2010 TO MARCH 2011)

The accumulative number of people participating over the year was 89 689. The actual participation rate for March is 61 188.

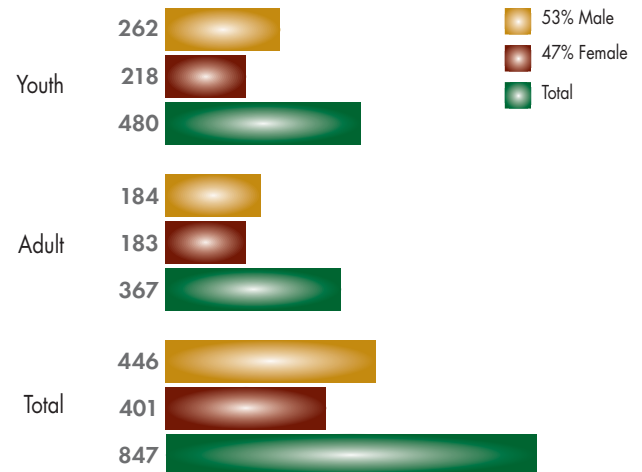


Selection of participants favours young people and women. Women made up 70% of participants, with 57% of participants being under the age of 35.

### DEMOGRAPHICS: YOUTH AND ADULT



### DEMOGRAPHICS: DISABLE PARTICIPANTS



## EMPLOYMENT CREATION FUND

The CWP Employment Creation Fund aims to foster economic development and create employment opportunities. It is funded by the Department of Trade and Industry and handled by TIPS on behalf of DCoG. In the year under review, the Watershed Services River Cleaning Programme was piloted and the CWP Innovation Fund was set up.

### WATERSHED SERVICES RIVER CLEANING PROJECT

Hartbeespoort Dam is a crucial source of drinking water for much of Gauteng. The four rivers in the Hartbeespoort Catchment area run through a number of human settlements, both formal and informal, including Johannesburg East, Alexandra, Diepsloot, the West Rand, Munsieville and Mogale City. Because of the high population density, litter and pollution has become an environmental problem along the watercourse.

These watercourses also pass through eight CWP sites, managed by Seriti Institute: Munsieville, Kagiso, Bokfontein, Joburg Region A, Joburg Region E, Joburg Region F, Erasmus and Randfontein.

The Hartbeespoort Dam Remediation Programme of the Department of Water Affairs is an integrated plan to address multiple water quality problems that affect the dam. The Community Work Programme Watershed Services pilot programme is a component of the wider Hartbeespoort Dam Remediation Programme.

The term 'watershed services' refers to the role nature plays in channelling water down to streams and rivers in the catchment area of a dam. When these natural watershed services are degraded, they need to be rehabilitated. Much of the work to do this is unskilled and labour intensive.

During the pilot, the CWP delivered watershed services in the Hartbeespoort Catchment area. The work involves removing litter from rivers in the catchment area. During the pilot, the delivery of these services created work opportunities for 2 326 people working two days a week at the eight CWP sites.

A key purpose of the pilot is to test whether the savings on water purification costs that result from such watershed services are sufficient to cover the costs of the employment, and whether such employment could in future be funded on a sustainable basis from within the existing water tariff. This would mean that the employment created through this pilot would be sustainable. It would also illustrate the potential for employment creation through the wider delivery of watershed services across the country.



# VOICES FROM THE RIVER CLEANING PROJECT

**Luthando Mugibi** is a participant in Diepsloot. "We clean and remove all the litter from the river and cut the grass with the slashers. I have never worked before. This is my first job. I hope this project will give me work experience for work like gardening. I want to work and earn money to buy things my child needs and to take him to crèche. Since I left school in 2007, I haven't done anything. I have no other way of making money. I want to complete my education. I want to earn enough money so I can go back to school, so I can get a decent job."

**Gabriel Letsoalo** lives in Diepsloot. "It helps us fight hunger. When hunger visits itself on you, cannot do anything, you can even think about going to steal. There are many children that live with hunger, they need food. You can see that this person's child slept hungry. They wake up and run to the dustbins, to show you that hunger is here. This project is our refuge. Young people are working even though the money seems little but they are determined to work. On the day they were recruiting us, they were looking for 150 people. There were more than 150 people there and that shows that young people want work but there are no jobs. People come to Gauteng looking for work and when they get to Gauteng then they start to beg because of joblessness and crimes starts right there."

**Gladys Mothepu** lives in the Magalies area and is a team leader. "Most of the people here were unemployed. We hired people who were suffering in their homes. Before we took them in, we interviewed them about the problems at home. There were some who were from jail. Other people had no food at home. For those who were in jail, we wanted to give them a second chance in life to do for themselves and not go steal and end up back in jail. The feeling you get when you wake up with no work, is not nice. I used to have stress, I was thinking of giving up in life, but now at least I have something that I can say I am happy about. My life has changed because I can bring an income into the house. I have a daughter, I live with my siblings, I am able to bring food in at the end of the month. I face challenges everyday as a team leader. I learnt a lot of things. It has boosted my confidence towards people, the confidence to do a lot of things because of this project."

**Pemi Xhentsi** lives in the Johannesburg inner-city area of Bez Valley. "We found a lot of garbage here. There are some people who throw IDs here, they also throw people's photographs. We don't know what they have done to those people. We don't know if they are alive or dead. Local residents say it used to be so dark you couldn't see a thing. They were afraid to pass by car, scared that they may be hurt by criminals, but since we have cleaned the Jukskei they say they can pass at night. All the people here are unemployed, they have no source of income. Regardless of whether you are 50 or 18, if you have no work and you are suffering so we would be happy if this project could grow. I like CWP a lot because it has united us. Some people were hidden. It brought us together and people who could help the community emerged."

**Mapula Pule** lives in Magalies "It hurts me when I hear people saying 'where is that old lady going with young people?' I want to work for my family. This project has really helped us a lot because with the money I can buy electricity, I can buy water, I can buy what my children need, I can give them lunch money. I wish this programme could continue, it really supports us because I have really struggled in my life."

**Mandla Ntombela** is working on the project in the Bez Vally area of Johannesburg. "I looked everywhere for work. Everywhere I went was full, up until I got here and I was welcome. So far, we have done a lot. We cleaned up here and moved to clean down there. We have spent a lot of time cleaning. Back home they know their son is in Joburg, and he is working and can help support the family through his work."

## CWP INNOVATION FUND

The CWP Innovation Fund was created to finance innovative projects that are able to strengthen and improve the delivery of the CWP. This programme will improve the sustainability of the CWP as well as strengthen capacity at local level.

TIPS managed the Call for Proposals and participated with DCoG in the selection of projects. A total of 69 applications were received. Four grants were made in February 2011 for the following projects:

### **Human Sciences Research Council: Early childhood education**

This project is introducing new ways to scale up quality early childhood development (ECD) services, while enhancing job creation and capacity building for marginalised and low-skilled women. The aim is to improve food and nutrition security, enhance the outcomes for children between 0 and 4 years, and to co-ordinate government interventions. The project will:

- Assist ECDs and home and community-based ECD programmes and carers to access services and funding.
- Expand the access of vulnerable children to ECD programmes by facilitating the placement of CWP participants, and promoting greater integration of various government and civil society initiatives.

### **Siphumelele Youth Organisation: Environment waste management**

This project aims to create economic opportunities by improving waste management in West Rand local municipalities. The overall aim is to combine environmental goals with income generation. This will be done by harnessing the potential income to be made from the sale of recyclable material. A pilot scheme is being carried out, which uses the separation of waste as source, both in homes and business.

This will start with CWP participants, and if there is sufficient participation from the community in sorting waste at source, recycling co-ops will be initiated to continue this as a sustainable economic activity.





### **Teba Development: Seedling nurseries**

The thousands of gardens planted under the CWP have vastly improved local food security. However, this gardening programme needs to be self-reliant, with households able to access seeds and seedlings when needed, without waiting for CWP deliveries. Diversity of vegetable types as well as suitable varieties for different seasons is also important.

This project aims to fill this gap by creating seedling nursery enterprises managed and owned by communities. These will supply seedlings to the thousands of food gardens established as part of the CWP. The overall aim is to reduce dependence on the CWP to supply seedlings, create a source of income at local level, and contribute to the sustainability of the CWP's contribution to food security. Teams of CWP workers were used to construct the five nurseries in Wepener, Sikhulile and Siyazenzela.

### **Zululand Centre for Sustainable Development: Water conservation**

This innovation aims to empower communities to create the appropriate technologies needed to provide for their own housing and water needs. The primary innovation is the production of curved, interlocking blocks that can be made at the CWP sites. These blocks are ideal for constructing water wells, water harvesting tanks, and rondavels (round houses). They are made using a unique block machine produced by DAP Manufacturing.

The project will also build capacity within the community to provide its own water and building solutions. The project will provide ongoing work for two co-operatives of 20 people each. Forty beneficiaries were selected from the area and are now employed by the CWP programme. The initial approach was to involve the youth in this programme and the two teams were selected with a mix of both men and women.

## SCOPE FOR SCALING UP

While CWP's target is 237 000 people by 2013/2014, it may be possible to scale up faster than this. The present model assumes a target of 1 000 people per municipality but waiting lists of more than 1 000 at many sites show that this figure is low. The challenge is to find productive employment to absorb these numbers. Suggested activities include:

- Food security has been a big component of CWP – but the focus has been on food gardens for the public good, in schools, crèches and clinics, as well as providing labour to vulnerable households. Building productive infrastructure, such as water tanks, could significantly enhance this aspect of the programme.
- Additional environmental services.
- Using education assistants in all public schools could create employment opportunities for about 300 000 unemployed matriculants. This approach has been piloted in CWP and the potential benefits are enormous.



cooperative governance

Department:  
Cooperative Governance  
REPUBLIC OF SOUTH AFRICA

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You can help the CWP by contributing your time and skills, or by donating materials such as blankets and school books.  
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