

DIALOGUE

Inclusive Participation on Local Economic Development involving Women, Persons with Disabilities and Youth

Protea Hotel, The Big Hole, Kimberley

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Draft Learning Notes

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1. INTRODUCTION AND BACKGROUND

Despite progress being made since the advent of democratic developmental local government, some challenges such as the participation of vulnerable groups still persist. The vulnerable groups being referred to are People with Disabilities, Women and Youth.

Besides numerous strides to advance women empowerment or gender equality for more than two decades, many women particularly in rural areas, continue to be economically marginalised. It would be ideal to see women participating in strategic planning and at operational level particularly in small towns and rural areas (Minister Zulu, 2015). The advantages of investing in women in the economy is well documented and their participation would lead to economic growth and alleviation of poverty.

On the other hand, the youth sector is said to have an immense opportunity to influence South Africa's political landscape. The challenge though, is the fact that youth in South Africa is being alienated from the country's democratic culture as reflected in the low levels of participation in democratic institutions and low voter turnout as maintained by the Active Change Drivers (ACD) as far back as 2016. The concerning factor is the high unemployment amongst youth aged between 15 and 34 as it is currently at 63.4%. Globally, South Africa is ranked third in this regard. Nonetheless, as a response, government has spearheaded a number of initiatives including the adoption of a new youth policy in 2015 and a youth incentive employment tax implemented by the National Treasury from 2014.

Persons with disabilities face a triple challenge as youth, women and ordinary citizens. They don't have equal footing in accessing amenities that would enable them to fully participate in the economy and despite studies and frameworks such as the one commissioned to Disability Management Services to develop a Disability Framework for Local Government by SALGA. It is yet to be ascertained whether there are improvements after 2012.

There is growing consensus that South Africa's economy, particularly within in small towns, is functioning below its potential and that more must be done to promote shared prosperity amongst all. This is particularly true for many marginalised groups such as women, youth and disabled persons. To date there has been limited success in the inclusion of marginalised people in the wider South African economy. More must be done to promote social and economic development to improve the quality lives of all people through participatory engagement

Therefore, in light of this background, on the 6th to the 7th of October 2019, the South African Local Government Association (SALGA) hosted a Dialogue themed "Inclusive Participation on Local Economic Development (LED) involving Persons with Disabilities, Women and Youth." The Dialogue was facilitated by MILE and was held in Kimberly, Northern Cape province. It was attended by government officials, delegates representing the vulnerable groups, and 12

municipalities in the Small Town Regeneration (STR) Programme in the Karoo Region and Bojanala.

1.1. Objectives of the Dialogue

The purpose of the Dialogue was to capacitate SALGA and municipalities to design credible social cohesion programs that enhances the lives of vulnerable groups particularly those that have been disadvantaged and marginalized. Thus, the objectives of the Dialogue were:

- To put the vulnerable sectors of our society on the agenda of STR;
- To ensure that these targeted groups have a greater say in decision-making processes which encompass participation in planning, implementation, and monitoring as active citizenry in Regional Economic Development initiatives within the STR and beyond;
- To establish common regional issues facing women, youth and persons with disabilities; and
- To establish strategies that are needed at regional and local level to ensure inclusive economic participation by women, youth and persons with disabilities.

1.2. Structure of the Document

This document reflects key outcomes that were deliberated during the Dialogue, and serves as an internal resource to guide further work in positively contributing to designing credible social cohesion programs that enhance the lives of vulnerable groups. It does not provide a verbatim of proceedings but however emphasises central themes that emerged from discussions. For detailed presentations, kindly access them on the MILE website (www.mile.org.za).

1.3. Outcomes

To have improved ability to plan across the boundaries and inclusively at local and regional level within all sectors of society especially the women, persons with disabilities and youth. Also, to have increased participation across communities, civil society and business, where greater cohesiveness can be expected.

1.4 Attendance

The knowledge Sharing Dialogue hosted 56 delegates consisting of some of the twelve *Enhancing Municipalities' Capacity for Development* (EMCD) municipalities in two STR regions namely, North West, Free State, Northern Cape and Western Cape. Five government and one civil society (representing PwD) institutions also participated in the dialogue as speakers and participants.

2. SETTING THE SCENE

2.1. Reflection on the STR Journey - SALGA

In 2013, the Small Town Regeneration (STR) Initiative was initiated to target small municipalities and assist them to focus on resuscitating the functionality of small towns within their jurisdiction and dealing with the burdens of urbanisation. Due to the important role of towns play as service centres to rural, agricultural, and mining economies as well as to populations in border towns, it has become an important missing piece in dealing with the economy in a broader context.

The Initiative proved to be a success as there was an adoption of a multi-stakeholder approach engaging and involving the community sector. However, despite the achievements and successes of the model, it was discovered that it was unsustainable in building economies, and thus a regional approach, this time featuring citizens in those towns, was required. Therefore, it was in 2016 that the STR programme shifted its focus from towns to regions. The ultimate goal of the STR approach is to create participatory regional economic development institutions which are to be adequately shaped by not only entrepreneurs, the business sector, government and all other stakeholders, but also by marginalised groups including women, persons with disabilities and youth on an ongoing basis. Although the STR programme has institutionalised itself in both the Karoo and Bojanala Regions, there is still a long way to go in ensuring that the ultimate goal of inclusive participation in Local Economic Development involving women, persons with disabilities and youth is achieved.

2.2. Profiling Women, Persons with Disabilities and Youth in the Northern Cape – Stats SA

The presentation was aimed at profiling women, persons with disabilities and youth, as well as assessing their participation in the economy in the European-Union (EU) Enhancing Municipalities Capacity for Development (EMCD) programme. South Africa is experiencing a number of challenges that elevate the exclusion of vulnerable groups in the economy. In this regard, the presentation covered various aspects such as population statistics, demographic

drivers in the province, fertility and mortality rates, labour market and unemployment rates and disability prevalence. In closing, it was highlighted that:

2.2.1 a greater proportion of males 62%, in the Northern Cape Province are employed, and are earning higher wages when compared to 39% females. For local municipalities, a third of their population have 30% unemployment rate. Frances Baard is the most affected followed by Polokwane in Limpopo.

2.2.2 Also, 45% of people particularly females in the Northern Cape are disengaged and discouraged in participating in the economy. What is concerning is that young people age 15 – 24 are not employed, not in education or training in 2019.

2.2.3 The analysis made by Stats SA purport that 44% of house Holds are headed by women and 24% of households are headed by the youth.

2.2.3 Stats SA maintain that one in ten people in the province has some form of disability. What is concerning is that 23% of children 7 – 15 persons with disabilities drop out of school in 2018. *(For detailed information, kindly refer to the Stats SA presentation by Mr Ayanda Guqa)*

2.3. Bojanala at a Glance - SALGA North-West

In the North-West, the STR programme was piloted in Madibeng, Matlosana and Moretele Local Municipalities whereby STR strategies were developed, adopted by Council and streamlined into Integrated Development Plans (IDPs). The presentation also provided a breakdown of the STR approach as well as progress made in the selected local municipalities of the Bojanala Region.

As this is an ongoing process, valuable lessons such as working in silos, lack of trust and the need for evidence base approach and to capture voices or perspectives from non-municipal parties were learnt in implementing the programme as it strives to regenerate, restore and fulfil the economic potential of the region.

The participants learnt about the economic sectors in the region including the emerging sectors such as food (agro) processing, beverages and tobacco whilst at the same time, there are emerging opportunities such as hydrogen (linked to transportation) in the region.

Value chain approach (method) using Agriculture as commercial and livelihood opportunity was also presented assisting the participants to understand the elements and opportunities that could create jobs. *(For detailed information, kindly refer to the SALGA North-West presentation by Ms. Nkhensani Maluleke)*

2.3.1. Discussions



2.3.1.1. Re-building Trust

Trust is a crucial component to all interactions between Local Government and ordinary citizens. Similarly, it was one of the challenges encountered by Bojanala in rolling out STR. Trust can be deemed as a risk, as the absence of it could result in heightened tensions between the community sector and government. In this context, if this risk isn't managed by government, there are increased chances of non-participation of the community in Initiatives such as the STR. Therefore, it is a lesson learnt from Bojanala that trust should be considered as a success indicator as it creates an enabling environment for Local Government and people to be equitable partners.

2.3.1.2. Success factors towards a regional approach

Capacity: In contexts where development is driven, regardless of the level, having capacity is crucial in delivering that development. Therefore, Bojanala and Karoo Regions are tasked with the responsibility of District capacity building in order for regional development to be properly implemented.

Institutional and regulatory arrangements: In adopting an effective regional approach, municipalities and Districts should in their levels utilise their powers to effectively coordinate their activities and processes to deliver on their mandate. More importantly, these activities and processes should be aligned to budgets to drive implementation.

Political and administrative will: The tendency of people and organisations protecting their terrain is considered a challenge as they oppose reform. Willingness from politicians and administrators is key in driving economic development and growth in their respective communities.

2.4. Karoo Small Town Regeneration Initiative – SALGA Western Cape

The presentation provided an overview of the Karoo STR Initiative and participants learnt of the context in which it was established. This includes challenges faced by small towns emanating from spatial fragmentation and social division due to apartheid spatial planning, Low density and sprawl, reduced economic multiplier and a high social grant dependency inter alia.

The Karoo region covers approximately forty-five municipalities across the Eastern Cape, Western Cape, Northern Cape and Free State. Similar to Bojanala region, it is dominated by mining and agriculture. The nature and opportunities that prevails in this region is the production of renewable energy (energy mix) and Science (astronomy: SKA, and Salt)

The programmes that were designed to drive the Initiative are intended to attain regional inter-municipal cooperation, the pooling of skills and resources regionally, as well as to increase positive externalities whilst at the same time, decreasing negative externalities of projects and programmes.

Key lessons to learn from Karoo is how there's alignment of policies namely, NDP, IUDF and NSDF. Furthermore, the strong partnership with various sectors including NDT; DSTI; DRDLR and so forth.

Unfortunately, implementing a project of this magnitude comes with its own set of challenges. The predominant ones include the unavailability of project funds, and the nature of institutional arrangements. *(For detailed information, kindly refer to the SALGA Western Cape presentation by Ms. Zimasa Vazi)*

2.4.1. Discussions



2.4.1.1. STR capacity building

It is worth emphasising that the programme is an ongoing capacity building process for all champions in their political and administrative capacities. As the Karoo Region covers approximately forty-five municipalities, they each had to nominate a Councillor and an Official to undergo the STR capacity-building Initiatives. This takes place annually or as and when required. Moreover, SALGA also convenes Infrastructural workshops whereby State Owned Enterprises (SOEs) are invited and share their plans with the municipalities. Thus, workshop outcomes align with municipal IDPs.

2.4.1.2. STR expansion beyond the Karoo Region and Bojanala

While it is recognised that the STR programme is being coordinated in the Karoo and Bojanala, there are views that this programme should extend its reach and benefit other provinces as well. As a response, the North-West STR Initiative has extended participation through Town

Steering Committees. They comprise of various interest groups and serve as platforms whereby there is inclusive participation in crafting municipal strategies. However, the key lesson is that the platform should adopt a clear-cut approach in ensuring that marginalised groups including women, people with disabilities and youth participate meaningfully in these engagements.

3. RE-THINKING LOCAL ECONOMIC DEVELOPMENT AND INCLUSIVE PARTICIPATION

3.1. Strategic Overview of the Tourism Value Chain – Department of Tourism

With all the country has to offer, tourism has rapidly become one of South Africa's best performing economic sectors. The triple threats of unemployment poverty and equality stand a chance to be addressed through the creation of decent jobs. These are just some of the various advantages that tourism offers. The presentation also highlighted the extensive tourism value chain, demonstrating the extent of the sector in terms of where opportunities are.

The Presentation highlighted that tourism has the **potential to address the triple challenges** of unemployment, poverty and inequality through the creation of decent jobs. The sector further provides the **economic opportunities** for women and youth as well as SMMEs development and to **stimulate economic activity** in rural and township areas.

The tourism has **multiple linkages with other sectors** of the economy and generate significant multiplier effects whilst at the same time, has the **potential to foster social cohesion**. *(For detailed information, kindly refer to the Department of Tourism presentation by Dr. Thabo Manetsi)*

3.2. Mainstreaming Gender, Youth and Persons with Disabilities – Department of Small Business Development (DSBD)

Mainstreaming is strategy for making the concerns and experiences of the targeted groups an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres.

DSBD maintained that the public sector spends +R800 billion a year on procurement of goods and services. The question perhaps may be how inclusive is the process and how the vulnerable groups benefit.

Much as Women, Youth and Persons with Disabilities suffer the same social realities: stigma, discrimination, stereotypes barrier to full and equal participation and benefit from economy and structural or systemic inequalities impact more on persons with disabilities. A lesson learnt from this presentation is that all or some of us are either directly or indirectly impacted or may/will become disabled to one degree or another during the course of our lives.

In alignment with the 2011 State of the Nation address, the Department of Women initiated a process to develop a Policy Framework on Sanitary Dignity to address women's health, especially the indigent. In this context, DSBD presented a case study, and the role played by the department as an active role player in the Sanitary Programme. The **Sanitary Dignity Value Chains and procurement/market opportunities** were also presented.

In rolling out the programme, there were key lessons learnt for inclusive participation. These include: - **I)** Inadequate disaggregated data for all targeted groups **II)** Invitation of workshop participants is often not inclusive of all targeted groups **III)** Limited understanding of procurement requirements **IV)** Participants regard this initiative as a once-off tender and not broad entrepreneurship that is long term and the fact that it can be localised **V)** No linkage is made between entrepreneurship and LED and there's no **VI)** inadequate involvement of municipalities and related entities i.e. SALGA.

In order to address gaps identified, the Department formed a number of recommendations such as **a)** Disaggregate data according to Women, Youth and persons with disabilities **b)** Implementation of the Gender Responsive Planning, Budgeting, monitoring and reporting **c)** Compulsory resources for Women, Youth and persons with disabilities - budget, HR and skills at all spheres and entities **d)** Mainstreaming accompanied with programmes (financial and non-financial **e)** DWYPD to strengthen monitoring of empowerment of targeted groups and reporting to parliament and **f)** Encourage and empower Primary and Secondary Cooperatives/Associations for women, youth and persons with disabilities (*For detailed information, kindly refer to the DSBD presentation by Ms. Nomvula Makgotlho*).

4. KNOWLEDGE CAFÉ – ENSURING INCLUSIVE PARTICIPATION OF MARGINALISED GROUPS IN STR PROGRAMME

4.1. Economic Participation of Women in Local Economic Development – SALGA: Community Development

Around the world, traditional gender roles and deeper structural inequalities related to power imbalances rooted in patriarchal societies continue to place women at a disadvantage relative

to men in all spheres of life. Women are subject to social exclusion caused by issues such as poverty, power imbalances, gender-based violence, conflict, restrictions in access to resources and exclusion from decision making. It is important to develop gender sensitive programmes that recognize that women's role is as important as men's in addressing development issues. One of the most important lessons in Gender Sensitive Programming is that actions to address gender inequalities must be explicit throughout the project cycle.

Some of the questions the municipality needs to ask when designing projects / programmes to promote the inclusion of women in the value chain of project or programme cycle i.e. from consultation, identifying goals and objective planning. Establish what social, legal and cultural barriers could prevent women from participating in the projects (stereotypes / barriers perpetuate gender inequalities) and if data collection is disaggregated. *(For detailed information, kindly refer to the SALGA: Inclusive Communities presentation by Ms. Mandu Mallane).*

4.2. State of Economic Development of Persons with Disabilities in South Africa – DWDE

The National Development Plan 2030 is underpinned by the principle of “leave no one behind” and this requires extensive interrogation and consideration in terms of how this is going to be achieved. This is also in line with the SALGA Economic Development and Investment principle that, there's a need to broaden inclusivity at it can be anyone i.e. may entail exclusivity based on language, age and so forth.

Although KZN and Gauteng have the highest number of PwD, North West (9%), Free State (8%) and Western Cape (8) have the highest number of PwD in the target participants provinces.

South Africa's unemployment rate requires urgent intervention as it continues to increase. Over and above, people with disabilities are faced with additional challenges regarding employment and participating in the economy. For instance, according to research, low priority is given to disability at senior management level within companies, there's poor education and skills conforming Stats SA sentiments high rate of school drop outs amongst Pwd. However, in order to effectively address these issues, the Disability Workshop Enterprise (DWDE) conceptualised recommendations for creating disability inclusive programmes. This include the need to develop frameworks and recruitment strategies *(For detailed information, kindly refer to the DWDE presentation by Ms. Undere Deglon).*

4.3. Youth Participation in Local Economic Development - NYDA

One of the aims of the National Youth Development Agency (NYDA) is initiate, design, coordinate, evaluate and monitor all programmes working to integrate young people into the economy and society in general. Extensive research has been undertaken and it reflects how youth is affected by unemployment and social ills. It is through the implementation of the National Youth Policy, current partnerships with various stakeholders and potential collaboration opportunities that mainstreaming of youth participation in the economy will be achieved. *(For detailed information, kindly refer to the NYDA presentation by Mr. Phetole Seodi).*

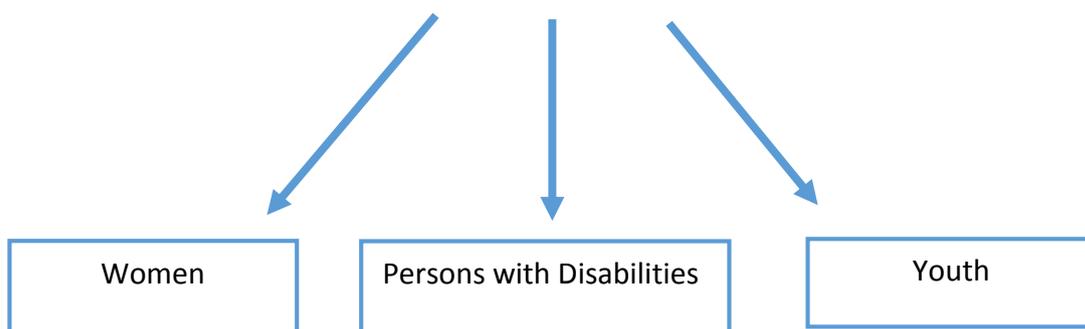
4.4. Knowledge Café



The “Knowledge Café” derived from the World Café method of facilitation was utilised to ensure inclusiveness and maximum participation from all participants. Three themes were interrogated by participants and discussions were facilitated by the respective table hosts. Consolidated outcomes were presented in plenary. *Kindly refer to the Annexure for participant responses.*

THEME:

HOW DO WE ENSURE ECONOMIC PARTICIPATION OF THE VULNERABLE GROUPS?



DISCUSSION AREAS PER THEME:

Access to the Economy

Safety and Security of Spaces Provided

Participation in Local Government Processes e.g. IDP

Equity at all Levels

What should Local Government and SALGA do to Enhance the Lives of Vulnerable Groups?

5. KNOWLEDGE CAFÉ WOMEN

AGENDA ITEMS	DELIBERATIONS
<p>Access to the Economy <i>– given the NDP project that 90% of jobs to come from female owned business however 60% are in informal economy for survival</i></p>	<p>Ensure women participation in the economy by first considering the following: -</p> <ul style="list-style-type: none"> ➤ National Policy - Gender Mainstreaming Framework at national and also at municipal level especially that the mainstreaming differs across the country ➤ Assess municipal status quo – SALGA and Sector departments with support from civil society.
<p>What is hindering women to participate</p>	<ul style="list-style-type: none"> ➤ Lack of information; ➤ Safety spaces and locations provided: - <ul style="list-style-type: none"> • meeting scheduling in terms of time and duration of sessions • Lack of accessibility particularly transportation to & from meetings • Crime and social ills (women are more prone to being victims of all sorts of violence • Better utilisation of technology (CCTV cameras and Virtual engagements) and infrastructure provision to ensure safety. ➤ Pull her down syndrome”
<p>How do women want to participate in the economy</p>	<ul style="list-style-type: none"> ➤ Need for dedicated consultation with the marginalised ➤ Better utilisation of technology (CCTV cameras and Virtual engagements) to address security issues and enable women to participate and contribute in places where they feel comfortable.
<p>Participation in Local Government processes</p>	<ul style="list-style-type: none"> ➤ Municipalities must involve vulnerable groups in the IDP and Sector Plans – strategies and processes ➤ Municipal forums involving women should consider childcare. ➤ Lack of mandated representation of the vulnerable groups - structures representing vulnerable groups – this should be considered ➤ Lack of Political will and champions - Mayors and Councillors should lead in this regard ➤ Ensure inclusivity agenda is linked to performance for all stakeholders ➤ Sector plans must have targets (alignment between spheres of government and national plans) that address marginalised groups ➤ Key Sector Departments participation in IDPs, LED Forums, LED Strategies

	<ul style="list-style-type: none"> ➤ Corporate Social Investments SLP – Municipal participation is limited and there is mistrust between business and municipalities is hampering economic participation ➤ Some SLPs and CSI initiative do not respond to community needs. Thus, municipalities must forge partnership with business and mines
<p>What should Local Government and SALGA do to enhance the lives of Vulnerable groups?</p>	<ul style="list-style-type: none"> ➤ All spheres of government SALGA should create inclusive, enabling and conducive environment for economic participation. ➤ Department of Mineral Resources should undertake monitoring and evaluation and planning together with all stakeholders in mining towns ➤ Sector Departments and Municipalities must work well together ➤ Alignment between the spheres of government). There must be strategic use of IGR Structures that are inclusive and Outcome Committees Joint District Approach (Quality Assurance and effective JDA model) ➤ Alignment of SDF's ➤ Department of Premiers play a key role in oversight and coordination.

6. KNOWLEDGE CAFÉ PERSONS WITH DISABILITIES

AGENDA ITEMS	DELIBERATIONS
<p>Access to the Economy</p>	<p>Where do we start as a municipality?</p> <ul style="list-style-type: none"> ➤ Database and statistical information on people with disabilities <ul style="list-style-type: none"> • Need to know that we moving from what we know into the unknown • Needs analysis of persons with disabilities in the local office • Check directly businesses registered for PwD ➤ There are ward councillors - require support to understand and address the needs of PwD. ➤ Focal person within the municipality/administration to: - <ul style="list-style-type: none"> • unlock other opportunities • participate in all forums and or belong to fora • participate in IDPs / Sector Plans ➤ Each municipality must have a disability policy
<p>What is hindering PwD to participate and</p>	<p>Research conducted (e.g. Dube, 2005) shared some light on the failure to achieve the 2% employment target. Some of the findings of this research point to:</p>

<p>challenges to employment</p>	<ul style="list-style-type: none"> ● Low priority given to disability at senior management levels within companies, municipality's status not highlighted. ● Poor championing of disability issues. ● Poor education and low levels of skills among persons with disabilities confirming STATS SA report of high school dropout amongst teenage PwD. ● Poor recruitment strategies. ● Inaccessible public transport and spaces. ● Limited and or non-availability of workshops / incubation hubs for PwD – entrepreneurship not thought of.
<p>Safety and Security of Spaces provided</p>	<p>Safety and security are similar to the one listed by Women Knowledge Café.</p>
<p>Participation in Local Government processes –</p>	<ul style="list-style-type: none"> ➤ Performance agreement of MM must reflect targets of 3 groups and the Focal person must be identified. ➤ Regular outreach programmes to reach PwD ➤ Nurture relationships with other stakeholders i.e. NYDA; SEDA; SEFA ➤ Municipality is a connector/enabler/co-Ordinator and this must be visible ➤ Recruitment processes as well as well as functions / roles and responsibilities and labour laws for PwD should be institutionalised at local level.
<p>What should Local Government and SALGA do to enhance the lives of Vulnerable groups?</p>	<ul style="list-style-type: none"> ➤ Disability must be a standing item on the agenda of ward councillors ➤ People are tired of capacity building and ➤ Tired of being labelled. ➤ Capacity building must be seen/framed as knowledge sharing since PwD have knowledge on what could be done with them not for them. ➤ Partnership with Department of Women PwD and Youth ➤ There are organisations dealing with disability such as APD and others municipalities must work and consult with them ➤ Some of the organisations lack capacity /project management skills – need to be supported by government ➤ There are no reports to municipality from APD/other organisations ➤ Officials must have knowledge on B-BBEE ACT AND DISABILITY and EMPLOYMENT.
<p>Role of SALGA</p>	<p>ACTIONS BY SALGA:</p> <ul style="list-style-type: none"> ➤ Provide oversight to influence disability policy ➤ Look at constraint to participation – skills ➤ Skills development interventions ➤ Partnership with Department Women PwD and Youth

	<ul style="list-style-type: none"> ➤ There are organisations dealing with disability such as APD and others and they can serve as disability resources ➤ Those organisations lack capacity /project management/ ➤ There is a need for oversight for DPOs.
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7. KNOWLEDGE CAFÉ YOUTH

AGENDA ITEMS	DELIBERATIONS
<p>Access to the economy</p>	<ul style="list-style-type: none"> ➤ Build intelligence for the youth ➤ (Data about the youth is not readily available to the Municipality's database) ➤ Continuously update the database of the youth in the municipalities <ul style="list-style-type: none"> • Age levels • Audit of Skills set • Liaise with Department of Education to bring back IQ tests • Develop a tracking system for the youth: everyone • There must be LIVE database of businesses owned by the youth, knowing their expertise so Municipalities can know who they are giving opportunities to • Procurement of business owned by the marginalised groups- 30% ring-fenced, 800 billion spent by government (30% must be ring-fenced) <p><i>(National treasury to monitor the procurement of sector departments in order to hold them accountable);</i></p> <ul style="list-style-type: none"> ➤ Encourage employers to do away with requirements for work experience for Entry Level Jobs; ➤ Incentivize companies to absorb the more youth in their companies- negotiate with companies that come in to the municipality; ➤ Motivation incentive grants for companies that are growing and absorbing the youth; ➤ Encourage the youth to participate in the digital space; ➤ Encourage partnerships with sector departments to fund youth's innovative ventures
<p>Safety and Security and Security of Spaces Provided</p>	<p>The Youth Café unlike other Café's focused on Municipal Infrastructure.</p> <ul style="list-style-type: none"> ➤ Lease out management rights of Municipal owned facilities, in order to ensure that state owned assets are well maintained; ➤ Put measures in place to manage municipal owned infrastructure

<p>Government processes Participation in Local</p>	<ul style="list-style-type: none"> ➤ Target setting in the IDP and strategic plans; ➤ Integration of the marginalised youth must be part of the KPA for the marginalised, there should be penalty for non-compliance; ➤ Introduce a compulsory target for all departments to support the youth; ➤ Political will is essential in ensuring that the youth are included; ➤ National Youth Service Programme: Rehabilitation of the youth (involved in drugs and alcohol) ➤ Restoring Discipline amongst the youth is very important- send them to the military, give them a stipend and free education, when they come back government must give them the opportunity; ➤ The programme must start when they are still in high school (build patriotism, voluntarism; in the military, disaster management, waste management; ➤ National youth service programme: During School holidays, the youth to clean up the environment, must include waste management, what do young people do, deal with issues of stipends
<p>What should Local Government and SALGA do to enhance the lives of Vulnerable groups?</p>	<ul style="list-style-type: none"> ➤ Legislation is very key: There must be a youth policy to support youth owned businesses; ➤ The policies of each department must have a transformational agenda for the emancipation of the youth; ➤ Partnerships with sector departments in order to direct resources towards addressing issues of the youth; ➤ Municipality is not the driver of the economy must facilitate a conducive environment; ➤ Technocrats must navigate around politics; ➤ There must be a committed budget that is ring-fenced that is dedicated in addressing the needs of the youth; ➤ Continuity after the political dispensation; ➤ Participation must be reviewed every 5 years; <p>SALGA to workshop relevant officials on of issues of inclusivity</p>

8. RECOMMENDATIONS FOR ALL VULNERABLE GROUPS

HOW DO WE ENSURE ECONOMIC PARTICIPATION OF THE VULNERABLE GROUPS?	
SKILLS DEVELOPMENT	<p><u>Major Changes in the 2015 Amended Codes</u></p> <ul style="list-style-type: none"> ➤ Generic scorecard SD target has doubled from 3% to 6% of annual payroll ➤ Reference now made to black people as opposed to black employees ➤ The targets and points are based on demographic representation of black people (except for persons with disabilities). ➤ Skills Development is a priority element. Failure to achieve 40% of the total points will result in discounting by one level
CREATING DISABILITY INCLUSIVE PROGRAMMES	<p><i>Step 1: Commitment</i></p> <p>Establish a long-term commitment with leaders, managers, and disability champions to buy into targets, goals, resources, etc. The task becomes easier if the disability stakeholders have some knowledge or understanding of disability.</p>
	<p><i>Step 2: Assessment – Conduct a workplace audit</i></p> <p>Conduct a physical audit of the environment according to universal access principles. Conduct a numerical audit and culture assessment to identify numbers, practices, trends, and progress. Review records relative to the accident/illness history and current return-to-work practices. Integrate the disability audit with the Employment Act’s Section 19 analysis plans and use the results of the profile analysis to set targets in the Employment Equity Plan.</p>
	<p><i>Step 3: Secure Resources</i></p> <p>Dedicated resources are critical for the success of any Disability Management Programme. Selecting appropriate human resources with input from the implementation team is often helpful and it is</p>

	<p>encouraged. Financial resources should also be identified and allocated.</p>
	<p><i>Step 4: Develop a framework</i></p> <p>A framework will outline the organisation’s approach to disability management. Specifically, it should outline policies and legal obligations, define clear roles and responsibilities, and clarify programme expectations, targets, time frames and resource allocations.</p>
	<p><i>Step 5: Integrate with other people processes</i></p> <p>A disability strategy should align to and integrate with other people strategies such as workforce planning, employment equity and skills development - plans and processes.</p>
	<p><i>Step 6: Build Capacity</i></p> <p>Management, employee and committee training is essential. Promoting ongoing awareness for general and specific disability-related topics can assist the employer to acquire the skills and knowledge to manage risks and improve outcomes.</p> <p>Internal department mechanisms need to be in place to gather timely, relevant and reliable information for the tracking of progress and the continuous improvement of the disability workplace plan’s outcomes.</p>

9. KEY LESSONS LEARNT BY PARTICIPANTS

There was a general consensus among participants that these were the key lessons learnt and observations during the Dialogue:

- ✓ Inclusivity in planning;
- ✓ World Café methodology ensured full participation;
- ✓ Linking the work of the municipalities to persons with disabilities;
- ✓ The Public Service Administration ignores vulnerable groups;
- ✓ Persons with disabilities are able people but require more support;
- ✓ Persons with disabilities have a willingness to collaborate and share knowledge and lead to partnerships and implementation;
- ✓ The importance of working together in addressing issues of the marginalised;
- ✓ Establishment of LED forums and participation of women in IDP processes; and
- ✓ Existence of MILE and how it obtained international exposure

10. WAY FORWARD

Issues for noting:

- 10.1. Need to broaden inclusivity as it includes and not limited to language; ageism; children, LGTQ.**
- 10.2. Need to other clusters within SALGA.**
- 10.3. SALGA to seek Statistical Analysis focusing on other Provinces (EMCD).**
- 10.4. SALGA (Mr. Charles Parkerson-responsible person) to present Workshop outcomes to EDP.
- 10.5. SALGA Workshop report to be presented at STR Conference during the 27th to the 28th of November 2019 and SALGA Working Groups.
- 10.6. SALGA to work with Sector Departments present at the Dialogue (Tourism and Department of Small Business etc) and establish Working Groups. There are also collaboration opportunities for municipalities and Sector Departments.
- 10.7. SALGA is to include marginalised groups in own performance plans / KPIs in the next financial year.

- 10.8. Resolutions are to be included in Council Agenda of 44 municipalities and Bojanala.
- 10.9. SALGA to meet COGTA on the 17th of October 2019 to present the District model and Dialogue outcomes. SALGA (Ms. Huni Phala) – is to provide feedback to the Provincial Department on what the meeting outcome was.
- 10.10. SALGA to crystalize regional approach and share knowledge with different municipalities.
- 10.11. DWDE: Dialogue report to be presented to the Presidential Working Group – Employment and Economic Development Stream.
- 10.12. SALGA to coordinate benchmarking between municipalities and municipalities working and supporting each other.
- 10.13. DWDE and SALGA (Inclusive Communities) to develop, finalise and distribute questionnaire to assess performance regarding vulnerable groups by 31 October 2019.
- 10.14. Bojanala: To present Dialogue report at Provincial Working Group to ensure Councillors are updated on outcomes. SALGA should schedule a meeting with DCOG to discuss district model DDM and foster inclusive participation outcomes.
- 10.15. There will be Knowledge-sharing event in the North-West (28-29 October 2019). The focus will also be on mainstreaming the marginalised. This will be done in partnership with the Provincial Department of Tourism.
- 10.16. Participants need to know how to include 4IR discussions in the agenda of the marginalised groups.
- 10.17. Monitoring and evaluation of the implementation of outcomes should be monitored by all stakeholders.