

Siyasebenza

we are working

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Ms R Antonopoulos



Ms A McCord

SUSTAINABLE EMPLOYMENT THE MAIN KEY TO ECONOMIC GROWTH

Countries cannot hope to achieve economic growth if a labour-intensive employment market is not sustainable and poverty alleviation agendas are not implemented on a larger scale. That was the word from presenters and delegates alike at the *12th Regional Seminar for Labour Intensive Practices* at Durban's International Convention Centre.

Anna McCord, Rania Antonopoulos and Dave Jennings addressed delegates at Tuesday's morning session on the theme, Public Works Programmes and Income Support/Guarantees. All three speakers commented on the general trend of high unemployment rates which are primarily evident in developing countries. Their presentations examined whether the grave social ills of poverty and joblessness could be tackled by infrastructure development – and how public and private sectors could work together to achieve this.

A key concern for Ann McCord was whether labour-intensive infrastructure spending could address poverty. "I think yes," she said. For McCord though, "it is necessary to rethink the widely assumed association between increased infrastructure spending, social protection and sustained poverty alleviation."

The focus of her discussion was the extent to which labour-intensive infrastructure creation contributes to employment and poverty alleviation, as the African Heads of State and Government at the Extraordinary Summit of the African Union on Employment and Poverty Alleviation had proposed in 2004.

McCord, who is affiliated to the Southern Africa Labour and Development Research Unit's School of Economics at the University of Cape Town said, "The adoption of labour-intensive approaches in infrastructure provision can increase aggregate employment, which, from a macro-economic perspective is positive. However, the adoption of such approaches and the resulting increase in construction sector employment is not likely to have significant or sustained impacts on social protection or poverty alleviation."

She said that while labour-intensive methods offer temporary jobs, there was no sustained and significant benefit to this practice. "The promotion of labour-intensive employment does not represent in itself the provision of sustained, 'decent' work or repeated episodes of work in each hungry season. For this reason it is not likely, in and of itself, to impact directly on sustained poverty alleviation in the context of a) mass long-term unemployment, in which case ongoing employment is required, or b) cyclical/seasonal underemployment, in which case repeated episodes of employment are required."

While the assertion that employment is a major means to alleviate

IMPORTANT ANNOUNCEMENTS!

CONFERENCE BAGS

It has come to our attention that not all delegates received their conference bags at the onset of this week's proceedings. This matter is being attended to. Should you not have received a conference bag, kindly bring this to the attention of the Registration Desk – and bags will be provided to those delegates before departing on Friday, 12 October.

PAYMENT

Kindly ensure that payment for the conference is effected before departing on Friday.

COCKTAIL FUNCTION- RESCHEDULED

Please note that the cocktail function scheduled to take place at 19:00 on Thursday, 11 October, in Hall 5 AB has now been moved to 17:30 – and will take place at the same venue. We look forward to seeing you there.

EXCURSIONS AFTER CLOSURE OF 12th REGIONAL SEMINAR

Please be advised that any sites visited in a tourist capacity after the closure of the Seminar, will be for delegates' own account. Transport arrangements can be made with accommodation establishments, or shuttle services. It is recommended that delegates liaise directly with hotel management to obtain details about tourist attractions, transport available, etc.

DO YOU NEED TO BRING ANYTHING TO OUR ATTENTION?

The media/press room is located in venue 22D. Should you wish to bring anything to the editor's attention, please call on us – and we will gladly publish any interesting contributions, comments, photographs, etc. Your feedback will be appreciated.



Public Works
Labour



poverty on a sustainable basis is not itself controversial, McCord proposed that the controversial question of the explicit links between public sector investment in infrastructure, labour intensification, employment creation and sustainable poverty alleviation, the very subject of this conference, required critical engagement.

"When recent discussion of the 'decent work' concept and social security produced by the International Labour Organisation is taken into account, the potential for investment in infrastructure and adoption of labour-intensive approaches to have a significant or sustained impact on social security, seems more questionable," McCord said.

She questioned the nature of the link between labour-intensive approaches and the generation of productive and decent employment. This type of employment, she said is significant on condition the unemployment problem is short-term, arising for example from a temporary labour disturbance such as drought. But, in most of sub-Saharan Africa, unemployment is either cyclical or ongoing resulting from structural changes in the economy.

"The direct impact of an episode of labour-intensive employment to combat this is likely to be of limited value, and any sustained benefits are contingent on two things: Firstly the income-generating potential of the public goods created through the programme and service provision benefits arising, e.g. from improved access to healthcare or education resulting from clinic or school construction, or improved road access to existing facilities. It is these indirect effects, which may or may not be significant, that determine the social protection impact of labour-intensive employment," McCord said.

"Poverty is a chronic problem; and it cannot be addressed by providing single episodes of employment," McCord concluded.

Rania Antonopoulos of the Levy Institute noted that when ordinary people from some Latin American and African countries were asked what they considered to be the main priorities that needed to be attended to, all concurred "unemployment and poverty".

"Once we establish the idea that many people would like a job if the right job were offered to them, we need to ask what kind of job is the right kind. It's truly heart-wrenching when people ignore this very basic question," she said.

Antonopoulos suggested that people change the mentality about growth as the single developmental objective and replace it with employment creation and improvement in the standard of living of people (jobless growth). She said that Employment Guarantee

Schemes (EGS), Employer of Last Resort (ELR) and Expanded Public Works Programmes (EPWP) held a host of benefits including: restoring dignity, direct and indirect income creation, direct and indirect job creation and asset creation.

"The access individuals have over the necessities and conveniences of life produced in an economy is mediated by three key institutions — market, households and the state. This reflects the income command of households over only commodities. Therefore, money income does not reflect command over the necessities and conveniences of life adequately."

A concern for Antonopoulos is the great deal of time spent, especially by rural women, on 'unpaid work'. This type of employment is practised in the home and public domain. She said unpaid work

South Africa is seen as untypical in Africa concerning the high correlation between employment income and overall household income

referred to gaining access to basic inputs for cooking, cleaning, sanitation, food processing (e.g. collecting water and wood) and also in providing care work for children, the elderly and chronically ill through volunteer work, subsistence production and family businesses.

"Unequal distribution of income and lack of government services result in asymmetries of time-burdens among households and between men and women. In gaining access to basic necessities overhead unpaid work time that fills in infrastructural gaps is biased against poor people and women (and children)," she said.

Antonopoulos mentioned that countries such as India, Bangladesh, Argentina, Chile, Morocco, Ethiopia, South Africa, Korea, USA, New Zealand and Australia all had Employment Guarantee Programmes (EPGs). India, for example has the National Rural Employment Guarantee Act (Right to Information Act - Ongoing Social Audits). For Antonopoulos though, they all required more of a human development approach with Millennium Development Goals, ownership in terms of assets and social inclusion and top-down support with bottom-up design.

Dave Jennings, Director of IT Transport Ltd in the United Kingdom delivered a presentation on behalf of K. Vaidya and Farhad Ahmed. Jennings has extensive experience in Africa, having worked in Lesotho, Mozambique, Ghana, and currently in Kenya on their Roads 2000 project alluded to by Kenyan Deputy Minister Toro during Monday's proceedings.

Within the context of Public Works Programmes and Income Support/Guarantees, Jennings' report was commissioned to estimate the labour supply response that would result from extending the EPWP in South Africa. IT Transport Ltd based its original research on previous studies concerning rural data and rural labour supply.

Jennings said that in evaluating unemployment and poverty in a broader context, South Africa is seen as untypical in Africa concerning the high correlation between employment income and overall household income, a situation related to the country's history in terms of land distribution, subsistence farming, and payment in kind that occurs elsewhere in Africa, with the result that self-employment levels are low.

"Additionally, there is a sharp separation between the formal and informal sectors, with some figures recording a drop of 0.5% in wages between 1997 and 2001. Rural unemployment is also higher than urban employment and also increasing faster. When it comes to wage rates, there is low flexibility in wages, as minimum wages set at provincial level are too high for the rural high unemployed situation," he noted.

The primary focus is to examine how to move the EPWP from a supply-driven to a demand-driven programme, from being constrained by supply, to creating the supply to meet the demand. Inherent in this is a need to quantify the demand and formulate a method for updating and monitoring this demand, basing the approach on the widely accepted concept of the "reservation wage" (RW), by which is meant a wage rate below which a person would not accept employment.

"Immediately, questions arise concerning the cost and affordability of such an approach; whether resources and capacity for implementation are available; and, importantly, whether sufficient productive employment can be created," Jennings said.

He added that the study throws up some broad questions for consideration when reviewing this EPWP approach. Among these are whether other resources and capabilities required for implementation are available. "The effectiveness of an extensive EPWP as a social safety net is a question we need to answer," Jennings concluded.

REBUILDING SOUTH AFRICA'S LABOUR MARKET AFTER 1994

In his presentation entitled "The National Skills Development Strategy and the EPWP", Ismail Akhalwaya, Chief Director at the national Department of Public Works, South Africa, yesterday highlighted the inequities of the pre-1994 dispensation and the legacy the current regime was faced with.



Akhalwaya pointed to the economic power held by the white minority in Apartheid South Africa, whilst the black majority was forced into low-skilled jobs through "draconian labour laws", which resulted in widespread poverty.

The new democratic dispensation was confronted with a labour market characterized by reduced labour employment opportunities in the formal economy, a low skills base in comparison with other economies, a rising level of unemployment due to an increasing population, and an education and training system that was not sufficiently responsive to changing needs, he said.

This resulted in an urgent need for Government interventions in order to meet the dual challenges of social development and the requirement to compete in the global economy. This implied the transformation of the labour force from a low skills base to one committed to high quality life-long learning, he added.

However, the South African Government soon realized that this could only be achieved in partnership with employers, workers and communities — and subsequently embarked on a macro-economic stabilization programme to manage the high levels of debt inherited; an industrial policy change to effect increased competitiveness of industry; revitalized social development strategies aimed at equalizing social security measures; and a human resources

development strategy to deal with key issues related to rebuilding the national skills base.

The Expanded Public Works Programme (EPWP) was launched in May 2004 by President Thabo Mbeki to address these challenges, said Akhalwaya. The new government, in 1998, promulgated the Skills Development Act in accordance with which new institutions for training, including the South African Qualifications Authority, the National Skills Authority and 25 Sector Education and Training Authorities, were established.

A levy was introduced, added Akhalwaya, which included a 1% payroll of which 80% is allocated to SETAs and 20% to the National Skills Fund. EPWP projects, said Akhalwaya, "was a deliberate attempt by the public sector to create work opportunities coupled with training for the unemployed."

The EPWP Employment Conditions Framework was embraced by Government and gazetted after extensive negotiations at NEDLAC. This framework now allows for special conditions of employment to facilitate greater job creation in the context of Public Works Programmes.

"Employers may set rates of pay locally at self-targeting rates to avoid attracting workers away from more permanent employment and they now have reduced obligations in terms of Unemployment Insurance Fund (UIF)

payments, said Akhalwaya. These concessions are however subject to special conditions, such as the entitlement to training.

The South African Department of Labour agreed to support this initiative and has provided funding for EPWP training since 2004. In addition to aforementioned, life skills training, including special programmes such as personal finance management, HIV/Aids, career guidance and environmental awareness are now offered.

Despite these interventions, challenges are still faced in terms of the logistics of implementing training given the project timeline, the availability of providers, interdepartmental collaboration and capacity and resource availability in implementing bodies.

These challenges, said Akhalwaya, have resulted in the identification of certain interventions, e.g. prioritizing training prior to commencement of projects, implementing inter- and intra-provincial transfers and establishing provincial resources to co-ordinate training interventions.

Akhalwaya concluded by stating that other strategic issues still required consideration, such as negotiating alternate funding models with the Department of Labour, introducing adult basic education training (ABET) as training options; and training not being compulsory for certain projects related to specific job creation.

Employment Guarantee Programme

The Champion for India's Poor

Contrary to general opinion, India is still considered a low-income economy, according to Dr Santosh Mehrotra, Senior Adviser (Rural Development), Planning Commission, Government of India, and Indira Hirway, of the Centre for Development Alternatives, Ahmedabad, India. At the outset of their discussions, both presenters suggested that other developing countries could follow India's pattern of allocating at least 0.3% of their GDP to addressing unemployment and poverty.

India's thirty-year history of Wage Employment Programmes (WEP) makes the country well-placed to examine the viability of other employment interventions such as the Employment Guarantee Programme (EGP). Previously, the challenges of WEPs in India included low programme coverage; more than 50% beneficiaries not being from the most needy group; bureaucracy-dominated planning; limited participation of communities in planning; work to women being lower than the stipulated norm of 30%; only 16-29 days employment provided to households; assets created not being durable; and high levels of corruption.

As a result of these challenges, the government had to look at an alternative WEP. Given the country's political leadership change in 2004, the new government placed greater emphasis on rural and agricultural development. Through this, the National Rural Employment Guarantee Act (NREGA) was passed. This transition required a redesign of the strategy of WEPs to address the shortcomings. While earlier WEPs were supply-driven, NREG is demand-driven.

The new Act has resulted in a vast number of benefits, amongst others, providing a social safety net for vulnerable groups; eliminating distress migration through local employment; generating employment in the most deprived areas through productive works; providing opportunities to combine growth with equity; and enhancing livelihood security in rural areas by enhancing infrastructure.

The NREG now provides work for 100 days in a financial year to every rural household whose adult member volunteers to do physically demanding, unskilled manual labour. Each employment seeker must be registered

by the village council and each registered employment seeking household must be issued a job card.

The Act stipulates that employment must be given within 15 days of a person's application for work. If this is not provided within 15 days, a daily unemployment allowance is paid by government. At least one-third of beneficiaries must be women. According to Mehrotra this target had already been reached. Drinking water, emergency healthcare, crèches and a minder (preferably a woman) must be provided at work sites, added to which transparency and accountability through social audits are also essential elements of the scheme.

Some of the public works being implemented include water conservation and water harvesting; drought proofing; irrigation canals; renovation of traditional water bodies; land development; flood control works; rural connectivity to provide all weather access; and any other work that may be notified by Central Government in consultation with State Government.

Mehrotra said one of the positive developments that have resulted through the implementation of this Act is that participants are becoming aware of other legislation such as the Minimum Wages Act and now some demand that landowners pay them a minimum wage. Another means of protecting the rights of these workers is that in some states they are paid through banks and post offices, thus eliminating possibilities of being defrauded. Linked to this is growing awareness of the Right to Information (RTI) Act, which further empowers the disenfranchised.

The challenges the Indian government foresees in the NREG Programme include meeting capacity

planning needs at local level, and providing sufficient capacity for social audits.

In her assessment of the NREG in India, Indira Hirway highlighted distortions in development in spite of the country's high growth rate. She said, "The Indian economy is supposed to be doing well, but the poor at the bottom frequently suffer from acute poverty, largely due to lack of purchasing power".

For Hirway, NREG can address these distortions through social infrastructure (for care, education, health, water and

sanitation); economic infrastructure (for example, roads) to promote economic growth; infrastructure for agriculture; natural capital formation (related to land development, water augmentation, forestry); and assets (farm ponds and other forms of asset building) for private farms/enterprises.

Some of the benefits the NREG scheme offers include food provision for the poorest of the poor and a social insurance; and while it cannot eradicate all poverty, in the medium to long term it leads to labour-intensive growth.

Hirway put forward major recommendations to strengthen the impact of the programme. These include massive information communication and education drives, ensuring guarantee and other entitlements, capacity building, strengthening planning components and addressing the vested interests of the rich.

"The NREG Scheme has the potential to address some of the major concerns of the Indian economy. The need is, therefore, to tap this potential by learning from the success stories," she concluded.



Dr Santosh Mehrotra



Ms Indira Hirway

LESSONS from Kenya, Botswana and Lesotho

"Successful large-scale programmes of labour-intensive construction and maintenance have always been linked to specific training programmes," Prof Robert McCutcheon told delegates attending the 12th Regional Seminar on Labour Intensive Practices, yesterday.

For every adequately trained hands-on site supervisor, jobs can be created for 5 to 25 untrained labourers, Prof McCutcheon said. Curricula should ultimately include numeracy, literacy, life skills and technical training, he added.

The technical component should be aimed at educating labourers on design principles, reading plans, surveying and setting out works and the application of different specifications.

Managerial training should include issues relating to daily work planning, recording, reporting, monitoring and control. Tools and labour required for site administration, task setting and balancing, health and safety should also be

considered, McCutcheon said.

"The selection process is crucial in that it should be based on community recommendation, a matriculation certificate, an entrance exam and a basic life skills course as minimum requirements," he added.

Trained hands-on site supervisors are technically competent, able to take and give instructions and capable of controlling teams consisting of 5 to 25 casual labourers. Should the example of programmes in Kenya, Botswana and Lesotho be followed, the Expanded Public Works Programme (EPWP) in South Africa should be able to implement effective exit strategies, he stated.

Mc Cutcheon proposed that the

unemployed should enter EPWP and obtain training and work experience under special conditions of employment. Once the necessary requirements have been fulfilled, exit strategies could include employment with a new employer, further education and training, better equipped work seekers, self-employment, or alternatively, ongoing employment with the same employer under normal conditions of employment.

Hands-on site supervisors are essential for cost-effective and efficient delivery. "Employment-intensive construction requires a sophisticated approach, which ultimately relates to sophisticated training programmes," he concluded.



Prof Robert McCutcheon

MEASURING THE IMPACT OF POVERTY ALLEVIATION

The Rapid Assessment of Poverty Impact (RAPI) is a cost-effective methodology applied in assessing the impact of small-scale employment and has been used with great success in Ethiopia, said Mr Kwaku Osei-Bonsu yesterday. He was delivering a paper on the RAPI method, used with great success in Ethiopia.

"Indicators used for the RAPI method are basic needs such as food, water, shelter and other daily essentials; assets; education; healthcare; social services and quality of life. "This method provides an analytical, conceptual approach for assessing the quality of life of the intended beneficiaries," Osei-Bonsu explained.

Of the utmost importance, Osei-Bonsu said, was the fact that these poverty indicators should be relevant and meaningful, measurable and useful for monitoring purposes.

Clarifying the elements of RAPI, he said this method defines poverty as "the state of deprivation of possessions and services considered necessary for a full and active life both in the short term and long term."

The RAPI data collection is two-fold using household and community questionnaires of which these samples are chosen randomly. RAPI provides clear guidelines when choosing so-called "study" and "control" areas. The "study" area generates impact in the form of ultimate changes in living conditions of beneficiaries and the "control" area allows for follow-up research which involves a before and after comparison with the "study" area.

Osei-Bonsu said a study done in Ethiopia used segmented rural communities as samples and the selected households and communities showed that they were living below the poverty



Ms Margaret Mondlane and Ms Elizabeth Seruma



Mr Steve Miller

line. "The significant change in classes of poverty shows that there has been further deterioration in food security of households, hence greater reliance on food aid in the area," he said.

METHODOLOGIES FOR EMPLOYMENT IMPACT ASSESSMENTS

Mr Steve Miller, Senior Policy Advisor, International Labour Organisation (ILO), stated that the methodologies for employment impact assessments were identified as a strategic priority to promote systematic employment impact assessment of public and private investment programmes and policies and added that the policy instrument is available to governments for the creation of employment.

"Employment impact studies are comparative project-based studies of labour-based versus equipment-based infrastructure projects; and are also used to analyse and simulate actual and potential impact of public investment programmes on job creation," Mr Miller elaborated.

A public investment budget analysis in Mauritania indicated that for the period 2004 to 2006, public investment rose from 5, 6% to 10,8% of the Gross Domestic Product (GDP) and that there was a potential 10,1% decrease in the unemployment rate. The study was also linked to the country's key sectors such as education, health, water resources as well as rural and urban development.

Miller concluded that standardised methodologies and evaluation guidelines should be developed and that there should also be support for the creation of employment investment policy units within ministries of finance; and that national as well as regional training centres were necessary for labour-based infrastructure development."

ASSESSING A LABOUR-INTENSIVE PROJECT IN BENIN

In assessing a labour-intensive project in Benin, Mr Fiacre Adda told delegates attending the afternoon session that the project had benefited the people immensely in terms of revenue.



Mr Kwaku Osei-Bonsu

The project was commenced in 1999 and is now in its second phase. Between 1999 and 2004, thirty-five million people were employed to construct 325km of road using labour-intensive methods.

A large number of women were employed and some eventually became entrepreneurs, he said.

The success of the project resulted in increased political support with regard to labour-based practices and a further 700 km of rural roads are now being rehabilitated. Adda added that labour-intensive methods are now generally regarded as a source of employment for many youths and unemployed people.

EASTERN CAPE STILL GRAPPLING WITH UNEMPLOYMENT

A socio-impact assessment study conducted at an EPWP learnership programme in Tsolo in the Eastern Cape, South Africa indicated under-



Ms Margaret Mondlane

development and a lack of employment opportunities. Another finding of the study was that a labour rotation system would allow for the employment of approximately 46% of the economically active population.

According to Margaret Mondlane of Sesikhona Services, Rapid Rural Appraisal findings are that a large portion of the population is living below the poverty line; local business is dominated by the service sector; and that only one out of four villages receive piped water.

As a way forward Mondlane recommended that the EPWP should tap into the high level of agricultural practice to empower the community's livelihood; apply the labour rotation system and intensify labour-based projects so as to address the second economy in the area.

POVERTY ERADICATION STRATEGY IN UGANDA

The Uganda Ministry of Works and

Transport promotes labour-intensive methods through its Poverty Eradication Action Strategy, as 80% of the country's population depend on the environment and natural resources for survival - this according to Ms Elizabeth Seruma, Senior Environment Officer in the Ministry.

She says in support of this initiative the Ministry has over the years intensified labour-intensive methods particularly in road works in selected districts. One policy strengthening this commitment is the District, Urban and Community Access Roads (DUCAR) Strategy, 2003 which has proven to be highly successful.

The strategy, Seruma said, stipulates that within five years rehabilitation and periodic maintenance of district roads using labour-based methods should reach a 60% target; 30% for urban roads; and 100% for routine maintenance. Maintenance of all community access roads would also be labour-based.

DUCAR is further guided by other policies pertaining to gender, disability, HIV/Aids, occupational health and safety.

WEATHER DOES NOT DAMPEN POLITICAL SUPPORT FOR EXPANDED PUBLIC WORKS PROJECTS

Despite Durban and surrounds being known for its humid, sunny conditions, local and international Ministers taken on two site visits yesterday did so with umbrellas in hand. The dire weather, however, did not dampen the spirit of the day.

The Ministerial delegation paid a visit to a road construction project in Siyanda Township, Kwa Mashu. This project is one of the largest in the area and forms part of the R688 million budget allocated to labour-intensive construction over a six-year period, i.e. 2003-2009.

The project has employed around 2 694 people in the area as part of the South African government's Expanded

Public Works Programme (EPWP). The completed section spans 5 km and R135 million has already been invested in this project.

Approximately 60% of the workforce is female, which is in line with Government's goal of empowering women in peri-urban and rural areas.

The key purpose of the project is to improve infrastructure in the area, simultaneously providing skills

development and employment opportunities to historically disadvantaged people.

Due to the construction of the road, local communities within the road reserve had to be relocated to make way for the project.

The Department of Transport provided new housing and approximately 1 000 people have already moved into their new homes, with a further 654

families relocating by December 2007.

On arrival at the Hibiscus Coast Municipality in Port Shepstone, Ministers were greeted by cheerful men and women, all beneficiaries of the Siyazenzela ("doing it for ourselves") project clad in their orange EPWP uniforms.

Through Siyazenzela, launched in April of this year, individuals living below the poverty line benefit from keeping

their environment clean, and in exchange receive fruits, vegetables and grocery hampers twice a month.

"We clean our community and we get food in return," Ms Nomusa Mcoyi, from Bhobhoyi told the Ministers.

According to Hibiscus Coast Municipal Manager, Mr Sibusiso Mkhize, the project is still in its pilot phase, but has already contributed vastly to the morale of local communities.



Prioritizing Employment Creation in Government Policies and Investments in Infrastructure Programmes

Statement issued by Ministers of Public Works and Labour during the Ministerial Roundtable at the 12th Regional Seminar on Labour Intensive Practices, 9 October 2007, Durban, South Africa.

1. We, the Ministers of Public Works and Labour meeting at the 12th Regional Seminar for Labour-Intensive Construction held on 08-12 October 2007 in Durban, South Africa;
2. Reflecting, on the recommendations from the 11th Regional Seminar held in Mombasa, Kenya, in October 2005;
3. Recalling the global commitment made under the United Nations Millennium Development Goal 1 (MDG 1) to half extreme poverty by 2015;
4. Recalling the commitments made by the African Heads of States at their third Extra Ordinary Session on Employment and Poverty Alleviation held on 8-9 September 2004 in Ouagadougou, Burkina Faso;
5. Concerned that unemployment and underemployment in Sub-Saharan Africa is the highest in the world and is threatening the development of our respective countries and the region in general;
6. Acknowledging the commitments we all made nationally in our respective national development plans, regionally and globally to reduce poverty through the creation of productive employment and the provision of essential infrastructure and service delivery;
7. Noting with appreciation the effort and achievements regionally in countries such as Angola, Botswana, Ethiopia, Kenya, Lesotho, Malawi, Mozambique, Namibia, Tanzania, Zambia and Zimbabwe in making infrastructure and service delivery employment friendly;
8. Recognizing that equal access to employment is a basic human right and gives dignity to individuals and communities, and that it is key to social cohesion, economic and political stability;
9. Acknowledging that public and private sector investments in infrastructure and service delivery in both rural and urban settings are on the increase;
10. Having deliberated on employment creation in government policies and investment in infrastructure programmes at the 12th Regional Seminar on Labour Intensive Practices in Durban, South Africa;
11. Appreciating the exchange of knowledge and experience on employment intensive approaches to infrastructure;
12. Carefully analyzing the achievements made by the South African government's national Expanded Public Works Programme and other similar programmes across the continent and beyond, established to create employment opportunities and skills development through the provision of essential infrastructure and basic services;
13. Recognising the technical advisory support provided by the International Labour Organisation (ILO) towards placing employment at the centre of economic and social policies and towards operationalising these policies;
14. **HAVING UNDERTAKEN** a critical review and discussion of the potential of infrastructure and service delivery in creating decent productive employment opportunities for the unemployed, its impact in the reduction of poverty and contribution to social cohesion, social and political stability;

COMMIT OURSELVES TO:

1. Develop a policy framework that supports the increased and wider utilization of locally available resources in the delivery and maintenance of infrastructure and services;
2. Promote the multi-sectoral application of employment intensive approaches covering environment, social infrastructure, service delivery, tourism and all other sectors where it will be found appropriate and cost-effective;
3. Develop tools and methodologies for employment impact assessments to support the allocation of resources in investment plans and budgets, including recurrent and capital budget, to interventions that have high potential for the creation of employment opportunities;
4. Put in place strategies that encourage government departments to create employment opportunities in different sectors for an efficient delivery without compromising quality or cost of the asset;
5. Put in place appropriate planning, designing and implementation tools and systems and institutional mechanisms that favour the application of locally available resources where appropriate and competitive and appropriate;

6. Improve and encourage the participation of emerging local entrepreneurs that promote the use of local resources through the provision of access to skills, resources and work;
7. Empower beneficiary target groups through their participation in identification, planning, designing and implementation of infrastructure and services that will have high impact on improving their lives;
8. Put in place monitoring mechanisms that measure, evaluate and document the achievements made in creating employment opportunities, skills development and business opportunities using investments made in infrastructure delivery, and;
9. Reaffirm the commitments made by the African Heads of States at their third Extra Ordinary Session on Employment and Poverty Alleviation held on 8-9 September, 2004 in Ouagadougou, Burkina Faso;

Call upon the ILO to continue to provide technical advisory support on the harmonization of approaches on optimizing the employment potential of public investment in infrastructure and to strengthen knowledge management and sharing for increased and efficient application of employment-intensive approaches, and on linking up with the African Employment Network and others.

09 October 2007
Durban, South Africa



Farewell function

for Dignitaries at Durban Hilton Hotel

The 12th Regional Seminar on Labour Intensive Practices this year saw an increased involvement by political leaders from the SADC region. Despite being exhausted after a day filled with activities, the VIPs still managed to look their best for an evening function hosted in their honour.



Ministers and MECs who attended this year's seminar are listed below:

NAME	DESIGNATION	COUNTRY
1. Ms Thoko Didiza	Minister of Public Works	South Africa
2. Mr Tsele Chakela	Minister of Public Works and Transport	Lesotho
3. Dr Ignatius Chombo	Minister of Local Government Public Works and Urban Development	Zimbabwe
4. Mr Sgayoyo Mangogo	Minister of Public Service Information	Swaziland
5. Mr Armindo Kopingo	Deputy Minister of Public Works	Angola
6. Mr Henry Amon Robin Mussa	Minister of Transport, Public Works and Housing	Malawi
7. Mr Gabriel Muthisse	Vice Minister of Public Works and Housing	Mozambique
8. Mr Alpheus Naruseb	Minister of Labour and Social Welfare	Namibia
9. Mr Kapembwa Simbao	Minister of Works and Supply	Zambia
10. Hon. Eng. Joshua Toro	Deputy Minister for Roads and Public Works	Kenya
11. Ms Rosina Semenya	MEC Limpopo	South Africa
12. Mr Christian Martin	MEC Eastern Cape	South Africa
13. Ms Lydia Johnson	MEC KZN (Public Works)	South Africa
14. Mr Madala Masuku	MEC Mpumalanga	South Africa
15. Mr Bheki Cele	MEC KZN (Transport, Safety & Liaison)	South Africa
16. Ms Judica Amri- Makhetha	Director ILO	South Africa

KwaZulu-Natal

World-class tourist destination

Durban is Africa's largest and busiest port. The harbour brings deep-sea shipping and a marine atmosphere right to the heart of the city, creating all kinds of attractions for tourists – wharfside restaurants, a maritime museum, sight-seeing boat trips and the general fascination of watching a busy port at work.

Durban's maritime character is captured in spectacular fashion at uShaka Marine World, an aquarium and theme park that is built around the re-creation of a wrecked freighter of the 1940s era and combines sophisticated shopping and restaurant facilities with state of the art underwater viewing of marine life.

The aquarium is the world's fifth largest, by volume of water, and not only does it cater for tourists and school groups, it has an important role in science as well. It is headquarters of the Oceanographic Research Institute.

The arrangement of tanks has the viewer transported virtually into a world of deep sea life where fish of all types, rays and sharks glide by the other side of thick glass in authentic conditions, and where sea snakes, devilfish and firefish can be watched from close up in all their menacing beauty.

Part of the display features sections of the wrecked freighter that have been colonised by marine animals. There is something unbearably poignant about the SOS in morse code that still issues from a radio operator's cabin in which

small reef fish swim in and out of the open drawers of a wooden desk.

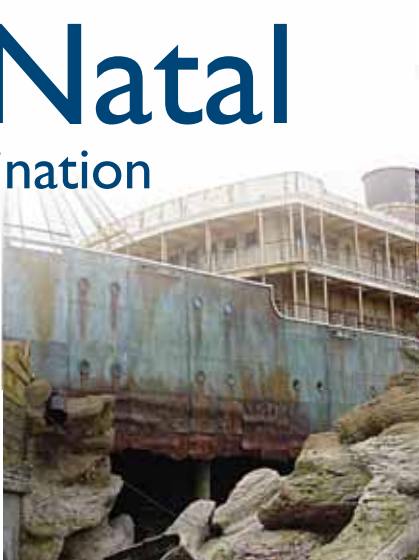
In one of the restaurants it is possible to have a seafood meal while sharks look on from nearby.

uShaka Marine World also features a penguin colony and a spectacular seal and dophine show where these engaging marine mammals delight the crowds with their acrobatics and sense of fun.

Elsewhere in the harbour area, Wilson's Wharf provides a range of restaurants and bars, while boat tours of the harbour, or out into the open sea, can be arranged to experience the full salt-laden atmosphere of wharfside Durban.

uShaka Marine World has been developed as a world class entertainment and tourism destination, complementing the other harbour attractions.

Contacts details:	
uShaka Marine World:	031-3378099
Boat-cruises:	031-3054022 031-3052884



Railway tourism in KwaZulu-Natal

Visitors to KwaZulu-Natal are offered the experience of travelling on steam trains in the picturesque southern districts of the province, immortalised by Alan Paton in his novel, *Cry, the Beloved Country*.

Durban is the entry point to a range of eco-tourism and other attractions in KwaZulu-Natal, most of them no more than three hours' drive from the city, much of it through scenic countryside.

Attractions range from the high Drakensberg mountains – which are often snowbound – to the lush, rolling Midlands, to the glorious beaches, to pristine wilderness that is home to the Big Five (lion, leopard, elephant, rhino and buffalo).

The Big Five are on offer in various parts of southern Africa. However, it is only in KwaZulu-Natal that the Big Six are on offer. In the Greater St Lucia Wetland Park, about two hours' drive from Durban, visitors are able to view the largest land mammal – the elephant – and the largest marine mammal – the whale.

Whales migrate northward from the Antarctic to mate and calve in the warm waters of southern Madagascar. As they migrate, they spend a significant amount of time in the deep waters off St Lucia.

This provides the opportunity to view these magnificent creatures as they blow, break surface and play. Sometimes they are alone, sometimes in groups of as many as a dozen. Schools of dolphin leaping from the water are often a bonus.

More whales are spotted by boat off St Lucia – which has a large marine reserve as well as its onshore game reserve – than anywhere else in South Africa.

Advantage Charters, a licensed operator based at St Lucia offers regular whale watching tours between July and November, also providing guest house accommodation. The spotter boat launches through the surf three times a day during this period, which is a thrill in itself.

As a licensed operation, Advantage is permitted to bring whale watchers as close as 300 metres to any whale, providing great viewing and excellent opportunities for photographs and video.

Greater St Lucia Wetland Park is a World Heritage Site with a wide range of dryland, wetland, estuarine and marine habitats. It has been identified as a prime node for the further development of KwaZulu-Natal's tourism industry.

Whale-watching as an alternative to elephant-watching makes it unique in the world.

Contact details:	035-5901427
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