

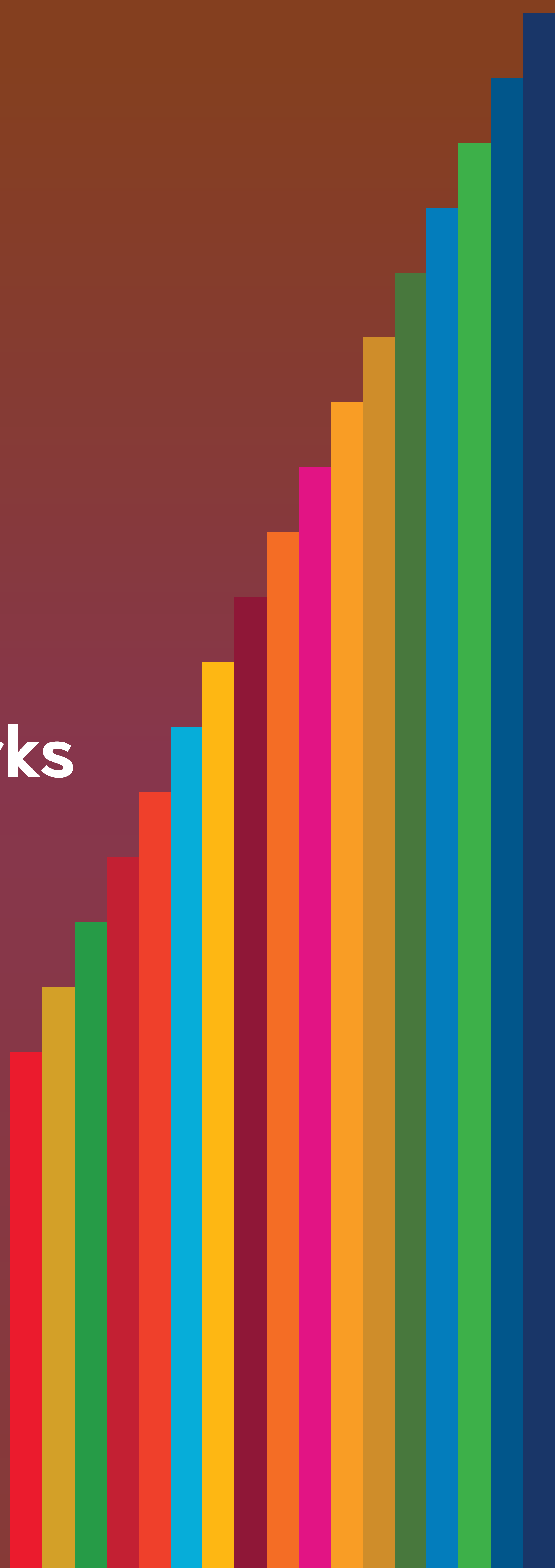


NATIONAL YOUTH DEVELOPMENT AGENCY

OUR YOUTH. OUR FUTURE.

Rapid Programme Evaluation Report.

Community Works Programme.



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Foreword

This report was prepared by Imperial Research & Consultancy, External Consultants, who led this evaluation. They worked under the general guidance of NYDA Monitoring & Evaluation Staff NYDA Training Staff and NYDA Programme Staff who provided technical coordination, methodological assistance and support. This evaluation also benefited from support and inputs offered by District and Municipality Program Leaders in Mpumalanga Province.



Introduction

To address the persistent challenge of the high level of unemployment, poverty, and inequalities, in 2006, the South African government initiated the Community Works Programme that provides an employment safety net for people living in marginalized areas where access to employment opportunities is very limited.

The Community Work Programme (CWP) is a government initiative under the aegis of the Department of Cooperative Governance & Traditional Affairs (CoGTA) designed to provide employment safety net to eligible participants by offering them a minimum number of regular days of work each month. There is a guaranteed minimum CWP wage. In practice, participants work two days a week or the monthly equivalent. By focusing on work needed by communities, dubbed “useful work”, the CWP has become an instrument of community development, by improving the quality of life in poorer communities.

Background

The Department of Corporate Governance and Traditional Affairs (COGTA) required a service provider to assist the Department with implementation of the Community Works Programme (CWP) for a period of 12 months. The tasks included the understanding practice as set out in Section 10 below:

- Site inception, establishment and/or maintenance
- Programme implementation and management
- Reporting and administrative functions
- Procurement and management of assets and inventory
- Sound financial, performance and procurement controls and budgeting

The Community Work Programme (CWP) was established to provide an employment safety net to eligible members of target communities by offering them a minimum number of regular days of work each month.

The programme targets unemployed and underemployed people. The stipends participants receive supplement their existing livelihood means and provide them with a basic level of income security. They also assist those whose livelihood activities are insufficient to lift them out of abject poverty.

The NYDA plays a lead role in ensuring that all major stakeholder’s, i.e., government, private sector, and civil society, prioritise youth development and contribute towards identifying and implementing lasting solutions which address youth development challenges.

The National Youth Development Agency derives its mandate from the legislative frameworks, including the NYDA Act (54 of 2008), the National Youth Policy (2009–2020) and the draft Integrated Youth Development Strategy as adopted by the Youth Convention of 2006. The NYDA activities could be summarized as follows:

- a) Lobby and advocate for integration and mainstreaming of youth development in all spheres of government, private sector and civil society
- b) Initiate, implement, facilitate and coordinate youth development programmes
- c) Monitor and evaluate youth development intervention across the board and mobilise youth for active participation in civil society engagements.

It is from this background and understanding that NYDA was chosen as the service provider to assist the Department with Implementation of the CWP.

Roles Of The Partners

COGTA

- Make funding available for the project.
- Transfer allocated funds to NYDA timeously.
- Ensure NYDA has appointed the service providers across the country.
- Conduct site visits to ensure that provinces implement the programme.
- Oversee project exit opportunities and aftercare.

NYDA

- Implementation of the CWP programme
- Administration and allocation of funds for the programme
- Ensure the overall implementation of the programme.
- Coordinate and facilitate induction workshops with service providers.
- Submit detailed narrative and expenditure reports to CoGTA.

From performing its roles, NYDA has had success in Mpumalanga as can be heard from beneficiaries like;

- Nonhlanhla Makalela
- Dora Mlisa
- Mbali's laundry business.

These success stories and more can be found on different platforms like Twitter and Facebook which are commonly used by the youth.

Success stories like these create a need to find out more. To find out the impact the program is creating, its efficiency and effectiveness as well as the return on investment.

Literature Review

Employment: At The Interface Between Social And Economic Policy – International Labour Organisation (ILO).

Employment is the critical interface between the social and the economic in society. The personal impacts of employment/unemployment impact on inclusion and dignity: on families, communities, societies. The social problems that arise from unemployment – direct and indirect – raise the costs of poverty for the rest of the economy; and can translate into economic instability also. Few failings in the economy impact as directly on social outcomes (and social costs) as unemployment.

If it is accepted

- that being productive is crucial to human well-being and social stability,
- that even efficient economies with high rates of growth may not necessarily create employment for everyone who needs it;
- And that markets don't only fail to create employment in times of crisis

Then there's a need for an instrument to create employment even when markets aren't doing so; public employment programmes offer such an instrument: Also at the interface between social and economic policy.

Context Of Unemployment In South Africa

South Africa has a crisis of unemployment; the official rate hovers around 34.5%. According to STATSA, South Africa's unemployment rate decreased by 0,8 of a percentage point to 34,5% in Q1:2022 compared to Q4:2021. Expanded unemployment rate decreased by 0,7 of a percentage point to 45,5% in Q1:2022 compared to Q4:2021. unemployment rates.

Youth in South Africa continue to be disadvantaged in the labour market with an unemployment rate higher than the national average.

According to the Quarterly Labour Force Survey (QLFS) for the first quarter of 2022, the unemployment rate was 63,9% for those aged 15–24 and 42,1% for those aged 25–34 years, while the current official national rate stands at 34,5%.

Although the graduate unemployment rate remains relatively low in South Africa compared to those of other educational levels, unemployment among the youth continues to be a burden, irrespective of educational attainment. Year-on-year, the unemployment rate among young graduates (aged 15–24 years) declined from 40,3% to 32,6%, while it increased by 6,9 percentage points to 22,4% for those aged 25–34 years in Q1: 2022.

South Africa has over 10 million young people aged 15–24 years and, of these, only 2,5 million were in the labour force, either employed or unemployed. The largest share (7,7 million or 75,1%) of this group of young people are those that are out of the labour force (i.e. inactive). The main reason for being inactive is discouragement, i.e. they have lost hope of finding a job that suits their skills or in the area they reside. 37,0% of this group were disengaged from the labour market in South Africa. These are regarded as youth not in employment, education or training (NEET). A large share of these (NEET) young people are discouraged. There has been an increase in the NEET rate for both males and females. The gap, however, has decreased significantly between them year-on-year.

Despite SA's strong system of unconditional cash transfers, there is no real social protection for the unemployed. The contributory Unemployment Insurance Fund covers only an average of 2– 3% of the unemployed at any point in time. The unemployed are dependent on 'goodwill' transfers within the household and community. This means the cost burden of supporting the unemployed falls mainly on poor communities exacerbating poverty and inequality.

Public Employment Programs (PEPs) In South Africa

According to ILO, Public Employment Programmes (PEPs) are publicly financed and government-implemented long-term investment programmes that directly create employment through productive activities with a high labour intensity, rather than through the expansion of civil services. These interventions share the primary objective of providing employment for workers who are unable to support themselves due to a shortage of market-based employment opportunities. These programmes may also be financed and implemented by donor agencies, in collaboration with a government.

The Expanded Public Works Programme is one of government's key programmes aimed at providing poverty and income relief through temporary work for the unemployed.

The EPWP is a nationwide programme covering all spheres of government and SOEs. The programme provides an important avenue for labour absorption and income transfers to poor households, in the short to medium-term.

EPWP projects employ workers on a temporary or ongoing basis with government, contractors, or other non-governmental organisations under the Ministerial Conditions of Employment for the EPWP or learnership employment conditions.

The EPWP creates work opportunities in four sectors, namely infrastructure, non-State, environment and culture and social, by:

- increasing the labour intensity of government-funded infrastructure projects
- creating work opportunities through the Non-Profit Organisation programme and Community Work Programme
- creating work opportunities in public environment and culture programmes
- creating work opportunities in public social programmes.

The EPWP also provides training and enterprise development support, at a sub-programme level. Since 2012/13, the EPWP has created 4 185 426 work opportunities, and targets creating an additional 4 205 730 work opportunities by the end of 2018/19.

According to Stats SA 2015, "Social Wage" is a cornerstone of government efforts to improve the lives of the poor and reduce their cost of living. This approach was already highlighted in the Reconstruction and Development Programme (RDP) 1994, which emphasized improving living conditions through better access to basic physical and social services, health care, and education and training for rural communities.

The National Development Plan (NDP), is a strategic framework for addressing the socio-economic and developmental challenges facing South Africa. The goal of the NDP is to eliminate poverty and reduce inequality in the country by 2030. The 2012 National Development Plan (the NDP) – Our future: make it work – put employment at the centre of South Africa's economic reconstruction challenge. Three key priorities were highlighted:

- Raising employment through faster economic growth
- Improving the quality of education, skills development, and innovation
- Building the capability of the state to play a developmental, transformative role.

But the NDP recognised that employment creation through growth would not be enough. Amongst the measures proposed to attack poverty directly was the expansion of public employment programmes – to one million participants by 2015 and two million by 2020.

The official "Monitoring and Evaluation" (M & E) reports of the Expanded Public Works Programme (EPWP) published on the Department of Public Works and Infrastructure (DPWI) website provide a measure of progress against these targets. The reports indicate that the 2015 goal was met in 2014/15, following a decade of broadly steady growth in the EPWP and the rapid growth of the Community Work Programme (CWP), first piloted in 2007 and introduced into these reports in 2010/11.

As governments from developing countries are faced with the challenge of addressing poverty, logically public employment programmes are intended to address the poverty phenomenon. Hence there is a need to develop a conceptual understanding of poverty to contextualise the rationale for the implementation of public employment programmes.

The Community Works Programme (CWP) According to CoGTA

The CWP is a government-funded, community-driven programme based in the DCoG. It falls under the broad umbrella of Public Employment Programmes (PEPs) designed to cushion enrolled participants from the harsh impacts of poverty and unemployment.

The CWP was conceptualized as part of the Presidency's Second Economy Strategy Project in 2007 and was implemented as a pilot from 2007 to 2009 under the auspices of the Presidency and the Department of Social Development with funding from an international development agency and support from a few non-governmental organisations who played the programme management role.

Following a successful pilot phase, in 2009, the CWP was made a component of Phase 2 of the Department of Public Works' Expanded Public Works Programme (EPWP) as a fully-fledged government-funded programme. Within a year of the programme being with the Department of Public Works, the Presidency reassigned it to Cooperative Governance and Traditional Affairs (CoGTA) with effect from April 2010. However, ties with EPWP remain and both programmes now fall under the Public Employment Programmes (PEP) umbrella.

The primary objective of the programme is to provide an employment safety net to poor, unemployed and under-employed people by providing them with regular and predictable work opportunities enabling them to earn a monthly stipend while contributing to the development of the communities in which they live.

Participation in the CWP does not disqualify beneficiaries from benefiting from other social protection initiatives (or grants) for which they qualify. In addition, CWP participants can and are encouraged to participate in other livelihood initiatives such as part-time employment or self-employment with the CWP wages complementing whatever they earn through other initiatives.

The various types of work that are undertaken at CWP sites have to be "useful". The "useful work" must be decided on by communities themselves through representative community structures called Local Reference Committees (LRCs). Useful work is defined as work that contributes to the public good, to community development and to the creation and maintenance of community assets as well as to the provision of community services. Furthermore, to the extent possible, useful work projects have to be aligned to municipal or ward priorities as outlined in the Integrated Development Plans and Ward Development Plans where the latter exist.

The key design features of the programme include the fact that the CWP is a partnership programme. This entails fostering not only inter-governmental partnerships involving national sector departments but also collaborations with provincial departments (coordinated by Provincial CoGTAs), CWP municipalities as well as with civil society organisations and communities in which the CWP is being implemented. At the local level, the manifestation of the centrality of partnerships in the programme finds expression through LRCs which are bodies comprising of various role players primary among whom are community representatives. LRCs, which play an advisory and support role to NPOs, are critical to site effectiveness and delivery on programme imperatives. To this effect, it is crucial that they encompass the community voice.

While CWP participants are in the programme, they are also expected to receive some training, primarily to optimize useful work outputs, but also to help them acquire skills that might enhance their employability prospects outside the CWP or equip them with skills and experience to start their own income-generating initiatives. Presently, most CWP partnerships support the training of CWP participants.

Key Features of the Community Work Programme (CWP) According to CoGTA

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;

I. It is an area-based programme implemented in a defined local area called "a site." A site is usually a municipal area that extends over several wards. Sites are established in poor areas where unemployment is high and sustainable jobs will take the longest to reach. Each site is sub-divided into a number of sub-sites constituting of wards and villages;

II. It is meant to complement and not replace the existing livelihood strategies of unemployed and underemployed people. The CWP is an ongoing programme with participants moving in and out of the programme as their needs change;

III. The CWP provides access to a minimum level of regular work on an on-going and predictable basis for those who need it the most at the local level. Currently, it offers 100 days of work a year, managed as either two (2) days a week or eight (8) days of work per month.

IV. The CWP uses community participation processes to identify 'useful work' through Local Reference Committees (LRCs). 'Useful work' is defined as an activity that contributes to the public good. The work undertaken is generally multi-sectoral (undertaken across departmental mandates and spheres) and responds to priorities set at local level through community participation processes.

Generally, each site identifies a set of anchor programmes that are ongoing and provide core work; Examples of useful work undertaken by CWP sites include, but are not limited to, the following:

- Maintenance of feeder roads;
- Donga repair;
- Spring protection;
- Building water tanks;
- Fixing classrooms, with authorization and cooperation from DBE;
- Developing and maintaining productive food gardens (household and community);
- Planting trees;
- Environmental clean-ups;
- Home- and community-based care work;
- Caring for orphans and vulnerable children;
- Providing labour to maintain food security for vulnerable households;
- Running sports activities or homework classes at schools;
- Organising community sports events;
- Holding community arts and culture activities (for example, organising drama groups, researching the community's social history);
- Initiating community policing and patrols, and responding to social challenges such as reducing violence against women (converted to 'work' by providing street guards in rape hotspots, and cutting the long grass adjacent to pathways, for example);
- Supporting local governance, planning and research as well as participation in the implementation of relevant national campaigns such as the Food and Nutrition Security Strategy; and
- Innovative initiatives which address community development needs.

V. The CWP prioritises labour-intensive activities (with a target ratio of 70:30 wages to non-wage costs at site level). Non-wage costs are all the costs of running a site excluding the cost of wages and primarily consist of tools and materials, protective clothing, training, technical support, capacity building at community level and project management fees. This ratio requires partnerships with other players in order to co-resource/co-fund activities with high material inputs;

VI. The CWP is designed to operate at scale – to build up to and maintain participation levels of 1,000 participants or more per site if operating at full scale although lower participant levels may be permitted in appropriate circumstances;

VII. CWP sites are managed by NPOs who are appointed to establish a site, which entails the facilitation of the formation of a Local Reference Committee and the identification of useful work through a consultative community engagement process, the recruitment and registration of participants, as well as the planning and management of useful and labour-intensive work activities while providing day-to-day financial, logistical and project management services;

VIII. A CWP site requires formal support, collaboration and partnership with the Municipality, other relevant local government structures and the Provincial Department responsible for Local Government or Cooperative Governance;

IX. The CWP empowers communities, through LRCs to identify and undertake the work in accordance with their needs; and

X. The payment of wages is through a cashless system which entails participants' wages being deposited directly into their individual bank accounts thus minimizing the risk of handling cash.

The DCoG is responsible for the payment of participants. NPOs are responsible for the recruitment, appointment, collection, recording and safekeeping of accurate and complete participant data and supporting documents and providing these to DCoG to facilitate participant payments.

Implementation Of The CWP In South Africa

The Department of Cooperative Governance states that the CWP is a community-driven programme to soften the negative impact of high unemployment. The CWP is an endeavor to present interventions against poverty in the areas of greatest socioeconomic need aimed at addressing the high poverty rate. The Community Works Programme was initiated by the government of the Republic of South Africa in 2006 as part of the Second Economy Strategy that was aimed at addressing the growing socio-economic inequalities that are caused by the macro-economic structure of the economy. The former President Mbeki raised concern in the State of Nation Address in 2005 that the structure of the South African economy is based on two divided pillars that do not support each other. The first economy is the formal economy characterised by business and formal employment, whilst in contrast, the second economy is characterised by the marginalized sector of the community that does not have the skills to access formal employment and is mainly making livelihoods through informal small scale markets.

The CWP was initiated as part of the government poverty alleviation strategy that was introduced in 2006 as the Accelerated Shared Growth Initiative of South Africa (ASGISA) led by the then Deputy President of the country, Ms Mlambo-Ngcuka under the Presidency of Thabo Mbeki. The ASGISA was based on the observation made by the then President that although there has been substantive economic growth of 3-4% in the country during the period 2002-2006, the economic growth has been jobless growth and the socio-economic inequalities expanded significantly. So the observation was that there is a need for government intervention aimed at addressing the historical inequalities and providing economic inclusion and safety-net for the marginalised poor.

The CWP was then initiated as a government-wide programme targeting the marginalised poor, aimed at providing employment safety-net through predictable work opportunities created under the Expanded Public Works Programme (EPWP). It was piloted between 2007 and 2009 under the EPWP programme and then it was formally transferred to the Department of Cooperative Governance and Traditional Affairs (CoGTA) in 2020. CWP provides labor-intensive predictable work opportunities whereby the participants are paid for working 8 days a month. The CWP continues to be implemented by the Republic of South Africa (RSA) government with funds allocated on an annual basis through the Medium Term Expenditure Framework of approved government expenditure.

Community/Public Works Programme (Pep) In Other Countries.

Developing countries have challenges of unemployment that contribute to the poverty of their country itself. It depends on the country how they address the issue of poverty they are faced with. The purpose of the literature review conducted from other programmes is to provide a comparative analysis of public employment programmes similar to South Africa's, including the Community Work Programme (CWP).

A programme with the same aim as the Community Works Programme in Malawi was initiated by the Government of Malawi to bridge the gap between unemployment and the high level of employment. There are four main PWP in Malawi and while their implementation differs in detail they share common approaches in terms of targeting and objectives. PWP aim at transferring income to the non-labour constraint poor by providing limited employment opportunities, often in remote areas where there are few jobs. In many cases, public works programme operate on a seasonal basis as a safety net during non-farming season, where there are few income generating activities available for the large majority of Malawians working in small-scale agriculture. PWP tend to focus on construction activities that are considered to support economic growth, regional development and increase resilience of local communities through for instance forestry and irrigation programmes (Programme Specific Report: Public Works Programmes in Malawi, ILO, 2016).

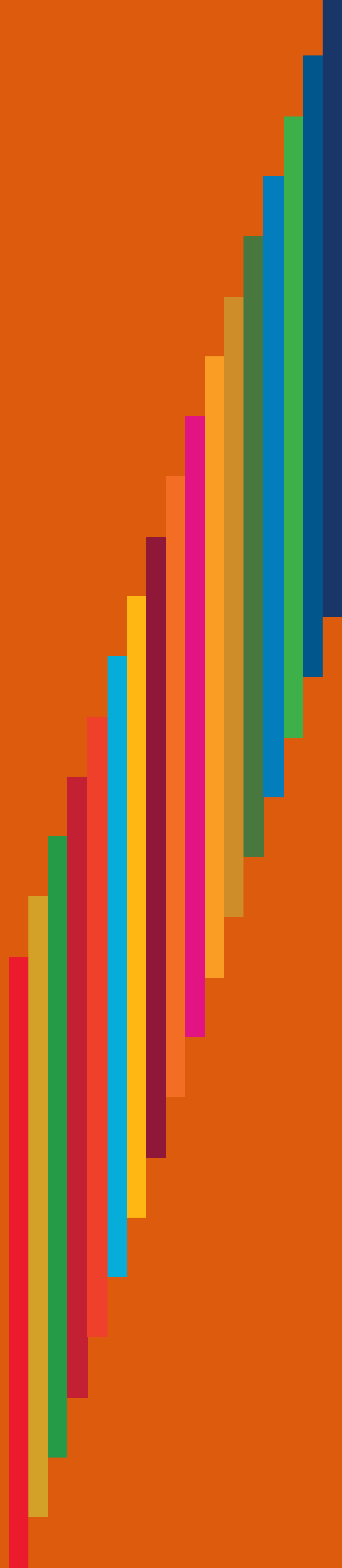
The Public Works Programmes is funded by European Union (EU) and it is implemented by the service provider, Aurecon Group on behalf of the Malawi Government. Aurecon is responsible for the implementation of the programme, starting from designing, implementing, monitoring, and evaluating the performance. The programme is a Public Works Programme (PWP), with the same aim as Community Works Programme (CWP) that is implemented in South Africa. Both programmes have different activities in different sectors across, for example, Infrastructure, Health, Agricultural, Economic and Social Services. These activities generate immediate economic inputs into the area while also providing food supply benefits for the beneficiary communities. The programme in Malawi is not only creating jobs for the deprived ones but also transferring skills to the participants in the programme. The Malawian Community Works Programme demonstrates positive development ((B.E.Tshomela, 2021).

According to Siddiqui (2000: 27) similar programme are conducted in Kenya to alleviate poverty and sustain the livelihoods of people living within. The programmes were implemented to address the high poverty level and unemployment through the Community Works Programmes. The programme in Kenya is implemented from a national level and then cascaded to the district level to local level; this is the same approach as in South Africa. In Kenya there are local structures where practices are shared. The good experiences or lessons are learned from the programme and to be shared with other structures or organizations who are also implementing poverty alleviation programmes across the globe. In Kenya, some successes have been achieved, most notably, the creation of awareness amongst the ultimate beneficiaries of the participatory development process as well as some capacity building and the establishment of a credit scheme in each of the districts, and local government (The Welfare Impact of Rural Electrification: A reassessment of costs and benefits, World Bank 2008)

In the year 2005, the government of Ethiopian launched the Productive Safety Net Programme (PSNP), with the aim to protect food consumption and prevent asset depletion of rural households that lack food security. The programme includes a component of public works and provides direct grants for those who cannot work. As years goes by, the PSNP became the largest programme in sub-Saharan Africa, supporting 7.6 million chronically food insecure people. A certain process was followed to identify the participants who can benefit from the programme (B.E.Tshomela, 2021).

Methodology

Based on the study objectives, the most suitable research methodology was the mixed methods research methodology. The research design adopted a realist evaluation model as it examined outcomes generated by mechanisms in specific contexts, which we view as relevant to the varied sites within the Mpumalanga Province. The approach looked for unintended or unanticipated results, either positive or negative, and will assist in interrogating all components of implementation.



Evaluation Criteria

I. Effectiveness and Efficiency of the Project

- The extent to which the project outputs are achieved
- The effectiveness of the project in accordance with the activities, indicators and outputs.
- Factors contributing to and detracting from results
- Determine the impact of the programme on livelihoods improvement and acting as a social security net.
- Determine the ability of participants to transition into other employment opportunities
- Determine programme challenges.
- Determine programme impact on local procurement and enterprise development

II. Relevance

- Indicate relevance and strategic fit of the project.
- Determine validity of project design.
- To determine if the budgets committed by the Department to the programme is sufficient.
- Determine social return on investment made

III. Sustainability of the project

- The extent to which benefits from the project will continue or are likely to continue afterwards (i.e. follow up projects, visible and permanent results)

IV. Project's Catalytic Effect

- The catalytic effect the project implementation caused, the impact the project had on implementing partners and key stakeholders involved.
- Determine the impact of useful work (Anchor sectors) on community development.
- Determine the role and impact of local reference committee on the programme.



Sampling.

Purposive Random Sampling was preferred for this study. This was mainly because data collection had to be aligned with NYS training activities to ensure beneficiaries are easily accessed.

Participants from various local municipalities, representing different wards and districts, were met at training venues.

Data Collection methods

Data was collected using Computer Assisted Personal Interviews (CAPI) and Focus Group Discussions.

One on one interviews were conducted with Beneficiaries, Supervisors, and Site Managers of selected sites.

Focus Group Discussions were conducted with Beneficiaries.

Data Collection Tools

The questionnaire for programme beneficiaries had a section on demographics like **Age, Gender, Education Level, Area of Residence, Occupation, Industry Sector, Who They Live With, If There Is Any Other Income Earner In The Household and Additional Income Earned.**

The following section of the tool had critical questions that sought to determine the impact of the CWP on beneficiaries. Most of the questions on the semi structured tool were open ended so as to generate beneficiaries's views, perceptions and practical experience from the CWP.

The questionnaire was administered by means of Computer Assisted Personal Interview (CAPI). Electronic data files were transferred to our servers on the cloud every day via a secure channel.

A quality control manual was also developed and used throughout the implementation of the field work.

Data Processing And Analysis

All electronic data files were automatically transferred to our cloud servers where they were stored and password-protected. The data processing operation included secondary editing, which required resolution of computer-identified inconsistencies and coding of open-ended questions.

Captured data was converted to Statistical Package for Social Scientist (SPSS) for descriptive analyses and exploration of data quality. Verified and cleaned data further went through detailed exploratory analyses, cross-tabulations, and analyses. Themes were developed for the analysis of data from interviews and FGDs using Thematic Analysis.

Ethics And Informed Consent

All participants were first informed of the purpose and nature of the study. Verbal informed consent was obtained from all participants 18 years or older. Data collectors were also trained to provide specific information regarding outreach services to those who report experiencing mental health problems or physical abuse. Data collectors were trained to maintain confidentiality of all participant data, and the consent script described precautions to ensure confidentiality, including storing all data in a secure electronic database.

The following particular ethical considerations were taken into account in addition to the standard ethical principles of voluntary participation, informed consent, confidentiality and beneficence:

- Participants were briefed on the nature and purpose of the research and were given an opportunity to ask questions and give informed consent.
- All participants were told that they can withdraw from the research at any time.

Study Limitations

For this study, limitations are listed and our means of mitigation.

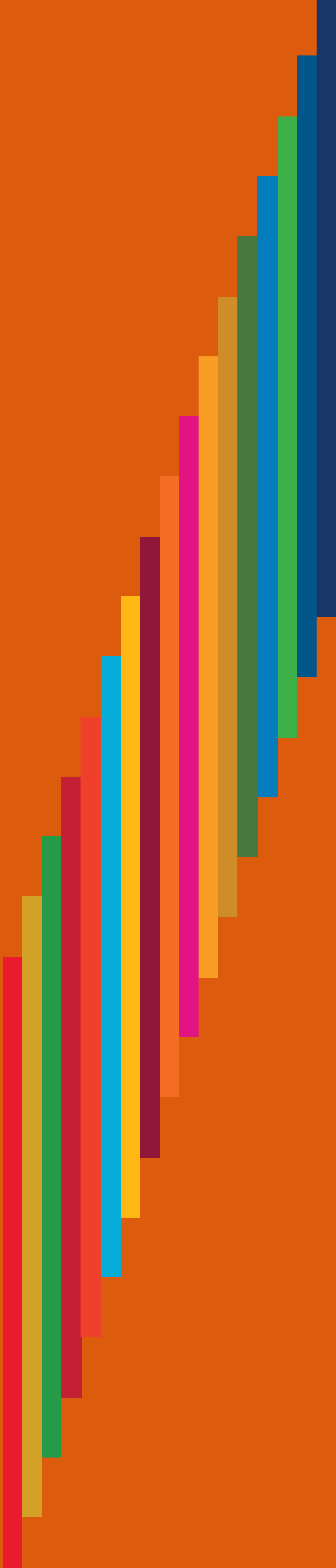
- **Timeframes:** Given this study lasted 6 weeks, it was important to locate beneficiaries. Beneficiary were met at different sites during the NYS activities while working hand in hand with the NYDA team.
 - **Generalizability:** The research results reflect the reality or views of participants in selected local municipalities in Mpumalanga Province and are not generalizable to the Nation (South Africa). However, we have drawn important lessons that can be adapted to other environments.
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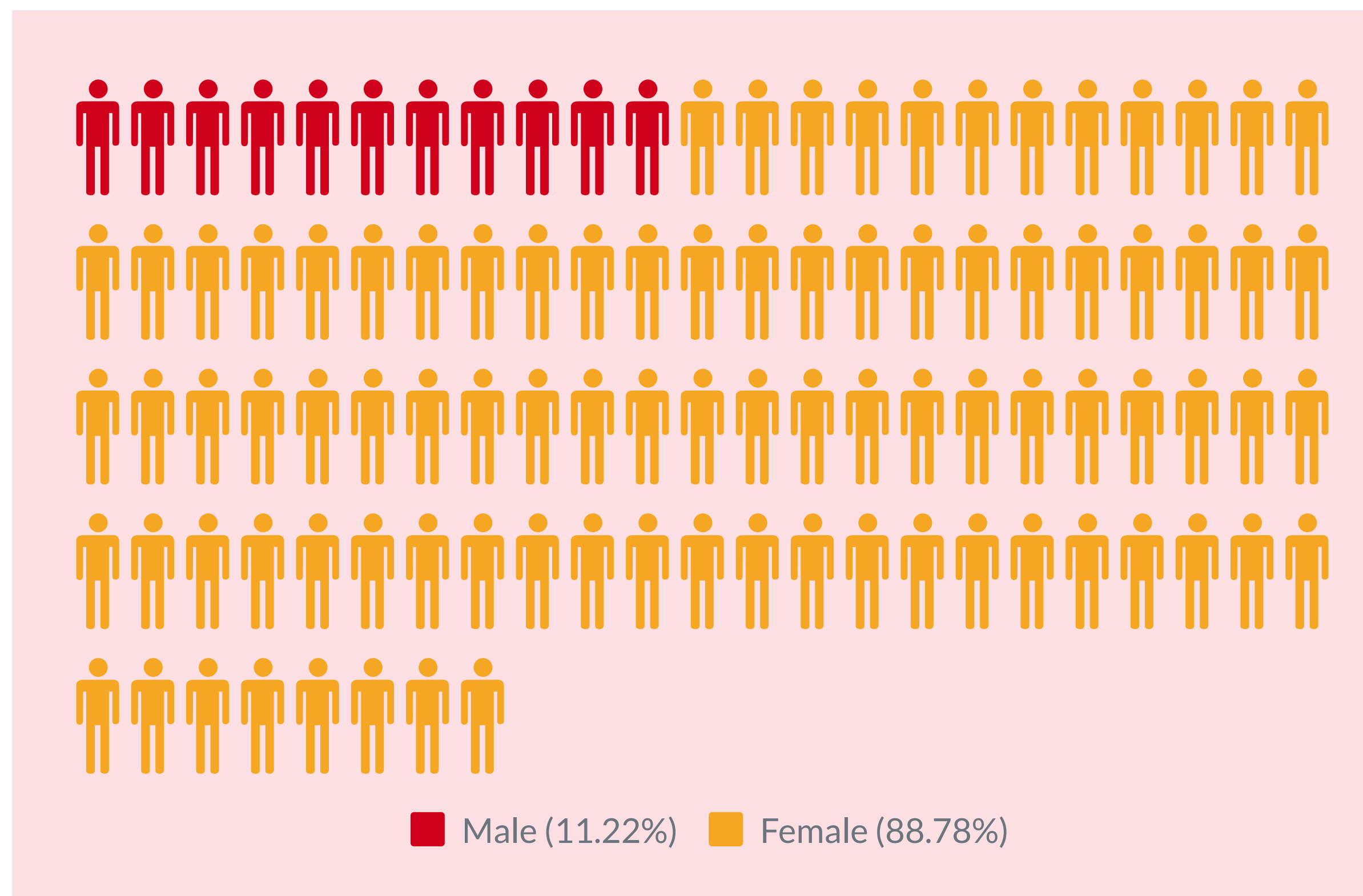
District	Site	No. of Interviews	No. of FGDs (15pg)	Total Participants
Ehlanzeni	Mbombela City	80	7	185
	Mbombela umjindi		7	105
	uMjindi	50		50
Nkangala	Emakhazeni	60	8	180
	Steve Tshwete	30	4	90
	Victor Khanye	24	5	99
Gert Sibande	Govan Mbeki	44	4	104
	CAL Nhlazatshe	36	4	96
Total		324	39	909

Findings

This section begins with an overview of the participants demographics. General aspects and evaluation questions are shown in relation to the overall project, while results for more specific questions are shown for the various districts that participated in the project.

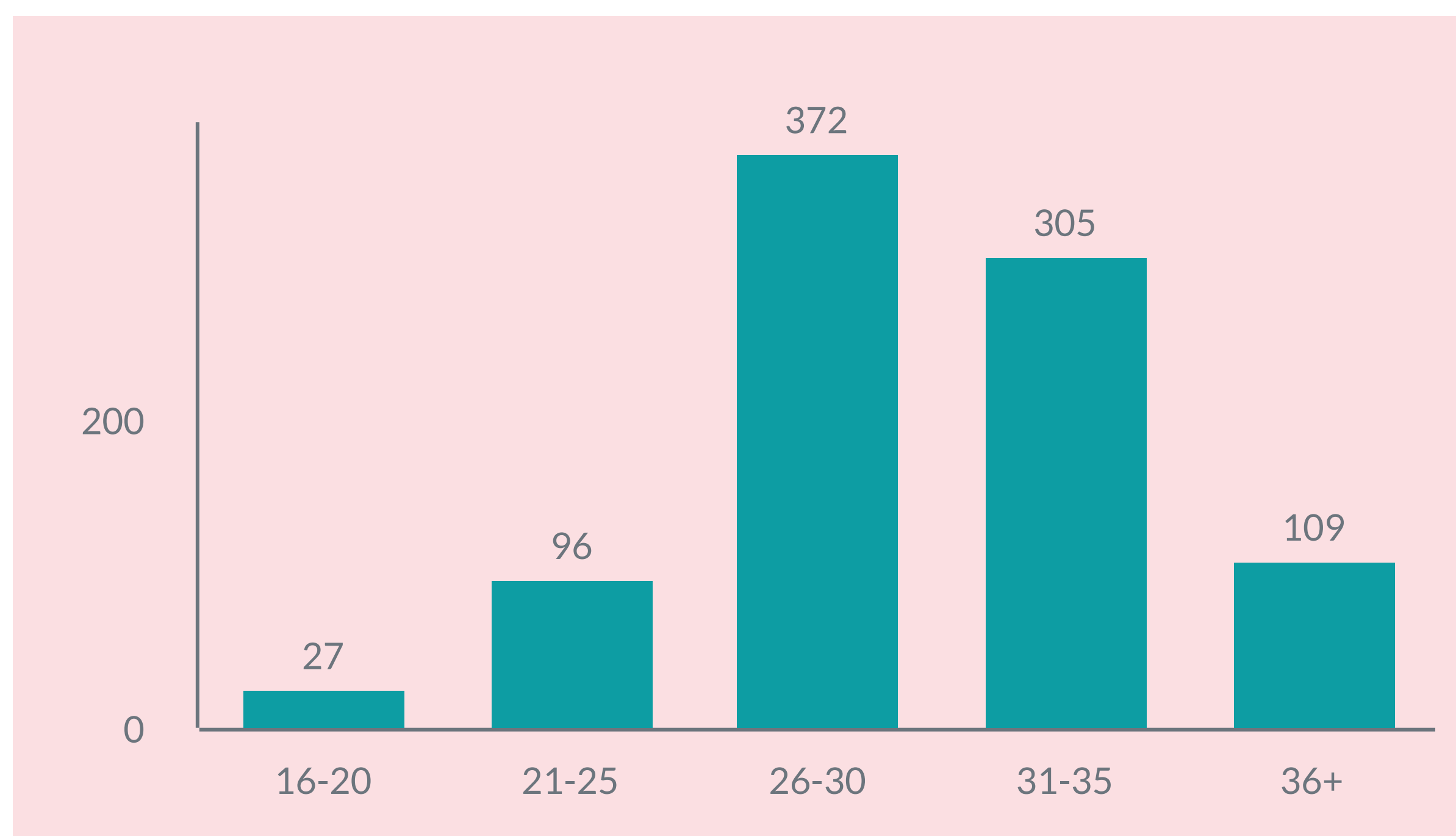


Demographics



102 (11.22%) male beneficiaries were engaged with for this study.

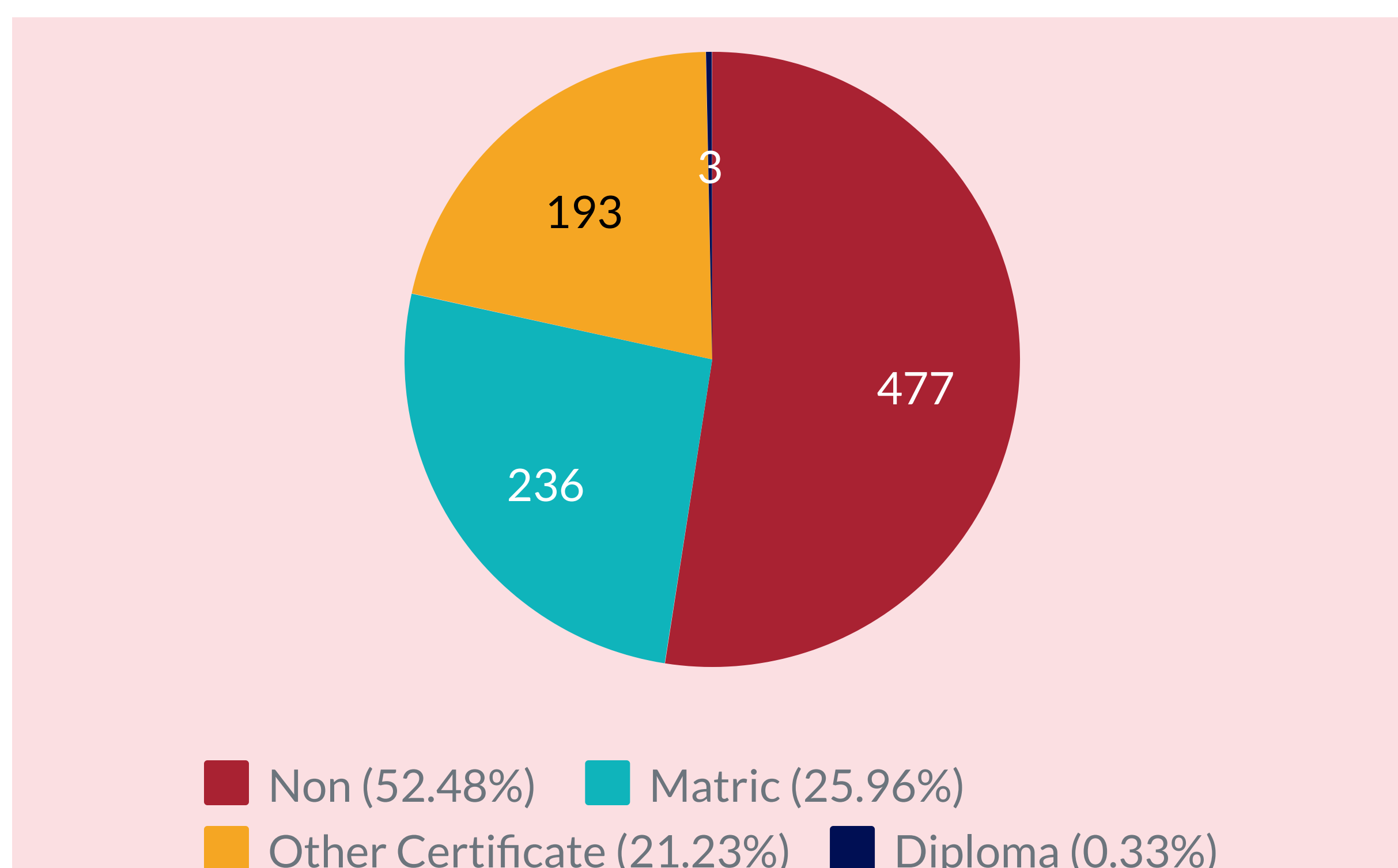
Females were the majority represented with 807 (88.78%) beneficiaries.



Majority of the beneficiaries were in the 26–30 years age group (41%) (which reflects STATSA's results on majority of unemployed youth being in the age range of 25–34 years at 42.1%). This is closely followed by the 31–35 years age group (34%). It should be noted that also, these 2 age groups had most beneficiaries who joined the program from as far back as 2014.

The least beneficiaries were in the 16–20 age group (3%) and the 21–25 age group (10.5%).

The program also had beneficiaries who were no-longer within the youth bracket, and they accounted for 11.5%.



The largest number of beneficiaries engaged with indicated to have not reached metric level (52.48%) compared to 25.96% who had acquired metric. In general, 47.19% of the beneficiaries had acquired metric and/or other certificate.

Relevance and Strategic Fit

Per the project document, the three main evaluation objectives/questions relate to the following interventions: **relevance & strategic fit; Validity of project design; Sufficiency of committed budgets – Social return and Value of funds invested.** We sought to understand and analyse these interventions from the perspective of a variety of respondents as listed under the methodology section

According to STATSA, South Africa's unemployment rate decreased by 0,8 of a percentage point to 34,5% in Q1:2022 compared to Q4:2021. Expanded unemployment rate decreased by 0,7 of a percentage point to 45,5% in Q1:2022 compared to Q4:2021. unemployment rates. Youth in South Africa continue to be disadvantaged in the labour market with an unemployment rate higher than the national average. For the first quarter of 2022, the unemployment rate was 63,9% for those aged 15–24 and 42,1% for those aged 25–34 years, while the current official national rate stands at 34,5%.

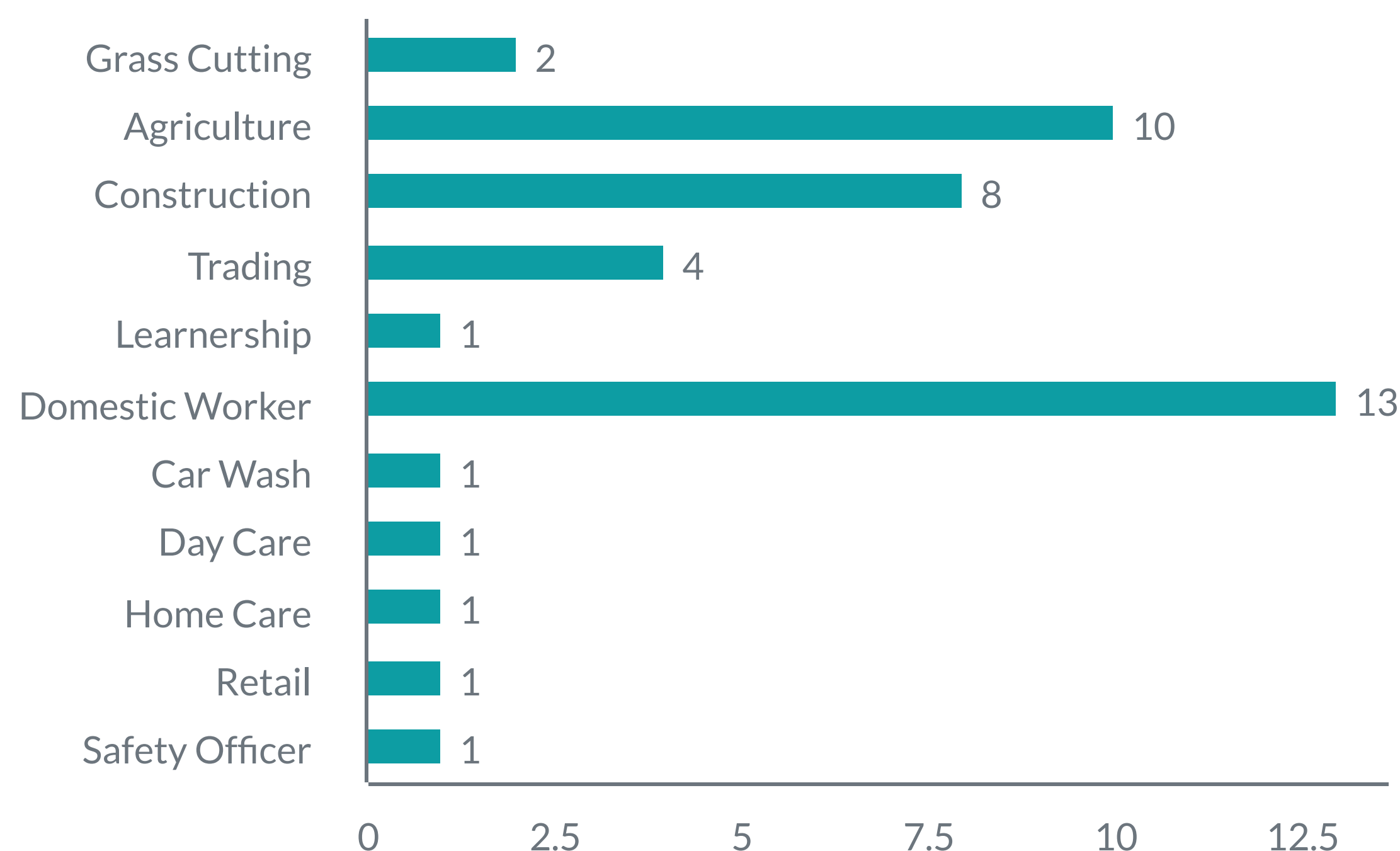
The CWP is designed as an employment safety net, not an employment solution for participants. It provides a baseline in terms of income security and economic access and participation.

The study revealed 4.7% of the engaged participants had been successful in accessing and participating in other paying opportunities. This was mainly attributed to the training and skills attained through being part of the program.

4.7%

Engaged in other income generating activities

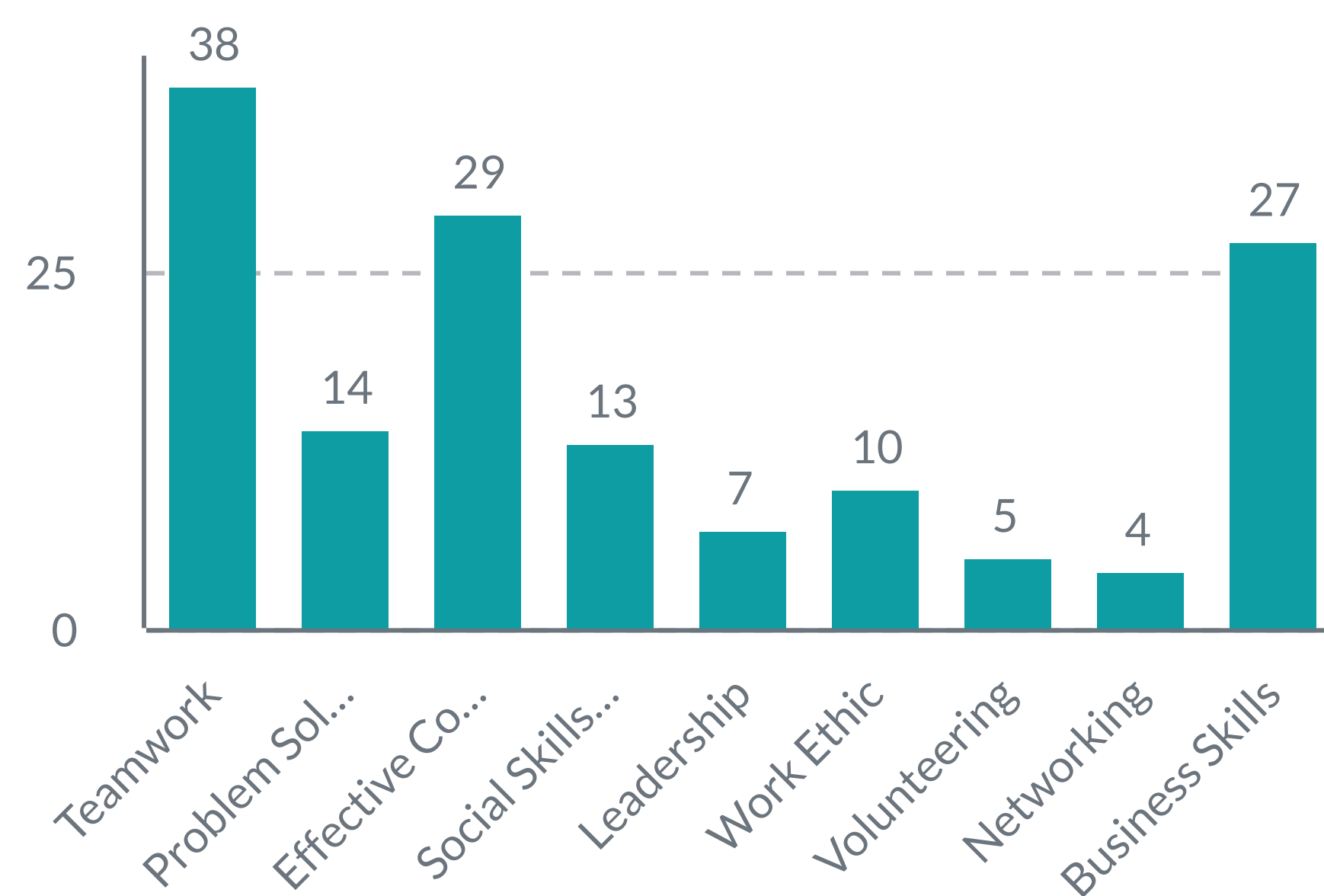
Participants were asked to indicate the income activities they were engaged in and they are illustrated below.



Majority of the participants indicated that the income activity they were involved in was working as domestic workers (30.2%). Those working in agriculture accounted for 23.2% and construction accounted for 18.6%. These were closely followed by trading at 9.3% and grass cutting at 4.6%. Learnership, Car Wash, Day Care, Home Care, Retail and Safety Officer, account for 2.3% each.

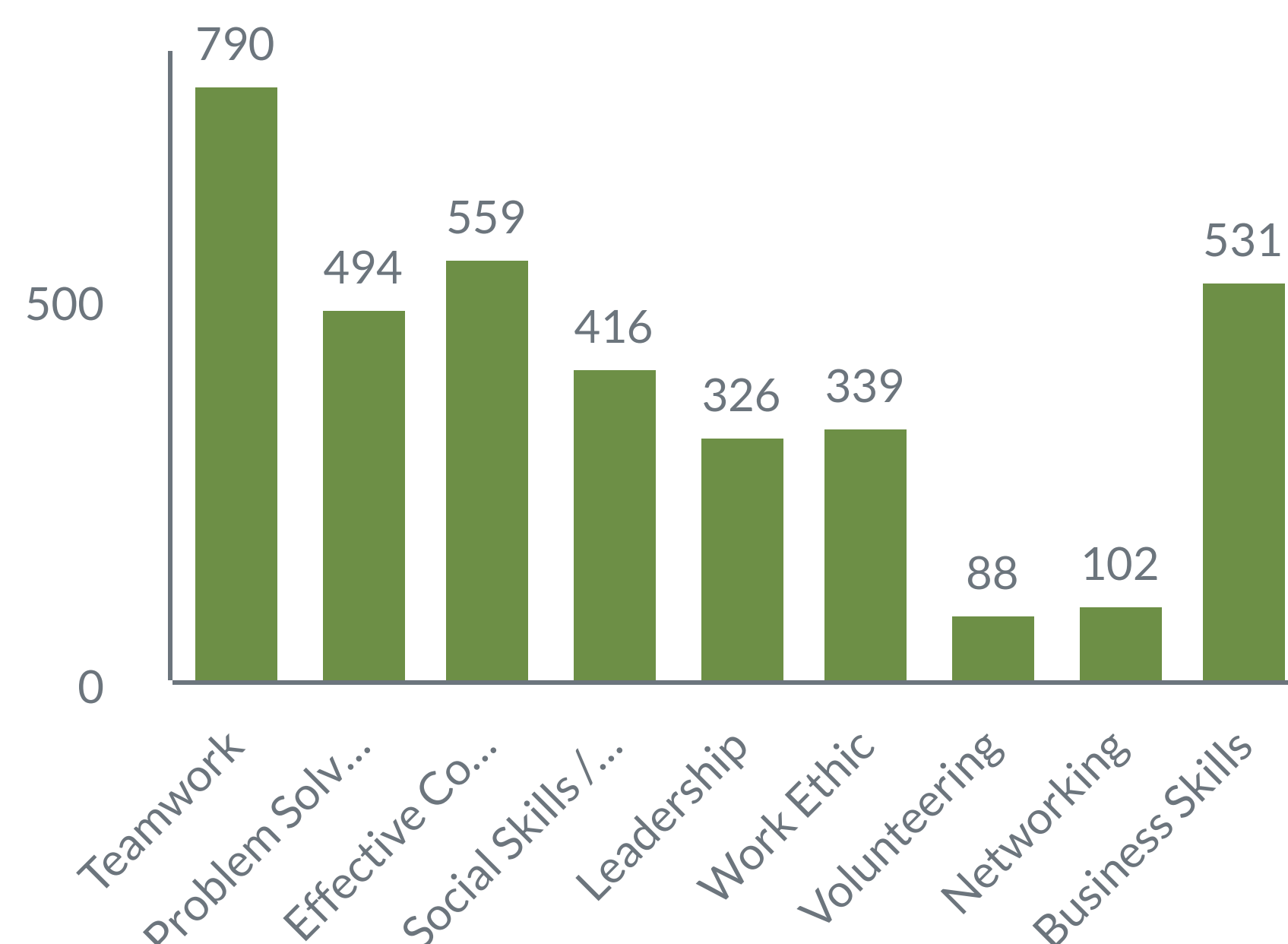
Skills in use by those with other employment

Teamwork is the skill used the most by those with other employment beside CWP (88.3%). This is followed by Effective communication (67.4%) and Business skills (62.7%). Problem solving (32.5%) and social skills (30.2) also had substantial application.



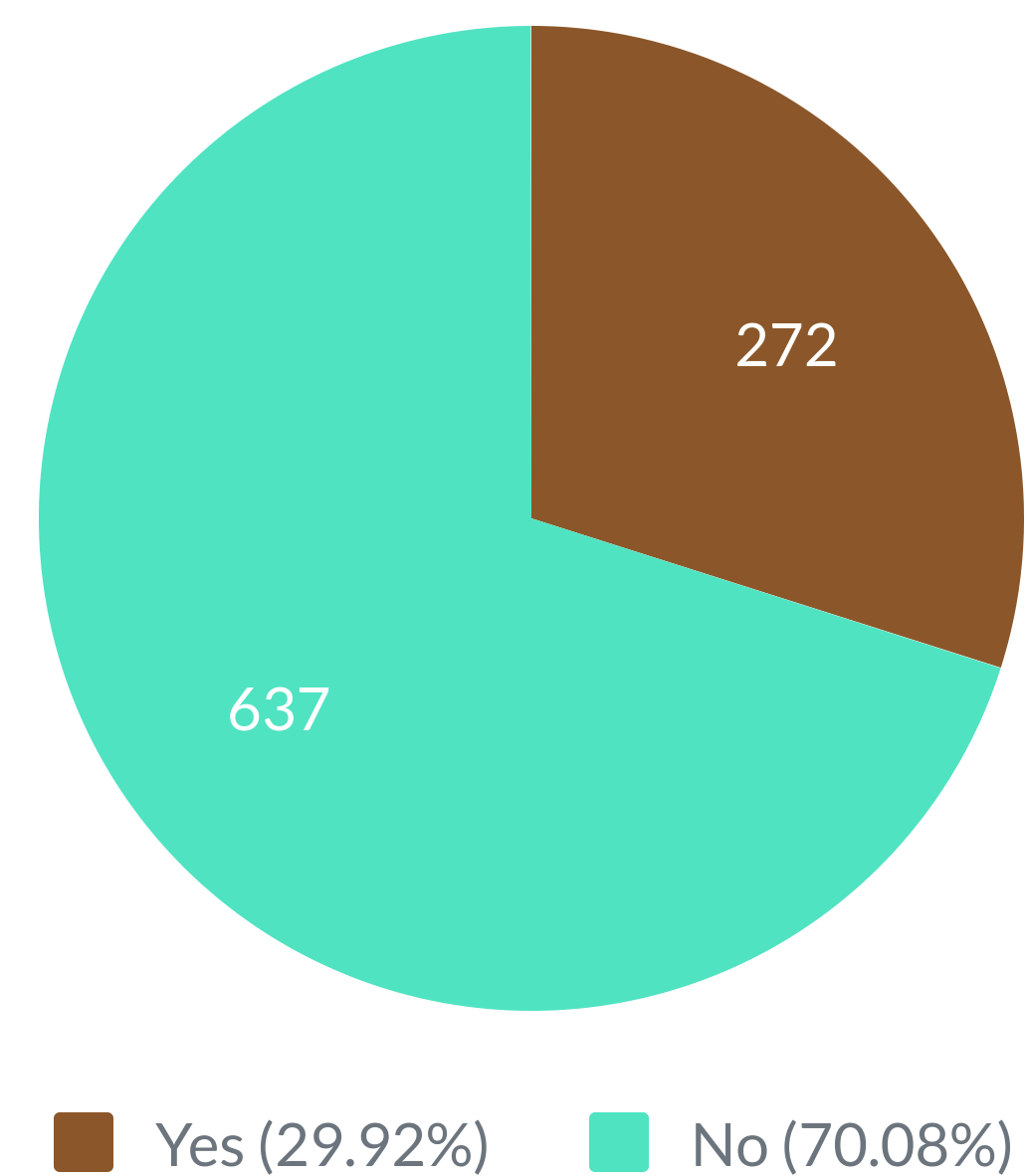
Skills attained in the program by all participants

The results reflect similar trends as the skills used by those in other employment. The exception is work ethic and networking which have a higher representation in general.



CWP is meant to complement and not replace the existing livelihood strategies of unemployed and underemployed people. The CWP is an ongoing programme with participants moving in and out of the programme as their needs change.

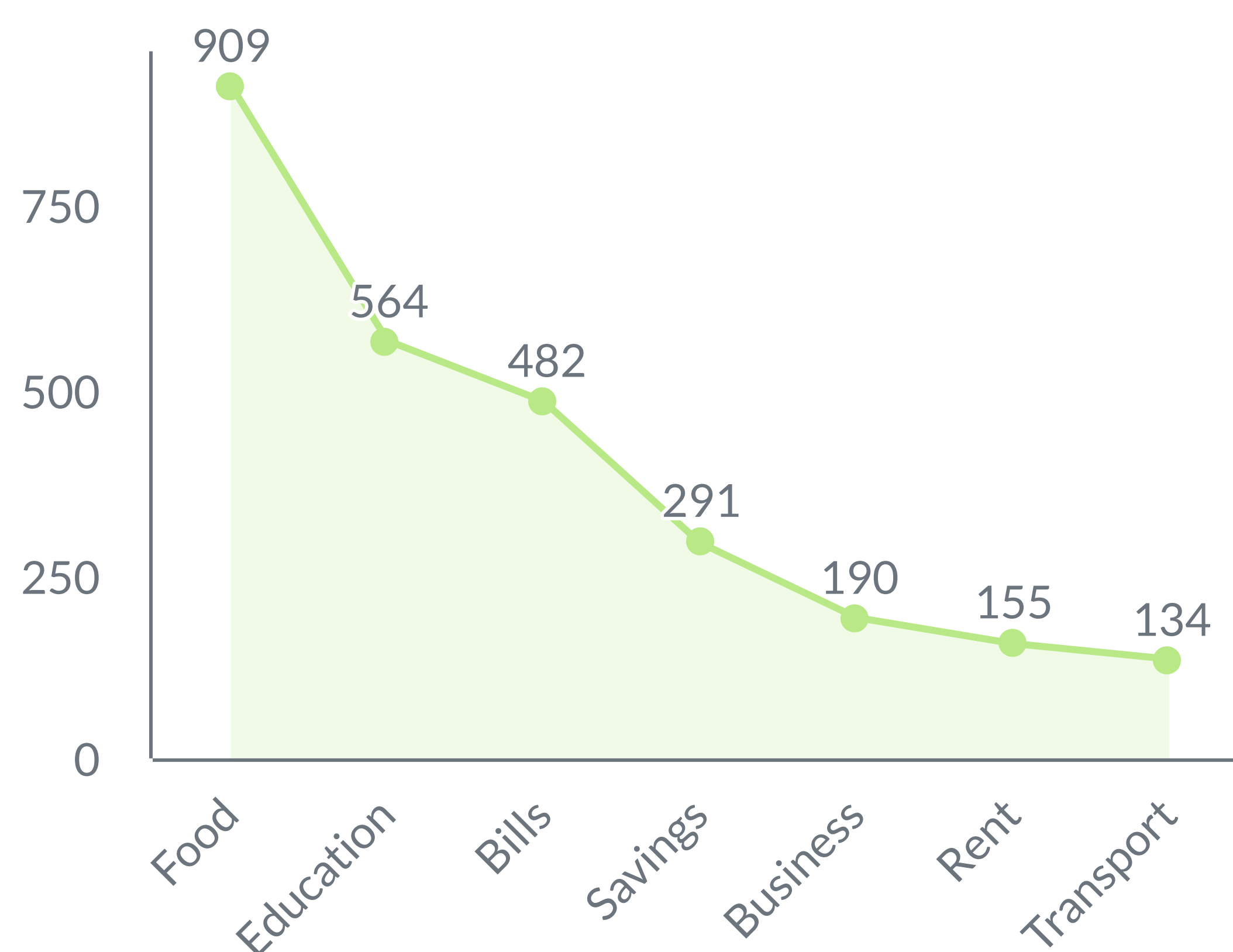
Participants were further asked to indicate if they resided with anyone else in their households and if there was any other person in their household who had employment or source of income. This was asked to establish if participants in the programme were the solo providers for their households.



Majority(70.08%) of the participants indicated how they were the solo earners in their households. This is relevant to note the number of households that are being supported because of CWP stipend.

29.92% indicated how there was someone else in their household who earned some income. The CWP still plays a role in complementing and not replacing the existing livelihood strategies of the participants.

Participants were asked to indicate how CWP complemented their livelihoods. Participants understood the complement to be the stipend earned. How they use their stipend is illustrated below.



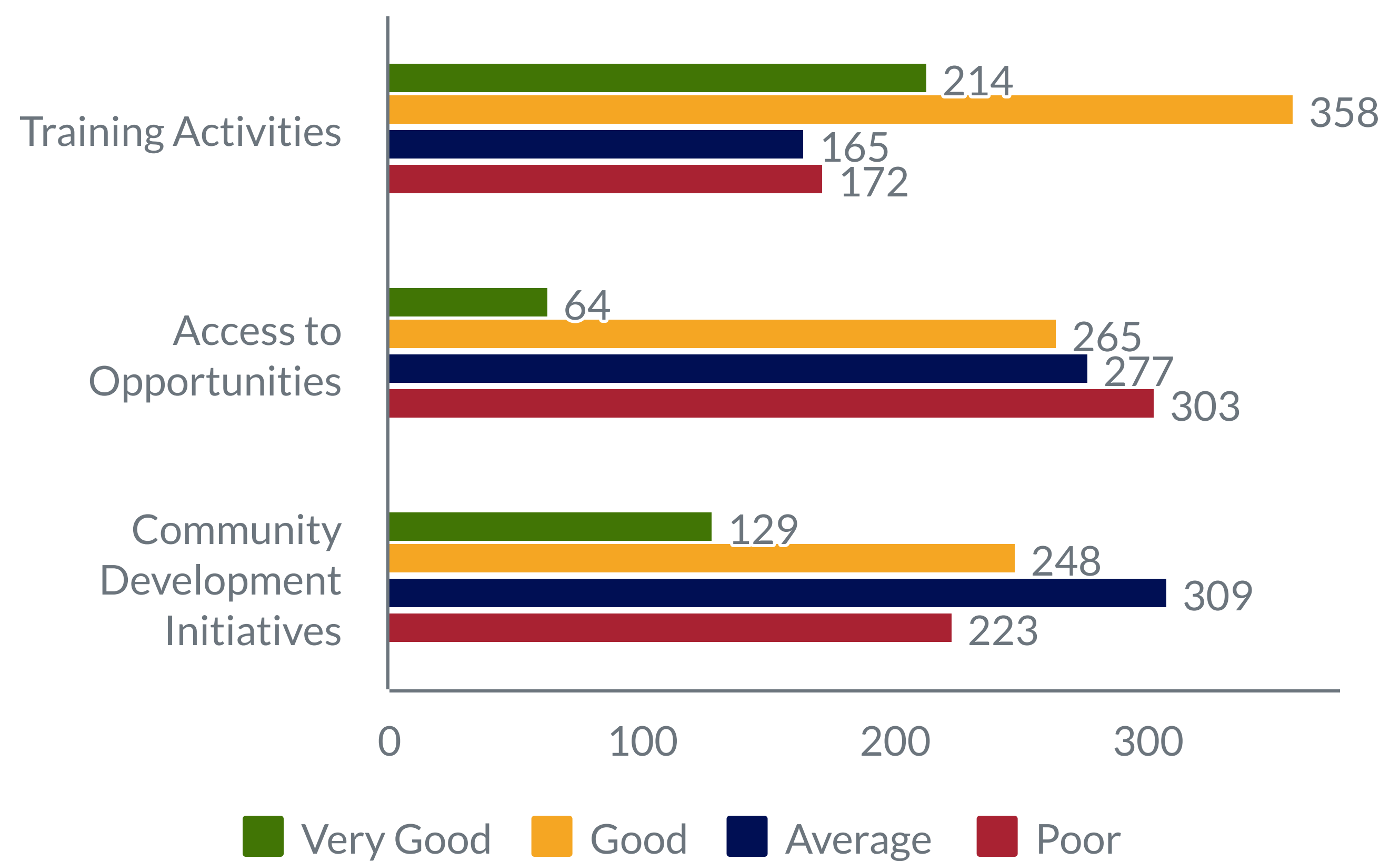
100% of the participants indicated how most of the stipend earned is spent on buying food. 14.8% spent most of their stipend on transport. Rent (17%) and Business (Investment) - 20.9%. Those who spend the stipend on education - 64.04% are closely followed by those who spend it on Bills - 53% and savings at 10%.

Validity of Program Design

The key design features of the programme include the fact that the CWP is a partnership programme. This entails fostering not only inter-governmental partnerships involving national sector departments but also collaborations with provincial departments (coordinated by Provincial CoGTAs), CWP municipalities as well as with civil society organisations and communities in which the CWP is being implemented.

To determine the program's validity we considered the baseline condition being unemployment/under employment. The objectives of the program and the outcomes; partners/stakeholders; and the main strategic components of the program.

The study considered three variables to be measured under validity of program; Training Activities, Access to Opportunities and Community Development Initiatives. These variables encompassed the objectives of the program in general.



The results above indicate training activities as having the biggest impact in terms of validity. As observed in previous sections, training activities have been mostly credited by those who have been able to gain employment outside the program.

Access to opportunities is rated low overall by the participants. When interrogated to understand more, participants indicated that because they don't have accredited training, they are always ignored when they set out to get other employment. This has also hindered program exit efforts as most participants would prefer staying in the program since they feel they don't have the requirements to meet other employment needs.

Community Development Initiatives were rated average overall. Communities do need these initiatives and benefits from the program. However, the LCRs, Site managers, District managers, must engage more stakeholders to continue enjoying the benefits that come with CWP.

Sufficiency of Committed Budgets

Social Return

To assess the social return on investment of CWP. The key steps identified and used to conduct an SROI analysis include:

- Determine financial values and proxies
- Calculate impact
- Calculate the SROI

**Employment Gained is calculated based on the cost of finding employment (R938 per month)*

**Skills Development is calculated based on the average cost of training in South Africa (R500)*

Determining Total Investment for Participating Beneficiaries (Based on Budget Values)

I	N	FV	TFV
Input	No. of Participants	Financial Value of Benefits per year per Participant	Financial Value for the Year
Stipend	909	R 5 904	R 5 366 736
Protective Gear	909	R 350	R 318 150
Tools and Materials	909	R 375	R 340 875
Training	909	R 350	R 318 150
Technical Support	909	R 50	R 45 450
Grand Total			R 6 389 361

Determining Financial Values for benefits Gained

O	I	IP	EFV	TFY
Outcome	Indicator	Impacted Population	Estimated Financial Value per Participant	Total for the Year
Employment Safety Net	Employment Gained	909	R 11 256	R 10 231 704
Skills Development	Skills Used	909	R 6 000	R 5 454 000
Total				R 15 685 704

Subtracting Deadweight

Deadweight is the percentage of benefit that would have happened regardless of the presence of the program components. Deadweight is an important factor in sensitivity analysis. A sensitivity analysis assesses the extent to which impact estimates are attributable to the program components. This is done by subtracting the total deadweight from the total value of benefits by beneficiary for each year over the anticipated benefit period (t).

We developed a rationale for assigning a deadweight value to each outcome. We rated each outcome as having high, medium, and low attribution—with *high* meaning a large percentage of the change in that outcome is assessed as being attributable to the program (deadweight at 10 percent); *medium* meaning a mid-range percentage of the change can be attributed to the program (deadweight at 25 percent); and *low* meaning a small percentage of the change in that outcome can be attributed to the program (deadweight at 50 percent).

For this study, given the findings in different variables, we estimate dead weight at 10% meaning a large percentage of the change is attributable to the program. This means CWP can claim 90% of the benefits experienced.

Dead Weight @ 10%	Year 1
Benefits Claimed (@90%)	R 14 117 133,60
Interest	1.02
NPV	R 13 899 150,60

$$\text{SROI} = \text{NPV} / \text{Value of Total Investment}$$

$$= 13\,899\,150,60 / 6\,389\,361$$

$$= 2.17$$

$$= 2.17 : 1$$

This indicates that an investment of R 1 by the program delivers R 2.17 in social value in the livelihoods of participants and communities.

Calculating for Return on Investment

$$\text{ROI} = \frac{(\text{Benefits Claimed Financial Value} - \text{Project Cost})}{\text{Project Cost}} \times 100$$

$$\frac{112\,963\,772 - 76\,672\,332}{76\,672\,332} \times 100$$

$$\frac{36\,291\,440}{76\,672\,440} \times 100$$

$$= 47.3\%$$

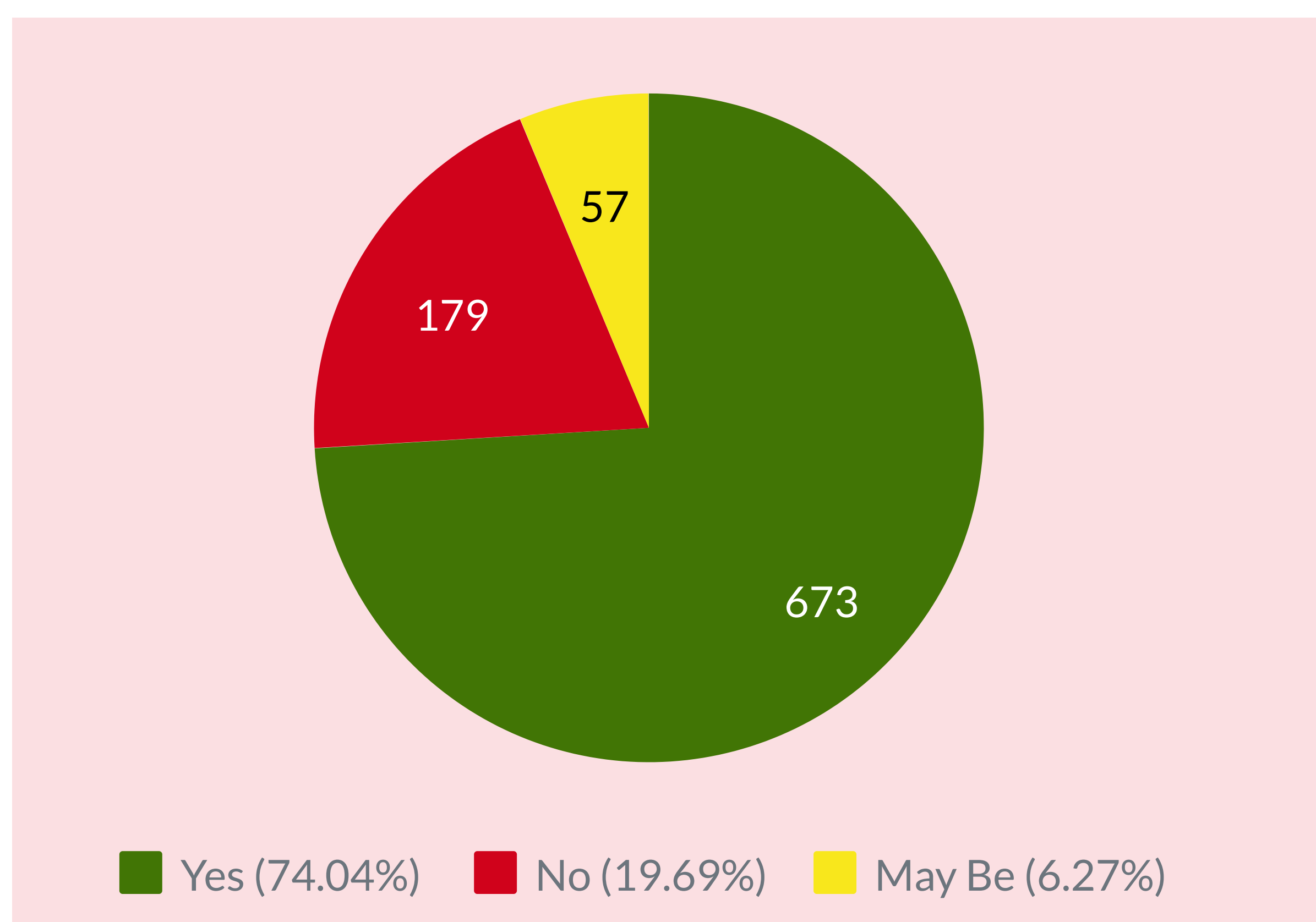
ROI of 47.3% implies that the program has a high ROI percentage and indicates that regarding the investment costs of the project, a 47.3% return in capital gains is generated.

This ROI is an indication on the program in its entirety. However, a closer look at ROI on training provided, the result is a low **0.047:1** which means that for every R1 spent on training, there is a return of R0.047. This is indicated as well by the low number of those who have managed to get other employment due to skills acquired and the challenge expressed by participants regarding not receiving accredited training and certificates which will render them employable.

Effectiveness and Efficiency

Effectiveness focuses on the extent to which the intervention achieved its objectives. Per the project document, the four main objectives are:

- To provide an employment safety net.
- To contribute to the development of public assets and services in poor communities.
- To strengthen community development approaches.
- To improve the quality of life for people in marginalised economic areas by providing work experience, enhancing dignity, and promoting social and economic inclusion.



Participants were asked to indicate if they believed the program was meeting the above objectives.

The majority (74.0%) agreed that the program was meeting its objectives. 19.69% believe the program was not meeting its objectives and 6.27% were unsure.

Below are some examples of comments made by participants who believed the program to be meeting its objectives.

"We have gained employment and it helps community to get food. We get money for bills and food" – FGD Participants

"I have gained skills instead of being home doing nothing. This has opened doors for opportunities in learnerships" – Participant

"I have stayed away from crime and drugs because of this program. I'm encouraging my friends to join but no space for them". – Participant

"Using business skills by selling traditional beer and also medicine for the elderly. We also selling fish, Laundry business as part of skills learnt. Teamwork has helped in fundraising in our ward. We are involved in agriculture and sell the veggies in the community" – FGD Participant

"Because of many people being unemployed, this program has given many work" – Participant

"I am able to use the learned skills, eg agriculture" – Participant

"Many people in our community can't afford food especially the orphans and elderly. We provide them with food and our community members are living better". – FGD Participant

"We have a garden we started together as cooperative. We also make floor polish, dish washing soap, beads, make shoes, curtains. All these are sold in our community. We are thankful to NYDA" – FGD Participant

Those who believed the program hadn't met its objectives highlighted the following reasons as seen in the comments below.

"Provide us with better opportunities like learnerships so we have the right working skills" – Participant

"Developing more programmes that give back to the local communities and providing skills. This is just work with no progression". – Participant

"We work 2 days a week. When we are not working, the crops die. Increase number of days so we can get to benefit fully from our crops". – FGD Participant

Participants were also asked to indicate the impact the program has had on their livelihoods. Below are the key responses.

"I can supply for family and buy essentials" - Participant

"It helped by preventing me in engaging in wrong doings and been able to provide for myself" – Participant

"I am now able to build a home for my family and provide for myself" – Participant

"I started learning how to communicate, and how to work and start engaging what I learnt here at home as well"- Participant

"Having Peace and sharpening my skills" – Participant

"As a young person, I'm happy to be employed because we rely on this stipend" – Participant

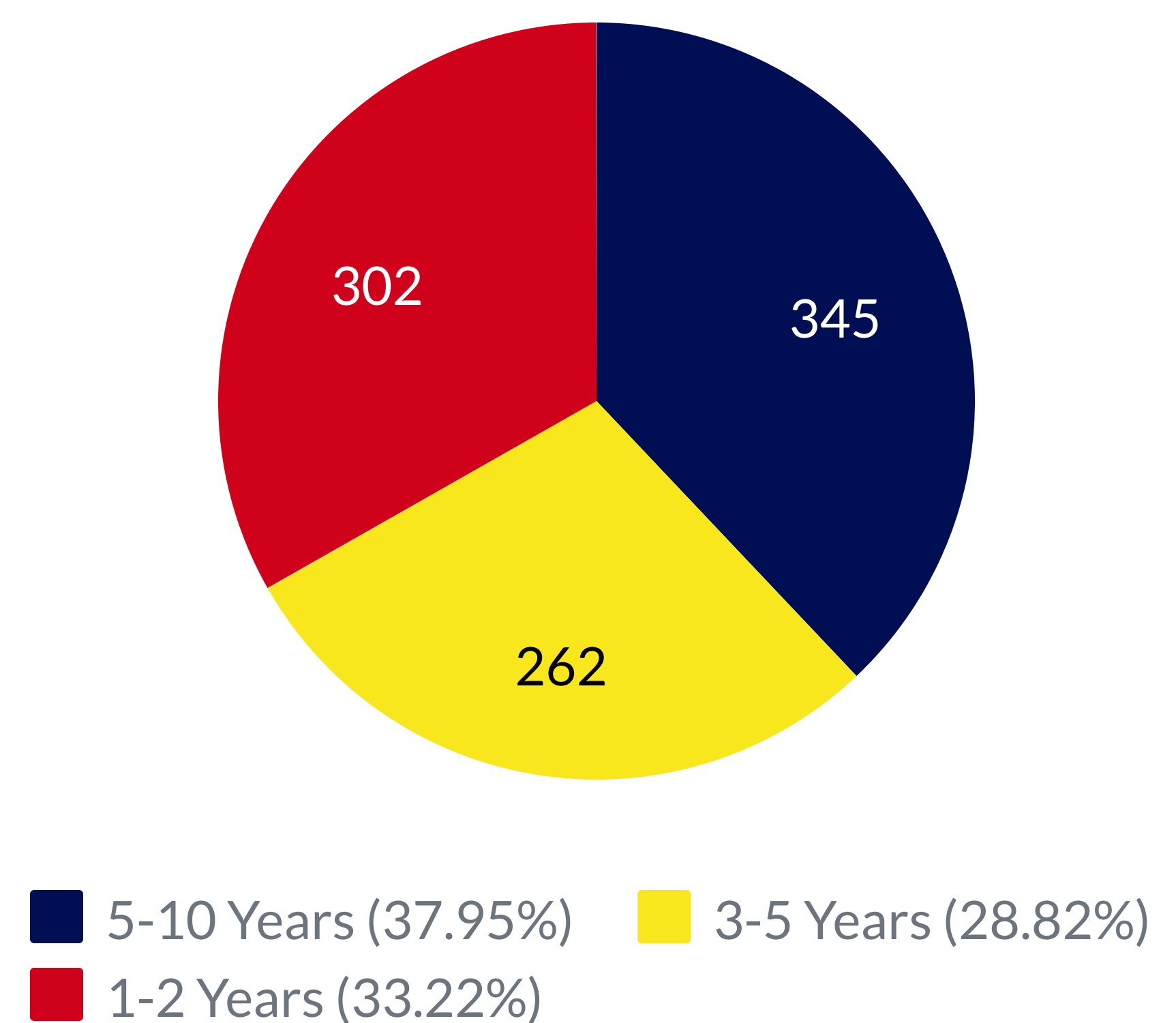
"The training on electricity has helped a lot in acquiring and using skills" – Participant

Program Challenges

- Water Problems: Most sites that had gardens and involved in agriculture indicated how they had no proper source of water for their crops. Watering the vegetables using cans because they have to fetch water from some distance does result in low productivity.
- No help when injured or payment given; participants indicated that they get no help if they had an injury when working. Expecting mothers expressed concerns over the fact that they don't get maternity leave.
- Participants expressed concerns regarding not being respected by their communities. They indicated that this comes from the bias created by other similar programs where participants don't perform their duties but CWP participants do perform their duties; this challenge leads to community members not actively engaging in any initiatives..
- Participants also pointed out that they are similar programs in their areas who do the same work as them but in most cases, the participants from other programs take the credit for work done and not CWP participants who actually do the job. Instances were mentioned where certificates were awarded to the other program beneficiaries.
- Pests and diseases. Those participants involved in farming indicated that they lacked pesticides, manure, seeds, and working tools. The lack of manure and infestation of rats lead to poor production.
- Being overworked and underpaid. Some of the participants indicated that they felt over worked in relation to the money they earned. They felt they do a lot of work for a period of the allowed 2 working days per week
- No support from our supervisors. Some of the sites indicated how they had no support from their supervisors or the supervisors just simply couldn't support because they also don't have the support or equipped to offer the support needed.
- Having no cleaning material and cleaning dirty areas without PPE. Participants indicated that they lacked the right PPE like gloves for those in sanitation, right footwear, disinfectants and cleaning items.
- Skills Trainings: participants indicated how they would like training that's more practical and not more theory. They indicated that they attend the trainings but never get the certificates. They are always over looked because they have attendance certificates and that makes it hard to get another job.
- The stipend has been the same for years which hinders growth We work many hours for little money.
-

Transitioning into Other Employment

To understand if participants were transitioning into other employment, we considered the duration participants have been in the program.



Data collected indicates that majority of participants (37.95%) have been in the program for 5–10 years. This is followed by those who have been in the program for 1–2 years at 33.22%. Those who have been in the program for 3–5 years account for 28.82%. These results indicate that there is slow transition into other employment as indicated by the high retention rate represented by those who have been in the program for 5 years and more.

On further investigation, it was established that participants are mainly hesitant to exit the program because;

"We fear we might not be allowed in the program again so we stay" – Participant

" we have seen some who have struggled because they are not considered with the training we get and yet most of us have matric or lower" – Participant

"We don't have anything out there to do we we stay and get the little we get" – FGD Participant

Participants were asked if they were aware of exit strategies put in place. Majority indicated to be aware but are sceptical due to lack of information. Some participants have formed a cooperative and this is their exit strategy though they still need support.

A system called "Ba Kae" as described by a Local Municipality Manager, was put in place to track and trace participants who exit the program. Exit interviews are conducted by CWP participants as part of learning skills. This system was not checked to be verified but through interviews with participants, this information was confirmed. More information on how the system works and the actual number of participants who have exited couldn't be established during the study duration.

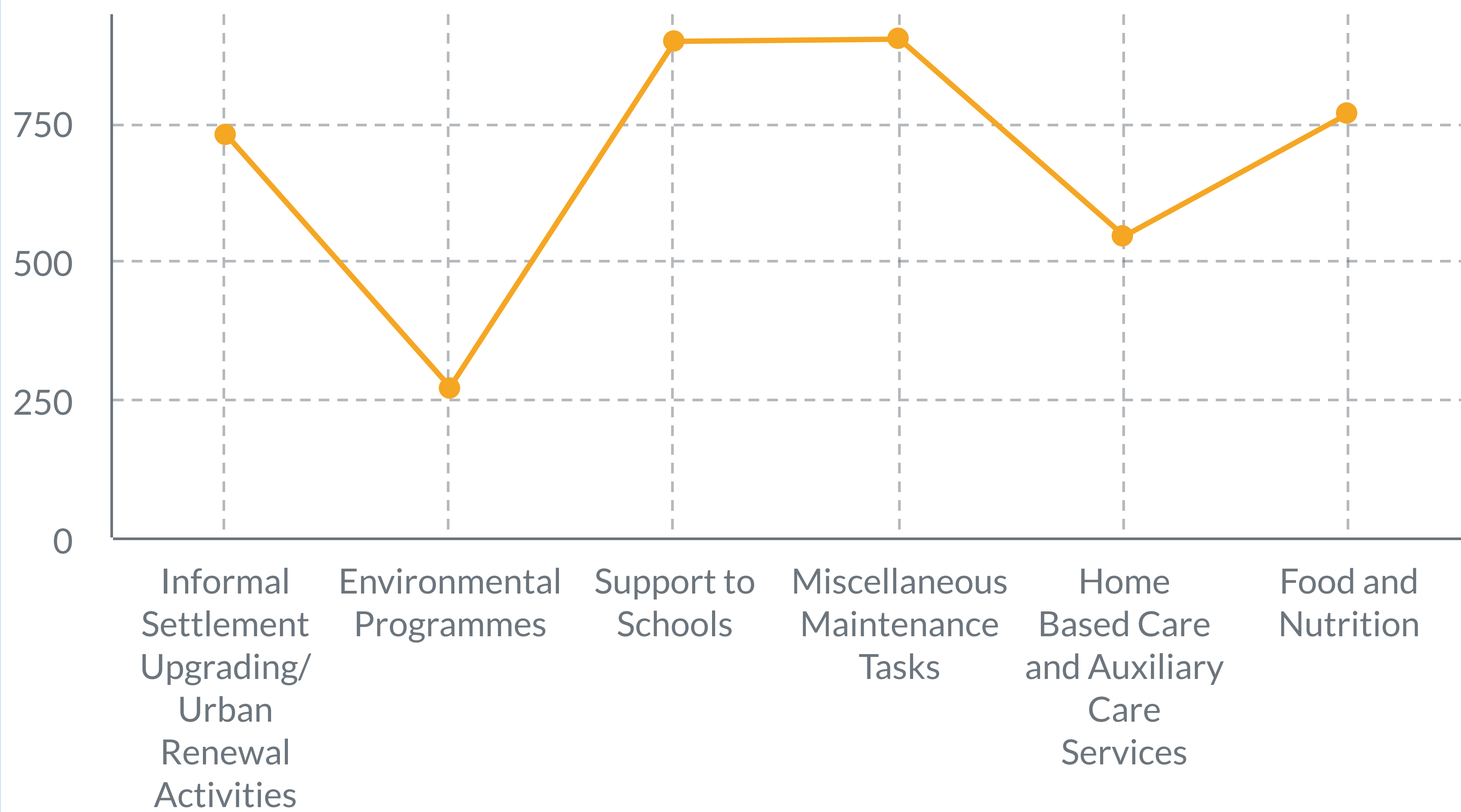
Sustainability and Catalytic Effect

The work undertaken in a Community Work Programme (CWP) site has to be 'useful work', i.e. work that is labour intensive and contributes to the public good, community good, or social services. The definition is intentionally wide to allow scope for local initiatives to respond to specific local needs, and to include a diverse range of activities.

Identifying enough genuinely useful work to keep the target number of participants busy for the allowable number of days each month takes initiative and good project management. Six (6) Anchor Activities were identified and these are; Food and Nutrition Security Support; Informal Settlement Upgrading/urban renewal activities; Environmental Programmes; Miscellaneous Maintenance Tasks; Home-Based Care and Auxilliary Care Services.

Sites involved in the study from different wards indicated how they were involved in diverse activities as described under useful work. Supervisor, site managers and local municipality mangers are involved in the initiating and planning of the work done by CWP participants.

Participants were asked to indicate activities they performed in the program . These activities were classified according the 6 anchor activities. The results are illustrated below.



99% of the participants in the study indicated how they were involved in Miscellaneous Maintenance Tasks which makes it the anchor sector with heavy involvement. it is closely followed by Support to Schools at 98.6%. Food & Nutrition Security Support is at 84.3%; Informal settlement Upgrading /Urban Renewal is at 80.3%. Home Based Care was represented at 60% and this is because some areas don't have that need in the community or it hasn't been yet discovered. Environmental Programmes was represented at 30% and this is mainly attributed to not having cooperation agreements in place to work with other agencies.



Furthermore, participants were asked to indicate how their communities were impacted by this program. Below are the results.

"The community looks cleaner and giving a helping hand to the less fortunate" – Participant



"It gave people purpose and helped them to come and learn on how to grow their skills and learn" – Participant



"The are more gardens in the community for help with daily living and it's much more cleaner" – Participant



"We clean the elders homes, transport elders to hospitals. Work with disabled children and also sensitise their parents about their needs" – FGD Participant

"Giving the community vegetables and helping them during tough times" – Participant



"Cleaning the area Close potholes And support families" –FGD Participant

We examined the extent to which benefits from the program will continue or are likely to continue afterwards (i.e. visible and permanent results); the impact of useful work (Anchor sectors) on community development; the role and impact of local reference committee on the programme.

Impact of Local Reference Committees

Local Reference Committees are community-based development forums which are intended to support the CWP in the ward(s) it is implemented in.

The Local Reference Committee generally is initiated through a Municipal Council Resolution that supports the CWP in its locality and recognises that the local advisory structure for the CWP is the Local Reference Committee (LRC).

LRCs do perform their duties as advisory committees. They provide input into the development and implementation of Site Business Plans, link the CWP to the community, ensure that useful work benefits the community and generally provide local level oversight.

LRCs who were involved actively in their communities ensured that the local community is informed of CWP developments on an ongoing basis. Site supervisors meet with councillors to plan for the each coming week.

Examples of the impact LRCs have had on the program.

"We received calls about a young man whose house caught fire. He lost everything. LRCs in his ward informed us and we involved our community member and stakeholders in collecting material to construct a house for the young man. Without this program, this young man like some many more would have no where to stay and no help" – Local Municipality Manager



"There are communities that were suffering a serious shortage of food. This information was given to us by stakeholders in the community. We immediately set in action, we have land so we can use the seeds we have to grow food and support this community" – Site Supervisor



Sustaining the Program

The majority of participants agreed that the program was meeting its objectives both on the individual level and community level. However we wanted to get the suggestions from the participants on what they believed should be done to sustain this program. The main suggestions for sustaining the program are captured below;

- By developing more unoccupied land. Participants indicated how there was plenty of unused land that they could use for agriculture activities. This would result in increased production and more service to those who need it.
- Recruit more youth and spread the word. Participants indicated that they felt they could have a bigger lasting impact if they were more in number. One site for instance indicated that they were only 3 participants on the site and working only 2 days which meant crops were unattended to when they were not working.
- Involve community stakeholders.

"Sometimes we fail to do activities because we can't travel" – Participant

" We should have more sponsors in the communities who can contribute to working material" – FGD Participant

It is evident from the results that the program does have a considerable substantial impact on the participants and communities. These sustainability suggestions if considered would go along way in ensuring the sustainability of the program in the province. These suggestions are replicable and can be applied in other provinces.

Replicable Aspects of CWP

In light of the success and effectiveness of the CWP, the following interventions were highlighted by participants as replicable and/or scalable, and many of these or aspects of these, are incorporated into South Africa's NDP and NYS activities. It is also important to pay some attention to the context in which these approaches can be replicated, all can be replicated in other provinces and in rural and urban contexts. In fact, many of the interventions have already been taken on by programs like PWP, these include the food and nutrition, support to schools, home-based care, training and mentoring.

- Food and Nutrition Security support was an intervention that was noted by several participants as scalable, both internal and external to the organisation. Key elements to replicability include having land set aside for agriculture activities in at-least each ward. HIV/AIDS affected households, orphans and vulnerable children, child-headed households, and people with disabilities will benefit greatly from this intervention.

"We have many struggling communities especially in our rural areas where there is not enough food especially those young ones who are orphans. They need our help. We get help from Government so we can help them" – Site Manager

- Support to schools was seen by many as an intervention that was scalable or replicable. Labour for school-based food gardens and other support activities are mostly required by the schools. This intervention can be replicated by approaching more schools and engaging the school governing bodies to identify areas they require services.

" We have seen learners struggle at school, drop out of school and mainly because they have no support in terms of preparing for school, food and things like that. but with we our intervention, we talk to parents about the kids' needs and how they can be helped. This is something that the whole country can benefit from" – Site Supervisor

- Home-based care and auxiliary care services was another aspect most participants felt can replicable and scalable. Participants indicated how most black families struggle with the elderly because they is no income to care for them as they should.

"In our ward, there is many old people living with young kids because the kids dont have parents or the parents went to Gauteng to work. These old people also need help and they young ones to look after. Because we are here, we help with the work in their house and make them comfortable. there is old people in all villages and this program can help many like this."– Participant

- Training and mentoring; NYDA invested considerably in training and mentoring, in CWP. Many participants felt strongly that this component of the program is replicable. The training provided to participants (i.e., CWP beneficiaries) was mentioned as key, replicable and easily adaptable to different contexts and in different ways in South Africa and elsewhere. One former participant shared how she benefited from the training:

" The training helped me learn to speak to people. i felt comfortable and opened a vegetable stall on the street in our town"

Recommendations

These recommendations are based on challenges indicated by CWP Participants as detailed in preceding section.

Identified Challenge	Recommended Approach
Lack of reliable water source for gardens	Areas that are heavily involved in agriculture should be supplied with tanks to collect and store water they can use for watering the crops. Some indicated how irrigation systems would be great but without a reliable water source, this would not be practical. Reliable water sources like wells should be considered in future.
No compensation for the injured and no leave for the pregnant	Participants should be availed with safety training. This will minimise injuries. Expecting mothers should be granted leave even if not paid leave. Healthy and Safety measures should be emphasised and reinforced where necessary.
Lack of respect from the community members	Participants are usually mistaken for participants in another program who have the same colour uniform and are known to do "nothing" in their communities. Participants recommended a change in colour of uniform. We noticed other colours in use by participants like green and blue, perhaps this can be applied across.
Clashes with similar programs	Clashes with other similar program participants have been experienced when awards have to be awarded. Because of similarity in uniform colour and work being done, CWP participants are always mistaken for the other program and the awards for work done are given to the wrong participants who are known to do "nothing" in the communities. We recommend that uniforms be changed and work description and territory be clearly mapped out for participants.
Animals, Pests and diseases	Those in agriculture experienced animals (monkeys and rats), pests and diseases on their gardens. These sites should be supplied with adequate pests and diseases controls. They could also be trained so they have more knowledge on what crops to grow in different areas and seasons to mitigate the problem of animals.
Little or no support from supervisors	Supervisors should given more training so they are well equipped to handle the daily site related challenges.
Lack of PPE	Participants especially those in sanitation should be provided with right PPE - Boots, Gloves and Overalls.
Stipend low and sometimes not on time	Participants should be informed of the invoicing and payment process.
Skills training is not practical	<p>Participants should be given training to match their skills. Most participants recommend training in artisan skills like plumbing. Plumbing training was offered and it was appreciated by those ho attended.</p> <p>Participants should be given accredited training where applicable and certificates should be issued in a timely manner.</p>
Uniforms & Boots	Improved and stronger uniforms and boots should be supplied as participants indicated the current ones cant withstand the working conditions.

Conclusions and Way Forward

The program has impacted participants and their communities positively. In conclusion, we highlight the main findings.

- **Relevance and strategic fit of the project**

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. This study explored this subject in-depth and results presented indicate the program is relevant and a good strategic fit to fight the problem of unemployment and underemployment and the resulting impact on the economy.

- **The impact of the programme on livelihoods improvement and acting as a social security net.**

The program has had a positive impact on the livelihoods of participants. Participants are able to earn a stipend which for many participants is the only source of income as indicated by results. The skills acquired from training and practical work have enabled some to get work outside the CWP.

- **The ability of participants to transition into other employment opportunities**

Transitioning into other employment is an aspect that needs improvement. Participants indicated why they are hesitant to transition into other employment as discussed in the findings section. 4.7% of the interviewed participants indicated how they had other part time employment. There is a high retention rate as indicated by the high number of participants who have been in the program for 5–10 years.

- **The role and impact of local reference committee on the programme.**

The LRCs play a vital role especially in identifying areas that require CWP services. In a few local municipalities like uMjindi, LRCs have actively worked with CWP participants to construct a house for one of the community members. Most of the material to build the house was supplied by community members.

- **Sustainability of the project**

CWP is embraced by those in the program. Suggestions were made by beneficiaries on how this program can be sustained. These suggestions are merely to make the program have a bigger impact thus sustained results.

- **Impact of useful work (Anchor sectors) on community development.**

Anchor sectors play a huge role in community development. Sectors like food and nutrition have catered for many in these communities who can't afford food as evidenced in findings. Support to schools, Miscellaneous maintenance tasks, environments programmes and home-based care have played a huge role in providing labour for schools that need it in gardening, cleaning etc; maintaining clean communities, environmental services and caring for the old and orphans.

- **Project effectiveness**

Focus was on the extent to which the CWP achieved its objectives. Majority of participants (74.04%) indicated how they believed the objectives were and are being met. Overall, the program has been effective in providing an employment safety net; contributing to the development of public assets and services in poor communities; strengthening community development approaches; and improving the quality of life for people in marginalised economic areas by providing work experience, enhancing dignity, and promoting social and economic inclusion. This is evidenced from comments presented in findings.

- **Efficiency of resource use**

The program had SROI of 1:1.44 and ROI of 47.3%. The SROI of 1:1.44 means that the program delivers R 1.44 of social value for every R 1 invested. Overall there is 47.3% return on investment which indicates that resources were sufficiently used.

Way Forward

Priority should be given to address the challenges and also to consider the suggestions made for program sustainability.

Given the budget and what the program has achieved to date in Mpumalanga, it should be noted that the use of allocated funds has been sufficient however, consideration should be made to increase the budget and recruit more participants for sites/wards that are not well represented to boost sustainability of the program.

Follow up should be done regarding the "Ba Kae" system so tracing and tracking is well documented and easily accessible.

The CWP is a success in the Mpumalanga province under the implementation of the NYDA. The inclusion of training and skills development, and information on NYDA services like grants makes NYDA the better choice for the youth in CWP.



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