

REPORT OF THE SELECT COMMITTEE ON WOMEN, YOUTH, CHILDREN AND PEOPLE WITH DISABILITIES (DEPARTMENT OF EDUCATION AND MRTT)

1. INTRODUCTION

The Select Committee on Quality of Life and Status of Women, Youth, Children and People with Disabilities (the Committee) was established in accordance with rule 135 (h) of Rules and Orders of the Mpumalanga Legislature. The mandate of the Committee is to conduct oversight over the Mpumalanga Provincial Legislature, government departments and Public entities on compliance with the Employment Equity Act (AEE) and progress made to improve the Quality of Life and Status of Women, Youth, Children and people with Disabilities (PWDs) in the province.

2. OBJECTIVE

The objective was to engage on the achievements and plans of the Department of Education and Mpumalanga Regional Training Trust (MRTT) on the following areas of work for the three targeted groups:

- Economic Empowerment (for youth , women, and people with disabilities);
- Compliance with Legislation and Policies;
- International Protocols;
- Gender focal point and gender mainstreaming (in relation to women);
- Social cohesion (in relation to youth).

3. METHOD OF WORK

The Committee invited the department of Education and MRTT to a committee meeting on the 03 September 2014, in committee room 4. The Committee met with the department, interacted and deliberated on the presentation.

4. PRESENTATION MADE BY DEPARTMENT OF EDUCATION

4.1 GENDER FOCAL POINTS AND PROGRAMMES

The committee wanted to know of any influence the deputy director has in ensuring that transversal issues are taken into consideration within the department looking at structured office presented with 1 deputy director; 1 assistant director and 1 admin support clerk in the head office. Furthermore, the transformation units in the 4 districts which are staffed as follows:

- 1 Assistant Director (District Focal Point)
- 1 AdminiClerk

The committee noted that the Transversal unit tries their level best in ensuring that issues of gender transformation are raised with the HOD during senior management meetings.

4.2 Equity standing in terms of Gender

Levels	Male				Females				Foreign Nationals		Total	% Representation
	A	C	I	W	A	C	I	W	Male	Female		
1.Top Management (SL15-16)	1	0	0	0	4	0	0	0	0	0	5	80%
2.Senor Management	19	0	2	1	9	0	1	1	0	0	33	33%
3.Professionals & Mid-MGMT (SL10-12)	1164	7	12	204	707	3	7	127	0	0	2231	38%
4. Skilled (SL6-9)	8884	26	27	488	18538	64	74	2126	639	167	31033	67%
5.Semi –Skilled (SL3-5)	1497	2	1	22	2744	16	8	142	78	34	4544	65%
6.Unskilled SL1-2)	1480	3	1	4	1476	2	0	7	0	0	2973	50%
SUBTOTAL-PERMANENT	13045	38	43	719	23478	85	90	2403	717	201	40819	67%
NO-PERMANENT	226	0	0	0	3680	5	7	104	0	0	4022	94%
Grand total	13217	38	43	719	29858	90	97	2507	717	201	44841	73%

The committee wanted clarity on whether the 4022 that are not permanent get paid on stipends, claims, persal or periodical.

The committee noted that periodical appointments are drawn from the persal system and it will classify all the employees' whether getting paid end of the month or by claims; and most are assisting during the period of examinations as they don't get a salary every month but claim for the work done.

4.3 Equity standing in terms of disability

Levels	Male				Females				Foreign Nationals		Total	% Representation
	A	C	I	W	A	C	I	W	Male	Female		
1.Top Management (SL15-16)	0	0	0	0	0	0	0	0	0	0	0	0%
2.Senor Management	02	0	0	0	0	0	0	0	0	0	2	6%
3.Professionals & Mid-MGMT (SL10-12)	02	0	0	1	1	0	0	0	0	0	4	0.18%
4. Skilled (SL6-9)	19	1	0	3	21	0	0	2	0	0	46	0.15%
5.Semi –Skilled (SL3-5)	8	0	0	0	11	0	0	0	0	0	19	0.42%
6.Unskilled SL1-2)	3	0	0	0	1	0	0	0	0	0	4	0.13%
SUBTOTAL-PERMANENT	34	1	0	4	34	0	0	2	0	0	75	0.18%
NO-PERMANENT	0	0	0	0	0	0	0	0	0	0	0	0%
Grand total	34	1	0	4	34	0	0	2	0	0	75	0.18%

The Committee noted that the Department has 0% non-top management position by person with disability and internal Employment Equity Committee has ring fenced posts for persons with disabilities; however this will be done once consultation with unions is finalized.

The committee wanted to know the timeframe of the earmarked posts as indicated that they are still consulting with the union and noted that the department according to their plans the post should have been long advertised but due to union engagement advertisements will be done soon but cannot say exactly how long and as a department if they are not doing things radically they will not be able to move.

4.5 Other gender programmes

The department indicated that; 878 girls were placed on a programme where they receive sanitary towels for the whole year;

- 129 girl learners were placed on job shadowing programme where they are exposed to the world of work and
- 263 women were awarded internal bursaries for the whole province.

The committee wanted to know whether the bursaries offered to 263 women are in terms of compliance or any benchmark doing against a particular number of male that has already benefited and what plans are in place for boy learners.

The committee noted that in terms of boys programmes, they do have programmes where boys are benefiting like peer education programmes; Germ berm, which is boys and girls education movement.

The committee welcomes the initiative by the department in providing sanitary towels to young girls; however looking at the number it shows that it does not reach the majority.

The committee further welcomes the department indication that they took a round in all the districts checking if they were to top-up how many learners would require toping up and the number were enormous and the need was very serious but resources are a bit stringent and will indicate vast improvement when reporting in future.

The committee wanted to know whether the department absorbs the bursary holders and noted the department indication that a decision has been taken that the list of learners with disabilities doing grade 12 will be approached to apply for bursaries as in most cases they do not apply.

4.6 Programmes that benefited persons with disability

Programme	Number of Beneficiaries		Total
	Male	Female	
Training of Person with Disabilities	29	21	50
Training of Employees on sign language	8	12	20

Procurement of adapted buses for person with disabilities	4 School
Curriculum support equipment	19 interactive white boards were procured and delivered to special schools
South African Language Materials	Procurement and delivered sign language development equipment amounting to R478 900.00
New Special School	The department constructed 3 special schools

The committee inquired on the location of the special schools that have been given adapted buses for the purpose of the committee oversight work.

The committee noted that department procured four (4) buses for Nkangala District as a first consignment priority to provide the service to the rural schools first. The schools were Wolvenkop in Verena; Mantjendi in Punkop; Pelonolo in Marapyane and Masinakane in Libangeni.

The committee raised a concern on the stolen bus and request more details on the progress and effort of the department working together with the police in recovering the bus. Furthermore the committee wanted to know if the drivers are employed by the department and whether they are vetted.

However, the committee condemned what happen at Masinakane where the bus was stolen during public holidays, as indicated by tracker report that the school has to answer as the;

- bus was started at 9:00 on a Sunday;
- and started again around 22:45;
- and within 4 minutes after the bus was started with the original key;
- and then within four (4) minutes it could not be tracked and the police and everybody found the garget at the school premises and the bus could not be found for now.

The committee welcomes the 3 special schools which were constructed as follows; Osizweni, Govan Mbeki in Liandra the school is at 90% as it is an old school at new site; the second, at the new site which is old, Thanduxolo ,Emalahleni, in Klaarnet and the last is a new school at Bohlabela district at 99.99% just waiting for workshop to be resourced after the province inherited Bushbuckridge from Limpopo there was no schools as privilege of disability is very high if national is at 5,5 with privilege, Bohlabelo will be above the national average at 5,8. The department indicated that they prioritised special schools and upgrading the existing ones as part of the redress programme and training of teachers across the school.

The committee wanted to know of any programmes the department has for pre-school children within the schools and whether dieticians do conduct monitoring in the schools nutrition (feeding scheme) as in most schools kitchens are not hygienic and some have no

electricity but using wood and gas.

The committee noted that with the integrated programme to deliver on the early child development there are programmes of stimulation and health responsible for pre-schools. The department welcomes the comment of nutrition and the department is driving to close such gaps as they can't be 100% sure but as one school is identified they are able to deal with that.

Further to that, the integrated plan was amended also to include a phrase that talks about people with disabilities, but there is still a challenge in the process of training the teachers. There are gaps on nutrition and kitchens as some of them were donated by partners working with public works and those not having electricity use wood and gas. An environmental practitioner monitors schools and also gives appropriate advice.

The committee wanted to know policies that have been drafted as to whether they have been approved and do schools have their own policies.

The committee noted that all the draft policies were approved and all that were not developed have been developed and the key policies that were required. Furthermore they have done policy advocacy in the whole department with that the department has moved and issued directives three (3) times to schools as they have tendency of discriminating pregnant girls and some have not yet developed their own.

4.7. Youth programmes

Programme	Number of beneficiaries		
	Male	Female	Total
Donation of Uniform's	186	214	400
Bursaries	193	225	418
Internship programme	19	45	64
Technogirl Programme	0	129	129
Learnerships Programme	9	16	25

The committee wanted to know about the Technogirl programme as it indicates a zero in male beneficiaries whether the department have any plans of targeting boys; or is girls only; and are there any plans going forward; why it does not accommodate males as indicated.

The committee noted that Techogirls programmes focuses on girls only as challenges on women can be dealt with if there is a start somewhere but also in the process of coming up with the man in the making programme which is good for boys to ensure that they are not left outside.

The committee also welcomes the donations of uniforms by individuals and groups; however a mechanism must be put in place to avoid duplication of one school but to also reach all other schools.

The committee noted that the department can only privileged with the information where sponsors and partners approach the department but with the willing givers who go directly to schools they are unable to get such information. However there is a school profiling assisted by educators who identify the learners' needs and ensure that they do not repeat the same school. Furthermore the department does not have much profile of donors, who approach schools and donate but have a data of schools that have received donations when reported.

The committee requested the department to share on the issue of Cefaps academy where by a girl child was sjamboked until she passed away.

The department indicated that, currently the academy has been given 30 days to respond to the department on why it cannot be closed. As the department is working close with the school, they have attended the funeral in Bloemfontein, as the court is still waiting for a forensic report from Pretoria.

The SACCA is working at the school, fortunately they have found a few parents who want to come out and some have removed their children. It is also alleged that there are primary school children within the school but will be given a grade 8 report at the end of the year and the parent is willing to come forward and give evidence.

The committee welcomes the initiative by the department and wanted to know when the 30 days cut off of which the department apologised that they do not have the exact date but it will be before the end of September where they are waiting the response.

The committee advised the department to involve professional counseling, social workers, psychologist in getting the children to talk when conducting interviews. Furthermore, the department must monitor the school based on the condition of registration, as in some instant there are loopholes that the school capitalized on so that it become difficult to monitor.

The committee wanted to know any examination arrangements for grade 12 as it is nearly school examination time. Furthermore, the working relationship with private school, as in some cases it becomes difficult to enter such schools as Cefaps is known from long ago of being bully but the department has not done much on that matter.

The department indicated that the school may be seen as a stout school looking at the nature of the structure, the roof is concrete, not enough windows, the atmosphere is just not conducive for learning, but the department has noted such and will be taken into consideration.

Furthermore, Monitoring of school are done although the unit is small, in most cases the focus is on those that are not doing well, but with Cefaps it was done during examinations as it does very well. Lastly, an administrator will be in place until examinations unfold after the 30 days lapse.

5. OBSERVATIONS AND COMMENTS

The Committee made the following observations:

- 1) The department does not have plans of attracting people with disabilities in top management position
- 2) The department is not closely monitoring the school nutrition programme, the relevant diets and menu.
- 3) The department does not utilise the environmental inspectors accordingly
- 4) Most schools do not have their own school policies.
- 5) The department does not show commitment in recovering the stolen bus.
- 6) Welcome the imitative of sanitary towel provided for girl learners
- 7) Welcome the donation made by individual donors and companies.

6. RECOMMENDATION

The committee recommended that;

1. The department must develop a plan to attract people with disabilities on top management positions.
2. The department must assist schools in developing their own school polices.
3. Must ensure that schools stick to the diet menu and the environment is hygienic for cooking purpose.
4. The department must work closely with the environmental inspectors in monitoring schools environmental hygiene.
5. The department must provide a progress report on Masibambisane stolen bus time to time.
6. Ensure that the programme of providing sanitary towels reaches all learners in the province, more especially disadvantaged girls.
7. Keep records of donors for the purpose of retuning a token of appreciation in future.

7. PRESENTATION MADE BY MPUMALANGA REGIONAL TRUST TRAINING (MRTT)

7.1 Mandate

The main focus of MRTT is to empower learners, primarily the disadvantaged communities' especial youth, industry workers and government employees, to participate in the broader economic sphere of the province and beyond.

The committee wanted to know as youth compromise a huge number of unemployed, is there a database of unemployed youth for all the districts so that it balance the demographic spread of the province.

The committee noted that there is a complete database of learners from different districts which some want to register but don't have funds and looking for financial assistance from MRTT; if the programme has been already enrolled they are placed on the waiting list for the next programme.

7.2 Target Market

The department indicated target market as follows:

- The unemployed;
- The employed (Government and Private Companies);
- Out of school youth.
- Semi-Skilled;
- Women groups and
- People with disabilities.

The committee noted the out of school youth as targeted and requested the MRTT to get a database via constituency offices or any means that will assist when providing training it balance the geographical spread of the province .Furthermore, the training on different skills and the data will tell when skills on construction within that district is enough and the youth are not working; then will advise on another training that they can take rather than training on one skill where they cannot start their own business or get job.

The committee noted the target market on people with disability, but raised a concern that in the presentation there was nothing and that there was not much network between MRTT and people with disability; so there are programmes developed as we have to report on how to attract them in projects and beginning to establish a network with Office of the Premier voluntary to make sure that in the new intake they do have people with disability.

However they are not aware of existing disability organisations in the province where they can be able to make contact and arrange training as some cannot be removed as training should be conducted on site. It will be appreciated if they can be provided with the existing database of the organisations as there are programmes developed that will focus on assisting disabled people financially and enroll them based on their needs.

The committee advised MRTT to consult Social Development and Municipalities for database of people with disability as they do have projects like Sanel Epilepsy. Furthermore the committee noted that MRTT indicated people with disabilities as the target group but does not have a database as this contradicts and they must utilize the same strategy used to collect database for youth.

7.3 COMPLIANCE WITH LEGISLATION

- Employment Equity Act , No 55 of 1998
- Skills Development Act , No 97 of 1988
- National Youth Development Act, No 55 of 2008

The committee wanted clarity on the National Youth Development Act and the National Youth Agency Act as whether is the same with the reviewed and replaced with the National Youth Agency Act. And if not that means it's not updated and compliance is done with out-

dated piece of legislation. Furthermore, the department has mentioned policies but not compliance or data that indicate operation on the legislation.

MRTT indicated that there was an oversight when preparing the document and apologise but they are aware of the new legislation and do have partnership with NYDA on other programmes.

The committee wanted to know whether they do donations to children, youth or pre-schools as they have to plough back to the community.

The committee noted that MRTT does not provide donations, the reason being serious constrain with budget, but where there is a need to donate, learners are offered for labour like; they constructing a house project as they once invited to do so not in rands and cents. However they would like to but the budget consists of grant from department of education and what they collect in training the learners is very minimal.

The committee inquired on the gender balance presentation during the meeting as there was no females which mean they are not capable to be on top management as the committee and government are serious about transformation.

The committee noted that MRTT does have females on senior management positions, Chief Operation Officer and Legal Manager and two (2) positions earmarked for women and committed to employ them. However when preparing for this meeting relevant portfolio managers were selected to present the specific portfolio.

The committee raised concern on why women are channelled to hospitality; accommodation and how best MRTT can ensure that women are empowered to be in the forefront and take bigger project instead of focusing on one area.

The committee welcomes that MRTT concurred with the committee that there is still discrimination, but this must be done at school level so that they are motivated to take other careers than hospitality. As there's not enough career guidance at school level so they have to choose afterwards on what they want to pursue in life as their career.

7.4 Economic Empowerment in 2013/14

The MRRTT indicated that during the year under review, the Entity was able to train learners as follows:

- 143 learners in food Production area (Prof Cookery and Assistant Chef)
- 23 learners in Food and Beverage Services area
- 25 learners in Accommodation Services area
- 1202 learners in Construction, Manufacturing and Engineering Skills
- 725 learners in construction related trades (CRDP)
- 131 leaners were place for experiential training
- 185 learners were trained on customized and accredited skills

- 369 learners completed off-job training on Building and Civil Contracting
- 84 learners completed off-job training on Air Conditioning, Refrigeration and Ventilation
- 222 learners were placed for the National Youth Services (NYS) Programme.

The committee requested MRTT to provide a database of the 1202 learners who have done construction; Manufacturing and Engineering skills, so that when contractors need a bricklayer a list will assist the constituency offices.

The committee noted that when doing marketing outreach in different districts MRTT encourages learners to also put their names on the database although they may not think of enrolling with MRTT but still put names on database for any company approached to sponsor the learners who completed matric and to assist companies when they need them for funding.

The committee wanted to know the whereabouts of the Trained and Skilled youth whether they can be traced or are they been assisted to start their own business based on the skills provided.

Furthermore, the committee wanted to know whether MRTT does take on board the organs of state, civil organisation, civil society and the companies that may be related and linked to skills that are provided to the youth as targeted so that; there is signage and simplest intention when skilled; they come on board and assist so that the product does not have cracks but situated where wanted to be.

7.5 Economic Empowerment to Women

SERVICES RENDERED	TARGET GROUP	AMOUNT
Security Contracts	Employs 110 youth and 60 women	R1 028 546
Air-Conditioning and Refrigeration	Employs 15 youth and 12 women	R2 999 95
Community Development Contracts	Owned by a women	R200 000
Performance Management Policy and Instrument contract	Owned by 2 women and employs 1 woman.	R198 000
Human Resources Policy Review Contract	Owned by 2 women and employ 1 woman.	R181 323
Internal Audit contract	Black owned supplier (women)	R336 365
Life skills contract	Black owned supplier (women)	R422 073

The committee was impressed with the number of women benefiting on the procurement processes, however wanted to know if they are not window dressing, the actual

beneficiaries is other than them; and abused by the actually bidder who obtain the contract and money be transferred to.

The committee noted that, the management has taken a decision when awarding a bid that the scoring should focus on the composition of companies in terms of employment equity (women, people with disabilities and youth), as the statistics presented to the committee indicated.

LIST OF WOMEN CO-OPERATIVES REGISTERED (CRDP)

District	Municipality	Co-operatives	Number of Beneficiaries	Type of Service	Amount funded the co-operatives
Gert Sibande	Dr Pixey Ka Isaka seme	Future Flowers Electric and Welding	16	Electrical	R19000
		Ekusasaletu bricklaying Co-operatives	12	Bricklaying	R14000

The committee noted the cooperatives registered and benefited for Gert Sibande but as it is disadvantaged on socio economic and struggling with volume percentage on HIV/AIDS MRTT should take such project to all the corners of the district so that it cater most of them.

8. OBSERVATIONS AND COMMENTS

The Committee made the following observations:

- 1) MRTT does not have plans to attract people with disabilities.
- 2) The MRTT find it difficult to get a database of people with disabilities
- 3) Empowering of women in order to bid for bigger projects not only focusing on hospitality.
- 4) Information of the bidder is not verified as contractors still use women to window dress when bidding as many women window dress.

9. RECOMMENDATIONS

The committee recommended that MRTT;

- 1) Must develop plans to attract people with disabilities on operational and training skills.
- 2) Consult municipalities and Department of Social Development but also conduct the outreach programmes to get such database.
- 3) Career guidance must be conducted in schools during outreach programmes in order to make women aware of other opportunities beside hospitality.
- 4) Must verify ownership of the companies before a contract is awarded to women.

10. CONCLUSION

The Chairperson would like to thank Members of the Committee for their active participation and contribution and the Legislature support staff for their support and contribution towards the production of this report.

HON GC SHABALALA [MPL]

CHAIRPERSON: SELECT COMMITTEE ON

WOMAN, YOUTH, CHILDREN AND PEOPLE WITH DISABILITIES

DATE