



**Progress Report – Danish Economic Empowerment Project:
February – July 2008
Office on the Status of Disabled Persons**



THE PRESIDENCY
REPUBLIC OF SOUTH AFRICA

Progress Report: Danish Economic Empowerment Project – Office on the Status of Disabled Persons

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1 Background

On 17th December 2003 The Government of the Kingdom of Denmark entered into an agreement with the Office on the Status of Disabled Persons in the Presidency (OSDP). This agreement was aimed at economic empowerment of persons with disabilities.

The grant was awarded for two years beginning 17th December 2003 and ending December 2005. In December 2003, The Embassy of the Kingdom of Denmark transferred the agreed amount of R 3,099174 into the Presidency's account.

On 23 November 2005 the Office on the Status of Disabled People (OSDP) in the Presidency recommended, in view of the time lag between the initial transfer of funds and the full scale implementation of the project, an amendment to the Danish South African Agreement regarding economic empowerment of persons with disabilities. A Project manager was employed in 2006, and a project administrator in 2007.

Even though considerable progress was made after effective staffing of the project, financial year 2006/07 concluded with most of, but not all the objectives of the project being met. A further extension was granted by the Danish Government, with the final completion of the project scheduled for 31 March 2009.

2 Progress up to date

According to the Danish mandate, the economic empowerment project should focus on three main activities. Progress will be evaluated in terms of these activities.

2.1 Activity 1: Economic Transformation of 4 sheltered / protective workshops.

2.1.1 Dilokong Protective Workshop for the Disabled – Limpopo

Dilokong is located on the Eastern Limb of the Bushveld Complex in the Limpopo Province of South Africa on the farm Moroka within the Greater Tubatse Local Municipality in the Sekhukhuni District Municipality. The main activity targeted for intervention at Dilokong was farming.



Some major infrastructural problems encountered by the workshop included water and electricity. The OSDP worked closely with local stakeholders, including the Department of Agriculture (DOA), Local Municipality, Department of Health and Social Development and the OSDP office in Limpopo to overcome these challenges. With the assistance of these stakeholders, Dilokong was assisted to establish access to electricity. The sewing machines and other equipment used for crafting can now be operated at much higher efficiency. Since Dilokong's bore hole pump had been stolen, they were unable to access a reliable water source. The strength of the bore hole has now been tested, and the OSDP is currently finalizing steps to secure a new pump for the workshop.

A contract to plant Paprika for a farmer, who will supply the seeds and collect the vegetables, was secured. The Department of Agriculture assisted the OSDP in conducting soil tests and determined that the soil of Dilokong is suitable for planting paprika. Further training on the planting of Paprika will be conducted by the Department of Agriculture during July. Once a sustainable water source is secured, the workshop will plant their first crop.

The workshop was officially launched in February. The launch was an attempt to raise awareness of the workshop in the local community and was attended by representatives from the local mines, government and neighboring sheltered workshops.

Dilokong Protective workshop received training in basic book keeping and records management. In the light of the OSDP's exit from the project, an exit strategy was launched. This included training the workshop members on the roles of different stakeholders in an organization. The board was transformed through elections, with the intention of giving younger, more dynamic individuals the executive capacity which would carry the workshop forward.

Currently the main focus falls on assisting the workshop to plant their first crop. The OSDP hopes to see a successful crop before the end of the project.

2.1.2 Tembalethu Protective Workshop – Gugulethu, Western Cape.



Tembalethu Protective Workshop is involved mainly in the production of bags for the tourist market. The intervention focused mainly on product development and on introducing the workshop to sustainable markets. Workshop members received training in drawing and design, and were assisted to design their own bags. In the past bags were solely designed by the workshop manager, and members were only involved in production. Greater ownership of the creative process was therefore now placed in the hands of persons with disabilities

themselves. From the initial trainees, promising persons were given more training and were used to design 10 new bag templates for the tourist market.

Tembalethu was assisted to access the corporate gift market through the organization – GIFT – an affiliate of the Cape Craft and Design Institute (CCDI). Tembalethu was also registered with this institute, who will provide ongoing sustainable services and assistance to the workshop. This includes access to the Fabrication Laboratory of CCDI, professional designers at highly subsidized rates, registration on the marketing website and the introduction of their wares to various design indabas and events. The Tembalethu products are now displayed in the GIFT corporate gift shop, and have been introduced to shops on the W&A waterfront.

Workshop members also received training in micro enterprise development and management (the “township MBA”). One of the workshop members were trained as a trainer, and will continue to conduct training from the Tembalethu workshop.

Currently 4 of the most promising learners are attending 3 weeks of training at the CCDI winter school.

The intervention at Tembalethu is currently in its third and final stage. Training is envisaged to conclude on 31 October, at which time the sustainability partnership with CCDI will continue to support the project.

2.1.3 Johannesburg Council for the Disabled – Lenasia, Gauteng

JOCOD is a well developed workshop with great potential. It was assisted in all its business units to become more efficient, professional and profitable. In the sewing business unit, a contract was secured to manufacture Seshoeshoe dresses. In the farming business unit, a possible contract to plant red spring unions for a farmer who has the exclusive rights on this cultivar was gained. Jacod was given seed to grow conventionally and in their farming tunnels. The initial tests indicated that the vegetables grown hydroponically in tunnel conditions are of superior quality. Unfortunately, however, the contract was secured directly from Kenia, where workers are paid much lower wages, thereby allowing them much lower production costs. The experience gained by JOCOD in the tendering process, however, remain valuable. Seeds for Indian vegetables, which were not available in South Africa, have been sourced directly from India. There is a large Indian clientele surrounding JOCOD, and these seeds will allow them to access this market.



Entrepreneurial training was conducted for 7 workshop members and five persons who were trained to be trainers. These individuals have been given a start up grant and have all initiated their own small businesses, which will be closely monitored and mentored. Their move out of the JOCOD setting also allowed space in the workshop to open up for new members on the waiting list.

2.1.4 Dillo Disabled Cooperative – Qwa Qwa, Free State Province



Dillo disabled cooperative was selected after initial site visits to various workshops. An initial introductory meeting and informal needs assessment was conducted with the workshop. The workshop is mainly involved in food gardening, furniture and clothes manufacture. Interventions will focus on training in business and entrepreneurial skills, mentoring with regards to existing business endeavors and training in new endeavors.

A service provider has been appointed for transformation of this workshop, and agreements have been finalized. The OSDP introduced this service provider to the workshop on 31 July 2008. The workshop members will be given the same training which was received by the Tembalethu workshop, as this course offers very effective hands on approach to business management. The service provider will also assist the workshop to identify new market driven opportunities and products, and will work towards greater efficiency and quality in existing products. The intervention will conclude by 10 December 2008.

2.2 Activity 2: Develop a database of professionals with disabilities

OSDP has partnered with jobs.co.za (now trading as jobaccess.co.za) and have successfully established a web based database of persons with disabilities. The database continues to grow at a rapid rate and currently there are 731 active registered candidates on the website. Jobaccess.co.za is the only disability dedicated database of its kind.

Currently interventions are focused on raising awareness of the website among persons with disabilities and potential employers in both Government and private sectors.

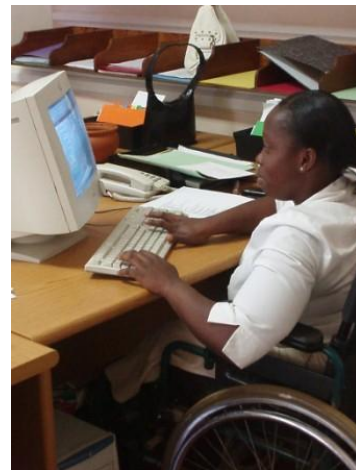
New software will now also allow jobaccess.co.za to receive faxed CV's from persons without internet access. Partnerships between Disabled People's Organizations (DPO's) and jobaccess.co.za are being finalized. This will allow

DPO's to read the CV's currently in their possession into the jobaccess website in order to ensure a growing number of CV's on the database. It will also allow all DPO's free access to the website, allowing them to better answer the many queries they receive with regards to employable persons with disabilities.

2.3 Activity 3: Increase the capacity of the disability movement to place and support persons with disabilities

2.3.1 Learnerships at recruitment companies for persons with disabilities

The OSDP trained fourteen learners at NQF level 5 System Support. A qualifying learner at this level would be a well rounded entry level systems support professional with a good fundamental knowledge of the information technology field, coupled with interpersonal and business skills. These learners also received specialized training in data capturing by jobs.co.za and were used to read CV's of persons with disabilities into the jobs.co.za database. From these fourteen learners, the five most promising were selected for a 6 month learnership with New Age Disability Integration Services (NADIS). Here they received training and experience with regards to selection and recruitment for persons with and without disabilities. The most promising learner from this group, along with two persons with disabilities working under her, has now been established in a semi independent incubator recruitment business affiliated to NADIS. It is envisaged that, once the learner is able to do so, this branch will become a fully independent franchise of NADIS.



2.3.2 Empowering Recruitment Company focused on placing deaf persons in the workplace.

E-Deaf, a recruitment and selection company specializing in placing and supporting deaf persons in the workplace, has been assisted to establish their business by the sponsoring of initial training of deaf persons in work ethic by the OSDP. They are doing very well and have a remarkably high success rate when placing persons with disabilities. The OSDP continues to work closely with them in an advisory capacity.

2.3.3 Empowering deaf youth

The OSDP have initiated a project to increase the employability of 50 Deaf youth of school doing age. The project also aims to establish a positive peer pressure

in schools of the deaf. During the project 50 deaf youth will be trained towards a raised awareness and knowledge of opportunities and requirements for self employment, further study and disability related issues. Some of this training will take part through a training camp. After training the learners will have an opportunity to practice their skills by applying them to real life working situations, such as visits to various workplaces. After requests for proposal were distributed, a service provider (namely DEAFSA – the national disabled person’s organization for deafness) was selected. Memorandums of Agreement have been signed. Learners from all the deaf schools have been identified and the buy-in of stakeholders such as parents and teachers have been secured. Currently the training site for the camp is being finalized. The intervention will conclude by 10 December 2008.

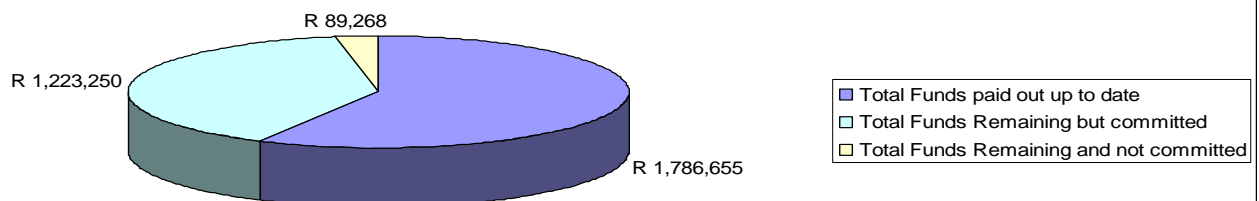
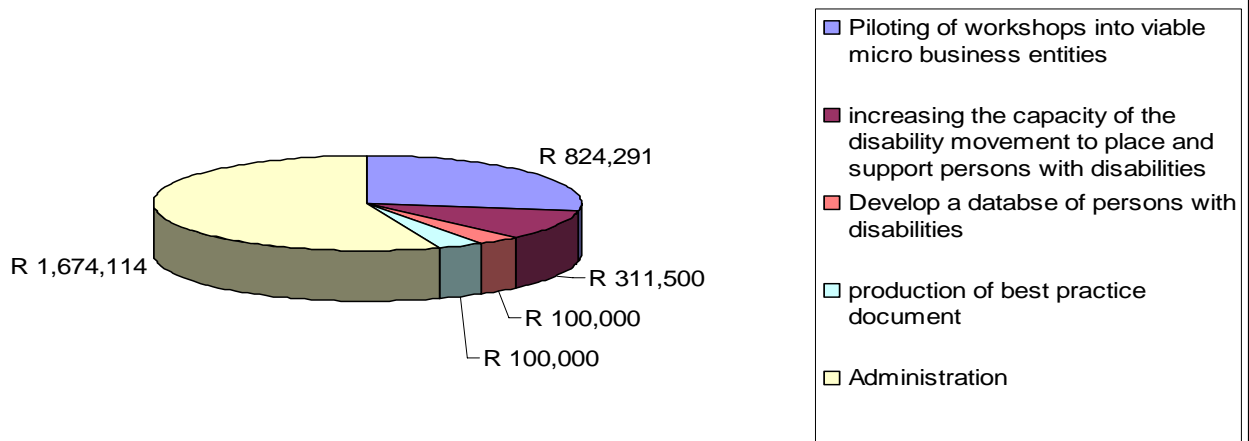
2.3.4 Persons with disability in Media

The Danish economic empowerment project has, in partnership with the mainstream OSDP office, initiated a project with regards to persons with disability in media. Requests for proposal were distributed, and a service provider (namely East Coast Media) has been appointed. As part one of the project, this service provider will produce a documentary covering the interventions of the Danish project in particular, as well as disability in general. This will be used as part of an attempt to build knowledge of best practice for use by similar projects, and will also be used by the projects themselves for marketing purposes. As part two of the intervention, the OSDP mainstream office will work with the Department of Labour, Leonard Cheshire Disability and SEDA towards training learners with disabilities from, amongst others, the four sheltered workshops and their surrounding community, in digital media, photography, website development and maintenance and video production to establish a selection of these learners in their own media related businesses. This will ensure that national and global communication is easily accessible to the sheltered workshops selected by the OSDP, as well as their surrounding community. Websites will be developed as major communication and e-commerce tools for the sheltered workshop and other small businesses. These websites will also generate income through advertizing. The first phase of this project will conclude by December 2008, while the second phase will run on a longer term, ensuring that sustainability is achieved after the Danish Project concludes.

3 Summary of Expenditure

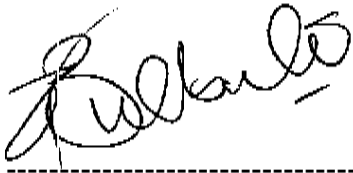
Funds Received from Danish Government	R 3,099,174
Total Funds committed up to date	R 3,009,905
Total Funds paid out up to date	R 1,786,655
Total Funds Remaining but committed	R 1,223,250
Total Funds Remaining and not committed	R 89,268

Expenditure (Funds spent / committed) as per Main Activity



4 Conclusion

The Danish Economic Empowerment Project is well on track, and the OSDP is confident that all project outcomes will be met before the end of financial year 2008/09.

A handwritten signature in black ink, appearing to read 'Zain Bulbulia', written in a cursive style. The signature is positioned above a horizontal dashed line.

Zain Bulbulia
Project Manager OSDP