

In summary, the Gender Programmes role is to:

- Guide the District's response to gender-related issues.
- Create and strengthen partnerships for an expanded provincial response to issues of Gender.
- Mobilize and streamline resources in order to effectively implement partnership activities.
- Establish medium and long-term goals for the Gender Programme based on the Gender Equality Act.
- Coordinate, monitor, evaluate and report on the implementation of programmes and strategies aimed at achieving Gender goals.
- Raise awareness, advocate, lobby on and consociates the public about the Rights of Gender
- Receive reports sectorial reports in order to monitor and evaluate the effectiveness and impact of the sector effort.
- Facilitate and support the establishment of the Local Municipality Gender Forums.
- Strengthen capacity at all levels by providing the necessary framework, guidance and support of all sectors to achieve these objectives

Gender Programmes implemented in FY 15/16:

- **Wonder Cooker Project** was launched in Hibiscus Coast Municipality. The purpose of the programme is to support and encourage rural women to embrace the Wonder Cooker Project as an income generating initiative. EDTEA and Ugu LED conducted a workshop for women on how to register as co-operatives.
- **Moral Regeneration Sessions** facilitates dialogues with offenders in order to equip them with the knowledge and skills to become responsible men and adopt strategies that will positively impact their rehabilitation and assimilation back into society.
- **Men Empowerment programme** was initiated by the Ugu Men's Forum with the intention of addressing gender-based violence and supporting vulnerable men develop their entrepreneurial skills.
- **Boys-to-Men Sessions** provide positive male mentorship to boy learners by being positive male role models and encouraging the adoption of healthy lifestyle choices, academic achievement and responsibility.
- **16 Days of Activism Prayer for Violence against Women and Children Abuse Campaign** raised awareness on the negative impact of violence.
- **Sanitary Dignity Campaign** addresses issues pertaining to female health, teenage pregnancy, sexually transmitted infections and other social ills as well as promotes the retention of female learners in school during their menstrual cycle.
- **Girl Talk** led by the women empowerment sector addresses girls on issues pertaining to female health, teenage pregnancy and HIV and AIDS.
- **Clothing Bank** aims to remove social barriers and promote inclusiveness, by restoring the dignity of the people through the clothing donations that will be collected, sorted, cleaned and distributed to the vulnerable groups.

Other Achieved Programmes:

- Let's Play / Skills Development Programme
- My Life My Future Campaign
- Awareness Campaign against Teenage Pregnancy Drug Abuse and HIV and AIDS
- Parenting Session

Challenges:

- Poor attendance of forum meetings
- Delay of reports from the Local Municipalities.

RIGHTS OF A CHILD

Every child and young person has rights; no matter who they are or where they live. Nearly every government in the world has promised to protect, respect and fulfil these rights, yet they are still violated in South Africa. Democracy in South Africa came with a growing recognition of children's rights and the establishment of high-level structures to meet government's responsibilities. According to Section 28 of the Bill of Rights "every child has the right to basic nutrition, shelter, health care and social services; as well as the right to be protected from maltreatment, neglect, abuse or degradation". One of the reasons for not achieving these rights is inadequate resources to fully implement laws such as the Children's Act, Child Justice Act and Sexual Offences Act.

Rights of a Child Programmes implemented in FY 15/16:

- **Dress a Child Campaign** is led by the Office of the Mayor, whereby school uniforms are procured and distributed to learners from poor family background. The Mayor would then handover the uniform to the learners with the whole school present.

- **Children's Rights Awareness Campaigns** seek to enlighten children about human's rights and how to exercise them responsibly.

- **International Children's Day** is recognized is observed on 01 June by many countries. The aim of Children's Day is to highlight progress being made towards the realisation and promotion of rights of children.

Take a Girl Child to Work is an annual corporate social investment event, held in South Africa since 2003. Companies involved organise for female high school learners, usually from disadvantaged backgrounds, to spend the day at their place of work on the last Thursday of May.

- **Children's Parliament/Child Ambassador** - National Children's Parliament as a way of saluting Nelson Mandela for prioritizing children on the national development agenda ranked as the key strategic activity in the building of a national child rights movement the Children's Parliament is initiated through a partnership between the Department for Women, Children and People with Disabilities and the NMCF.

EXPANDED PUBLIC WORKS PROGRAMME

The Expanded Public Works Programme (EPWP) provides an important avenue for labour absorption and income transfers to poor households in the short to medium-term. The EPWP employs workers on a temporary or on-going basis either by government, state-owned enterprises, contractors, or other non-governmental organizations under the Ministerial Conditions of Employment for the EPWP or learnership employment conditions. The EPWP is divided into three pillars, that is, Social, Environmental and Infrastructure.

Achievements:

The EPWP Programme has had a positive impact socially on the broader community by providing work opportunities and skills development to the beneficiaries of the programme. The programme commenced in the 2015/2016 financial year. From commencement of the project in February 2015 to date until currently 134 beneficiaries have been given work opportunities, through the EPWP, in the environmental, social and infrastructure sector.

The parolees have been given a second chance at life through the programme. This has helped to strengthen relations between Ugu District Municipality and the Department of Correctional Services.

The EPWP District Forum sits every month which gives all the local municipalities a chance to report back on their projects; and to engage with Cooperative Government and Traditional Affairs (CoGTA) and the Department of Public Works. All projects within all sectors are successfully appearing and reporting on the EPWP Reporting System.

Suggestions / Recommendations:

- EPWP specifications should be attached to all tender documents that are awarded by the Ugu District Municipality to ensure compliance and the provision of EPWP statistical information.
- Ugu District Municipality internal Departments annual plans should indicate how they will contribute towards job creation in the support of the EPWP.

Employees: Child Care; Aged Care; Social Programmes					
Job Level	2014/2015	2015/2016			
	Employees	Posts	Employees	Vacancies (fulltime equivalents)	Vacancies (as a % of total posts)
	No.	No.	No.	No.	%
0 - 3	01	01	01	00	00
4 - 6	04	06	06	00	00
7 - 9	01	01	01	00	00
10 - 12	00	00	00	00	00
13 - 15	00	00	00	00	00
16 - 18	00	00	00	00	00
Total	06	08	08	00	00

Table 3.7.2

COMPONENT D: ENVIRONMENTAL PROTECTION

INTRODUCTION TO ENVIRONMENTAL PROTECTION

Environmental management is essentially the manner in which natural resources are utilized in order to serve the social, economic and other needs of the present and future generation. The level and extent of protection of natural environmental carrying capacity in order to uphold and maintain the development needs is very important for the realisation of sustainable development.

As a water and sanitation service provider and authority, the municipality relies on natural resources and such must be protected and treasured in order to ensure sustainable service delivery.

PERFORMANCE OF POLLUTION CONTROL OVERALL:

There has been no capital expenditure in this area due to budget constraints. The municipality has developed an environmental management program for the compliance of water and sanitation projects as well as to reduce water pollution. UMzimkhulu Mouth Management Plan has been developed in partnership with the Port Shepstone Country Club as an interim measure in the absence of an estuary management plan for the management of hyper salinity, reduction of water pollution and flooding.

3.8 POLLUTION CONTROL

INTRODUCTION TO POLLUTION CONTROL

The municipality is a water and sanitation services authority as well as an atmospheric emissions licensing authority and has invested in the development and maintenance of infrastructure.

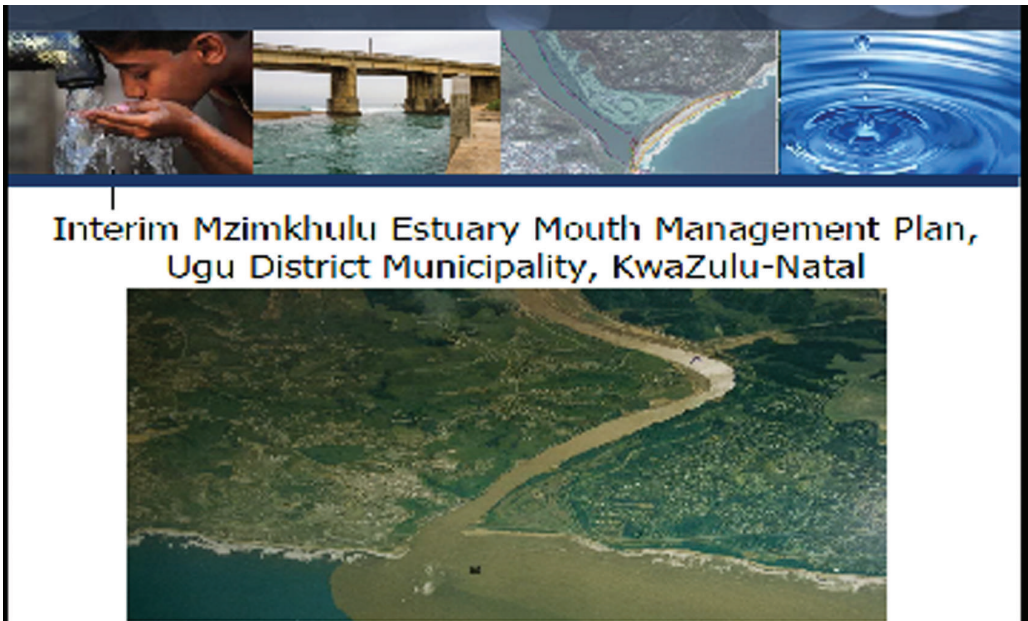
It is therefore crucial for environmental protection to prioritise environmental impact management and compliance, environmental planning, atmospheric emissions licensing and education awareness. Ensuring compliance and alignment to other applicable measures is been essential for water and sanitation delivery, coastal protection and air quality management.



**GENERIC ENVIRONMENTAL
MANAGEMENT PROGRAMME
FOR WATER AND
SANITATION ACTIVITIES, UGU
DISTRICT MUNICIPALITY, KZN**



5 JUNE 2015



The municipality has proceeded with the implementation of the short and medium-term deliverables of the Air Quality Management Plan. Controlled Emitters database has been developed and the municipality is now monitoring emissions from those facilities. The municipality has strengthened its relationships with the relevant stakeholders by establishing the Air Quality Management Forum.

3.8.1 BIO-DIVERSITY; LANDSCAPE (INCL. OPEN SPACES); AND OTHER (EG. COASTAL PROTECTION)

INTRODUCTION TO BIO-DIVERSITY AND LANDSCAPE

Biodiversity management is very crucial for ensuring the conservation and sustainability of natural capital in order to sustain ecological goods and services and further support livelihood (food and income), pollution control, tourism, recreation and aesthetics, religious beliefs, research and education and traditional health (medicine).

Employees: Bio-Diversity; Landscape and Other					
Job Level	2014/2015	2015/2016			
	Employees	Posts	Employees	Vacancies (fulltime equivalents)	Vacancies (as a % of total posts)
	No.	No.	No.	No.	%
0 - 3	1	1	1	0	0
4 - 6	1	1	3	13	
Total	2	2	4	13	62%

Table 3.8.1

Employees: Environmental Management					
Job Level	2014/2015	2015/2016			
	Employees	Posts	Employees	Vacancies (fulltime equivalents)	Vacancies (as a % of total posts)
	No.	No.	No.	No.	%
0 - 3	3	01	01	00	00
4 - 6	4	03	03	00	00
7 - 9	1	01	01	00	00
Total	8	05	05	00	00

Table 3.8.2

Financial Performance 2015/2016: Pollution Control					
R'000					
Details	2014/2015	2015/2016			
	Actual	Original Budget	Adjustment Budget	Actual	Variance to Budget
Total Operational Revenue		16967	17397	1373	-1136%
Expenditure:					
Employees		15359	15808	14934	-3%
Repairs and Maintenance					
Other		1908	1568	1273	-50%
Total Operational Expenditure	0	17267	17376	16207	-7%
Net Operational Expenditure	0	300	-21	14834	98%

Table 3.8.3

PERFORMANCE OF BIO-DIVERSITY; LANDSCAPE AND OTHER OVERALL:

The following are the strategic areas of focus with regards to the above:

1. Biodiversity management focusing on both fauna and flora

(a) Problem animal (bush pig) management – Due to the extent of the unending problem of problem animals, viz. bush pigs. Ugu Municipality started the problem animals control initiatives as an opportunity for community development while also controlling the bush with in Vulamehlo and Umzumbe local municipalities. Phase 1 of this initiative focused on training of the affected communities in order to equip them with skills to manage or co-exist with the animals, thereby making them self-reliant and able to transfer the same skills to other communities that are experiencing the same problem. For Phase 2 the district municipality has partnered with local stakeholders (local farmers, amaphisi, etc.) to find more local solutions on the problems. The intention is to continue with the pilots until a strategy is developed and a more sustainable methodology is established.

2. Coastal management programmes

(a) The Working for the Coast project new cycle (2015/18 Phase 3) is under implementation by the Department of Environmental Affairs. The project, which covers the coastal belt across all 3 coastal local municipalities, comprises dune rehabilitation (planting of indigenous trees), invasive alien plants control (spraying, cutting, hand pulling, etc.), and the development of a coastal management plan/programme, beach cleaning (litter clearing, estuary cleaning etc.), maintenance and upgrading of existing tourism infrastructure on beaches. 87 employment opportunities across all 3 coastal municipalities have been created.

(b) Coastal Management Programme was developed and approved by Council in December 2015. In 2016/17 it will be in its first year of implementation.

3. Climate change response

When COP17/CMP7 was hosted in Durban – South Africa - in 2011 it provided the ideal opportunity for local government to address the “adaptation deficit” in the discussions. The outcome was the Durban Adaptation Charter (DAC) – the development of which was facilitated by a National and Local Government coalition. Currently the DAC has over 1100 signatories in 35 countries and Ugu District Municipality and some of its local municipalities are some of those signatories. The mission/purpose of the DAC is to, among others, promote local government action that advances climate adaptation, identify core actions associated with advancing adaptation, emphasize action as opposed to negotiation as well as demonstrate self-leadership that is Africa-based and led. As a result signatories of the DAC are predominantly from developing country cities. Two of the deliverables of the DAC were the **(a)** development of the Regional Hubs and **(b)** Regional workshops for capacity building integration and one of the outcomes of the regional hubs was the establishment of the Central KwaZulu-Natal Climate Change Compact (CKZNCCC), based on the South-East Florida model.

Ugu District Municipality and some of its local municipalities are signatories to the (CKZNCCC). This is a local network for sharing knowledge and best practices on issues of climate change. It enables municipalities to initiate projects, share information on the existing ones, distribute information on funding and training opportunities, conferences, workshops, etc. With respect to training opportunities, officials from the Ugu District Municipalities went through the International Centre for Climate Change and Development (ICCCAD) fully funded short course on climate change in Dhaka, Independent University of Bangladesh between the 2014 and 2015 calendar years.

COMPONENT E: EMPLOYEE HEALTH AND WELLNESS

3.9 INTRODUCTION TO EMPLOYEE HEALTH AND WELLNESS

A Hazard Identification and Risk assessment was conducted at the Bhoiboyi Purification Plant on the 21 January 2016, and frequent hazards and risks were identified and are summed up as follows:

Table 3.9.1: Health and Safety in Workplace rating

Source: Ugu District Municipality Corporate Services, 2016

Identification	Rating
Chlorine facility – SANS 0298 (not all installations compliant)	High Risk
Chemical Waste Management Programme	High Risk
Electrical Issues – risk assessment identified numerous risks	Med – High Risk
Housekeeping – risk assessment identified numerous risks	Med Risk
Perimeter Fencing – Access Control	Med Risk
Wearing of Personal Protective Equipment	Med – High Risk
Unsafe Vehicles	High Risk
Open manhole covers	Med – High Risk

Based on Risk Assessments conducted, the following graphical analysis is applicable;

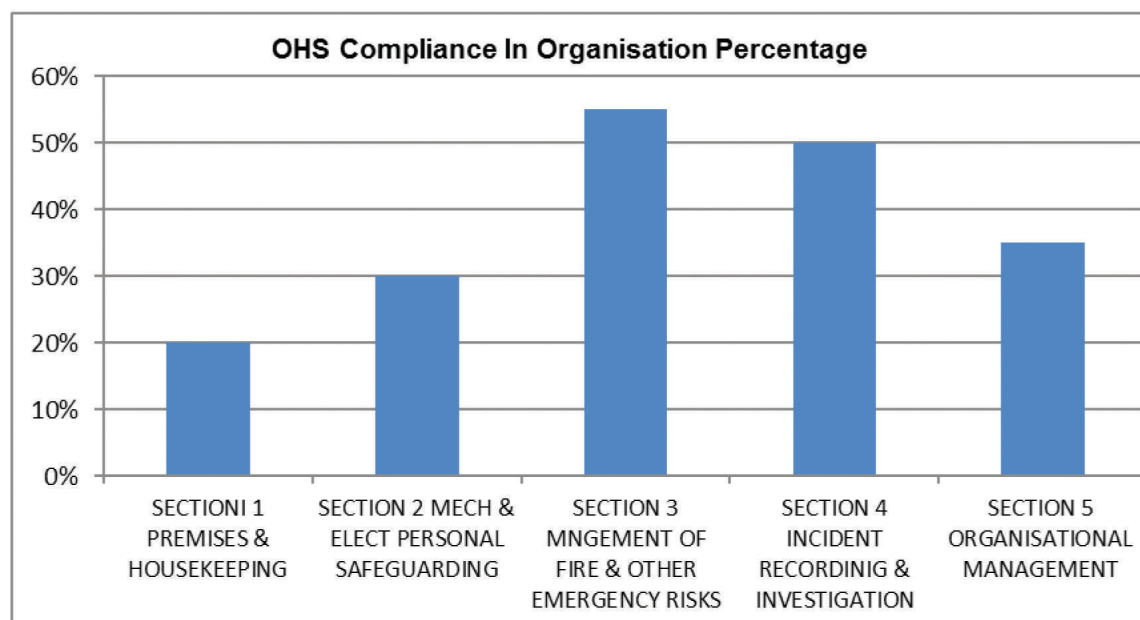


Figure 3.9.2: Occupational Health Strategy Compliance

Source: Corporate Services, 2016

3.9.2.1. Analysis of Employee Health and Wellness

Employee Health and Wellness is the promotion and maintenance of the highest degree of physical, mental, spiritual and social well-being in all occupations; prevention of illness caused by working conditions; protection of employees in their employment from risks resulting from factors adverse to health; placement and maintenance of employees in an occupational environments adapted to optimal physiological and psychological capabilities; and the adaptation of work to employees and of each employee to his/her job. The explicit aim of the EHWP is to improve the quality of life of all employees by providing support and helping to alleviate the impact of everyday work, personal and family problems. The focus the programme and role of the human resources department is summarised in the table 3.9.2.1.1 below.

Focus Areas	Role of HR
<ul style="list-style-type: none"> HIV/AIDS Management Chronic Diseases Management Stress / Mental Health Incapacity due to ill health Medical Awareness and Check-ups Promotion of Health, Good Nutrition Impact of Alcohol Abuse Financial Wellness Spiritual Wellness Management 	<ul style="list-style-type: none"> Creating awareness Provision of counselling to employees Provision of organizational support services and education programmes Provision of critical Incident Response Programs (i.e. assist all employees to deal with incidents overwhelming their ability to cope like robbery, natural disasters, accidents sudden deaths or violent incidents at work.”) through referrals to professional bodies Referral for professional counselling, treatment

3.9.2.2. Analysis of EAP Provision

The total number of employees participating in the EAP Programme is 308 out of the total of 863 employees which is 35.6% of the total workforce. This represents only referred cases where 251 were self-referrals and 57 being formal referrals. The referrals per department are summarized in Table 3.9.2.2.1 below.

Table 3.9.2.3. EAP Referrals per Department

Source: Ugu District Municipality Corporate Services, 2015

Department	Number/ percentage
Office of the Municipal Manager	0 (0%)
Infrastructure & Economic Development	0(0%)
Corporate Services	4 (7%)
Water Services	42 (74%)
Budget and Treasury	11 (19%)

Post level 8-18 most participants	
--	--

In terms of participating in the medical aid scheme only 523 participate as shown in the table below.

Municipal Manager's Office	Corporate Services	Treasury	Infrastructure & Economic Development	Water Services
33	52	75	35	328

Table 3.9.2.4

During the 2015 calendar year, the recorded terminations due to ill health (Medical Boarding) was five (5) all from water services.

The role of supervisors needs to therefore be reinforced and ensure that they are aware of the programme and that it is clearly defined to them. The cooperation of

supervisors in the EAP can potentially reduce the number of ill-health terminations including deaths associated with ill-health. With the majority of employees being within the Water Service Provision function more resources should be channeled through to them.

Employees: Employee Health and Wellness					
Job Level	2014/2015	2015/2016			
	Employees	Posts	Employees	Vacancies (fulltime equivalents)	Vacancies (as a % of total posts)
	No.	No.	No.	No.	%
0 - 3	2	2	2	0	0
4 - 6	2	2	2	0	0
7 - 9	1	1	1	0	0
10 - 12	0	0	0	0	0
13 - 15	0	0	0	0	0
16 - 18	0	0	0	0	0
19 - 20	0	0	0	0	0
Total	5	5	5	5	

Table 3.9.2.5

3.10 HEALTH INSPECTION; FOOD AND ABBATOIR LICENSING AND INSPECTION; ETC INTRODUCTION TO HEALTH INSPECTIONS; FOOD AND ABATTOIR LICENCING AND INSPECTIONS, ETC

The provision of safe foods and food products from the point of handling, storage, transportation and preparation has constantly improved which could largely be attributed to food safety and control in terms of Regulation R962. Informal and formal food outlets, events caterers are vigilantly monitored to ensure compliance. Intersectoral collaboration with Provincial and other stakeholders has resulted in desired outcomes as all imported foods including sea foods are inspected at district level. The District also participates in Provincial Food Runs where food products are bacteriological analyzed. Unsound food is detained and condemned.

SERVICE STATISTICS FOR HEALTH INSPECTION

SERVICE STATISTICS FOR HEALTH INSPECTION, Etc.		
OBJECTIVE	TARGETS	ACTUAL
Water quality monitoring	800	1010
Sanitation compliance	10	50
Workshops, awareness and campaign sessions	16	473
National /Provincial Food Run	2	2
Food handlers' education workshops sessions	8	71
Food Premises monitoring	320	796
Pauper burials	100%	100%
Building Plans	100%	100%
Health compliance non- food premises	320	705
Communicable diseases	100%	100%

Table 3.10.1

Health Inspection etc. Policy Objectives Taken From IDP									
Service Objectives	Outline Service Targets	Year 0		Year 1			Year 2		Year 3
		Target	Actual	Target		Actual	Target		
		*Previous Year (iii)	(iv)	*Previous Year (v)	*Current Year (vi)	(vii)	*Current Year (viii)	*Current Year (ix)	*Following Year (x)
Service Indicators (i)	(ii)	(iii)	(iv)	(v)	(vi)	(vii)	(viii)	(ix)	(x)
Service Objective xxx									
Water quality monitoring	No. of samples tested	400	381	400	800	1010	1000	1000	1010
Food safety	No of food premises inspected	160	203	160	320	796	320	320	350
Food handlers workshop	No of food handlers workshop conducted	4	4	4	8	71	16	16	18
Sanitation compliance	No of projects attended for compliance	16	16	16	10	50	10	10	12

Table 3.10.2

