



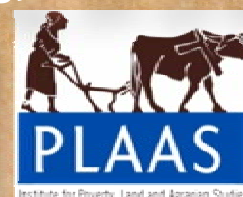
Expanding and Enhancing Employment Opportunities in the Social Sector, particularly for rural and marginalised women

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Overcoming Inequality and Structural Poverty in South Africa: Toward inclusive growth and development

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Background

- ❑ Since 2007 the HSRC has been leading a Research Project to **Scale Up Quality Early Childhood Development Services (ECD) to children 0-4 years.**
- ❑ The project focus emanated from earlier research on **Employment Scenarios (2004)** which showed that to halve unemployment between 2004 and 2014 would require the creation of at least 5 million net new jobs.
- ❑ The Scenarios estimated that if the economy grew by an average of 4,5 % per annum, it would require approx. 1,5 million jobs created through special employment programmes (EPWP) to reach the target above.
- ❑ The context for this project is the intersection of two priority government programmes -:
 - Improving outcomes for children 0-4 years
 - Enable substantial expansion in employment for marginalised work seekers via EPWP



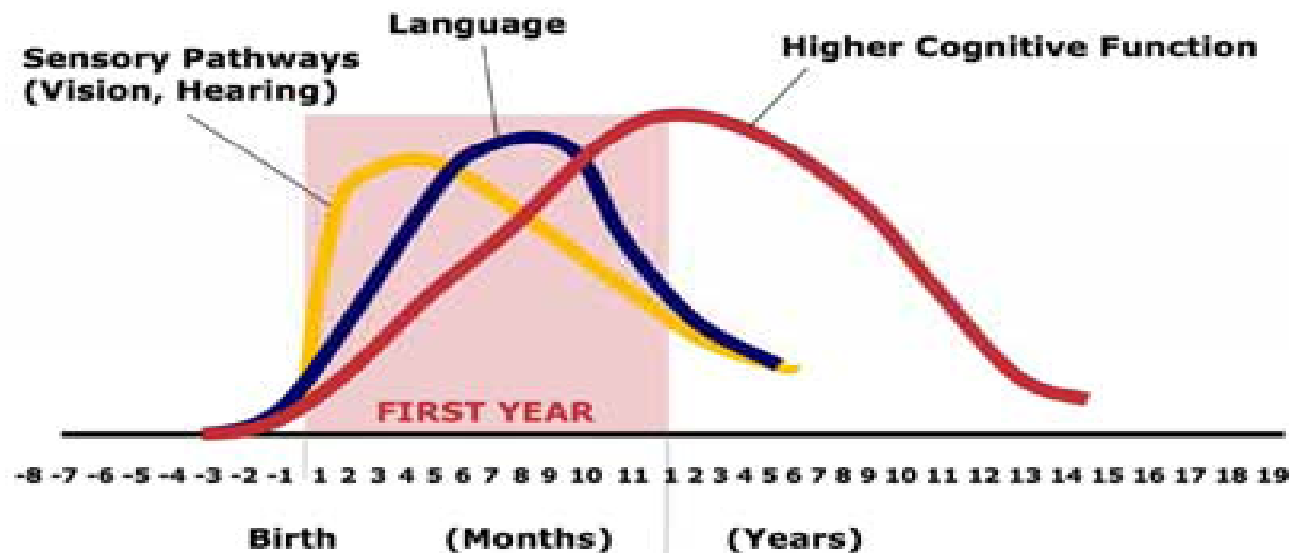
Why a focus on Children 0-4 years?

- ❑ Approx. 5,2 million children in SA between 0-4 years. Evidence suggests that large % (two thirds) of children in this age cohort live in extreme situations of vulnerability as a result of poverty, disability, chronic illness and the HIV/AIDS pandemic.
- ❑ Reversed gains in Infant Mortality Rates in SA. Infant and under 5 mortality rates highest in SA population. Stunting (inadequate growth in height) affects 1 out of 5 children, and improved marginally between 1999 and 2005. This is sign of chronic malnutrition.
- ❑ Evidence suggests that well developed and targeted interventions in early childhood set the platform for future development outcomes.
- ❑ Service delivery to children is based on children's rights as enshrined in the constitution. The current situation denies children the right to enjoy all other rights enshrined in the constitution.
- ❑ Discourse which focuses on ECD being an "investment in children for the future" fails to recognise the inherent anti-rights basis. We don't respond to the needs of the elderly as an investment – but rather as a human right and moral obligation.

Consequences for failing to meet children's survival and development needs



Human Brain Development Neural Connections for Different Functions Develop Sequentially



Source: C.A. Nelson (2000)

ECD in South Africa

- ❑ Commitment of SA government to ECD has never been stronger. Policy development and increased budgetary allocations to ECD since 2004. (Resolutions 28 & 29 Polokwane)
- ❑ Currently between 26-29% of children in this age cohort access ECD services mainly centre based. Mostly children in the 3-5 year group are reached.
- ❑ Quality is uneven and often poor. Poor quality ECD can be harmful then no ECD intervention.
- ❑ The adoption of the National Integrated Plan for ECD (2005) and the implementation as from 1st April 2010 of the Children's Act 38 of 2005 (as amended 2007) creates obligation on the state to promote and improve access to quality ECD for children 0-4 years. (Home, community and centre based programmes)
- ❑ Good quality ECD work is inherently labour intensive & thus will contribute to creating employment.

Social Sector Care Work

- ❑ Employment in the sector is gender biased as is much of the social sector/care work both in SA and internationally. In SA African women in particular are largely crowded into low paid service jobs.
- ❑ Social Sector work in home based care (HIV/AIDS) and ECD allows access of mainly low skilled and marginalised women into the labour market, including rural women. Career pathing
- ❑ This is important in the context of women constituting 2/3 discouraged work seekers and whose share of unemployment is higher than men.
- ❑ Massive growth of care work in SA
 - An ECD audit in 2000 – found approx 55 000 ECD practitioners
 - Large and rapid increase in CCW numbers over last decade: 5,600 (1997) to 65,000 (2009)(Schneider 2010)
- ❑ Majority in care work in SA work in the NPO sector – as volunteers, paid work or receiving some “stipend” from the state or donor funding.
- ❑ The attraction of governments to partnering with NPOs for the provision of care is understandable as the subsidies that governments give are often a fraction of the full cost of care that these organizations provide- hence NPOs and women are subsidizing the government budget
- ❑ Employment standards are poor – low and irregular pay, precarious employment conditions and almost no recourse to labour rights.
- ❑ In low-wage and low-cost care markets, labour turnover tends to be high, and opportunities for training and retaining labour are rarely available.

Current reality – an informal career path



Opportunities: What key informants said?

“ Last year one of the women whom I trained as an ECD practitioner 20 years ago got a university degree. “(ECD Training Manager, KZN)

I left school at Grade 8 and I am very sorry for it today. Now I've got the same as matric. I want to do Level 5 also. I can do things on my own. I want to start my own small crèche, I know I can do it.”
(ECD practitioner working in the sector since 1999)

“Salaries of practitioners are not even putrid they're terrible ...”
(Government official)

Many different jobs



Social Sector EPWP

- ❑ Based on norms and standards (ratio of child to ECD practitioners) potentially 350 000 jobs could be created in ECD if SA was to meet its NIP target of reaching 2,6 m children. This is only focusing on direct work with children.
- ❑ EPWP Social Sector jobs have developed at a slower pace than targeted. Between 2004 – 2007 57,064 job opportunities created . Numbers could be scaled up significantly.
- ❑ Average length of opportunity was 165 days. This is compared with infrastructure opportunities which provided (51 days)
- ❑ EPWP funded training opportunities constituted 58% of all training provided in the WC. Critical learning spaces created for poor women.
- ❑ Exit opportunities from EPWP are weak.
- ❑ Social sector EPWP opportunities have ***perverse impact*** of being more attractive than the ECD jobs themselves, and so people may hop from one learnership to another as a source of income.
- ❑ Stipends paid for learnerships are linked to NQF levels. Higher the level greater the stipend. This incentivizes people to move towards to higher levels- assumes that younger children don't need higher skilled ECD practitioners.

Opportunities for Youth Employment

- HSRC research identified possible innovations which could strengthen and sustain ECD programmes.
- Youth could be employed to provide financial and other support would enhance the quality and functioning of ECD services.

Conclusion

How do we achieve growth and reduce poverty and inequality at the same time?

- Care work contributes towards social and human capital development.
- How society responds to and address the delivery of care work has significance for gender relations and inequality?



Sustainable Social Sector Jobs will only be created if

- Explicit choices are required in respect of trade offs in achieving quality and quantity of service delivery and job creation.
 - Programme based on volunteers less costly but then constrained in quality assurance and denies care workers rights to decent work and fair employment standards.
 - Programme based on salaried or stipends to workers will cost at scale – EPWP possible opportunity during current climate.
- Increased funding streams to sustain ECD expansion are secured.
- Decent wages and conditions of service are secured (Current HSRC proposal on a funding formula for home and community based ECD programmes)
- Need to distinguish volunteerism, make-work opportunities and the need for salaried jobs
- Models for fast tracking EPWP opportunities are innovated, monitored and evaluated. (HSRC has identified some innovations)
- Skills Development and Training opportunities need to be scaled up significantly.