

CHAPTER 02: ANALYSIS OF THE REGION



EXISTING DEVELOPMENT ANALYSIS:

In terms of Section 26 of the MSA of 2000, an integrated development plan of a municipality must reflect an assessment of the existing level of development within a particular municipal jurisdiction.

The Sedibeng District Municipality developed five years IDP 2017/21 taking into account analysis relating to the region-wide issues. It coordinated and aligned key development priorities with National, Provincial departments, the local municipalities as well as other private sector departments. An analysis in terms of the existing problems and challenges faced by the people of Sedibeng District Municipality was conducted. The Sedibeng district municipality did not make assumptions on what the problems are in its area, rather conducted an overview of key data set, both quantitative and qualitative research.

It is important to determine the key development priorities, due to the fact that the municipality will not have sufficient resources to address all the issues identified by different segments of the community. Prioritisation will assist the municipality to allocate scarce resources to those issues highlighted as more important and/or urgent. The municipality also did public and stakeholder consultation in order to gather information on the current developmental situation in the region.

FACTS AND FINDINGS ABOUT SEDIBENG REGION:

History of Sedibeng Region:

Sedibeng Region landscape reveals the Stone Age circles marking settlements of people that lived in the area from the dawn of time. The area has moved on from its pre-historic roots to play a crucial role in shaping the South Africa we live in. While the landscape has been shaped by the Vaal River, our communities have been carved out of struggles for freedom.

The long and bloody history of South Africa's journey through the Boer War, and the long years of apartheid, can also find an expression of our history right here in the heart of Sedibeng.

The Treaty of Vereeniging (commonly referred to as Peace of Vereeniging) was the peace treaty, signed on 31 May 1902, which ended the South African War between the South African Republic and the Republic of the Orange Free State, on the one side, and the British Empire on the other. This settlement provided for the end of hostilities and eventual self-government to the Transvaal (South African Republic) and the Orange Free State as colonies of the British Empire.

The Boer republics agreed to come under the sovereignty of the British Crown and the British government agreed on various details. None of this meant a great deal during the long, dark, oppressive years of apartheid that were to follow, and the brutal and violent fight to break down a tyranny of oppression and inhumanity.

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The world will never forget what is now marked as our day of Human Rights in South Africa. On 21 March 1960, events were planned for many parts of the country, for people to protest against one of the unjust laws of apartheid. The Pass Law required all Africans living or working in and around towns to carry documents (known as passes) with them at all times. Failure to carry this document would lead to arrest by the police.

On this day people decided to go to police stations without their passes and to demand that they be arrested. The idea was that many people demand that they be arrested. The idea was that many people unjust laws would be exposed to the international world. There was hope that this would lead to the draconian laws being scrapped. At Sharpeville in Sedibeng, thousands of unarmed people gathered at the police station demanding to be arrested.

They were met by 300 police officers who opened fire on the crowd. Sixty-nine people were killed and more than 180 others were injured in the Sharpeville Massacre. This event precipitated the banning of the ANC and PAC and the start of the armed struggle. Every year on the 21st March, the people of Sedibeng, the country, and the entire world bow their heads to observe the brutal killings of anti-pass laws and apartheid protestors - making it one of the most historic political events which shook the world and changed the course of history in South Africa.

And so began decades of further oppression and restrictions of freedom that ultimately culminated in the dawning of democracy in 1994. But Sedibeng was to see some much darker days

before that beacon of light came into sight. The early 1990s in South Africa, the period when negotiations were unfolding between the ruling National Party and the ANC, is marked as one of the most violent and turbulent times in our history to democracy. And Sedibeng saw some of the worst of it.

On 12 January, 1991, at the Night Vigil of the late Christopher Nangalembe in Sebokeng, 39 mourners were viciously murdered and over forty were injured. Mourners were paying their final respects to their community leader, when a sudden invasion by a gang of armed men resulted in a hand grenade being set off and the aggressors began to shoot randomly into the crowd. The Sebokeng Night Vigil Massacre will go a long way into the books of our history as it heralded an undefined and unresolved period of brutal attacks against the Sebokeng community.

Just over a year later, Sedibeng was at mourning again. On the night of 17 June 1992, heavily armed forces of Inkatha members, secretly raided the Vaal Township of Boipatong and killed 46 people. The Boipatong Massacre caused the African National Congress to walk out of CODESA, the initial formal negotiations to end apartheid, accusing the ruling National Party of complicity in the attacks. The massacre drew the attention of the United Nations Security Council, which passed Resolution 765 on July 16, 1992, urging a full investigation into the incident.

Sedibeng cannot bring back its fallen heroes, but it can celebrate them through its continued struggles to end poverty and bring about economic equality. From 1902, the region seemed to almost have come full circle, and appears to be a most fitting

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place for the Signing of South Africa's First Democratic Constitution in 1996. The 10th December 2015 will be marked as the 19th Anniversary of the signing of the South African Constitution into law - by the first democratically elected President of South Africa, Mr. Nelson Mandela, in Sharpeville.

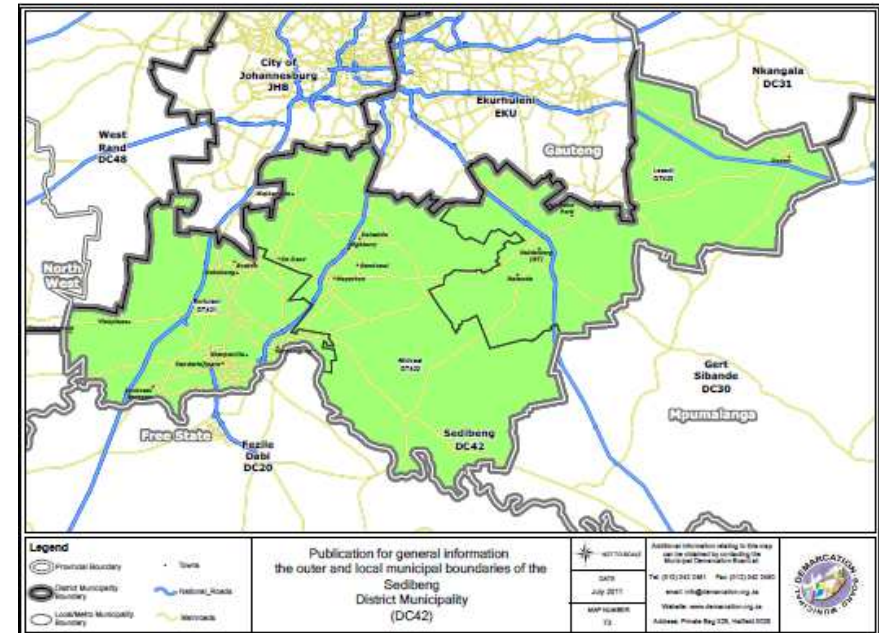
The year 2015 will turn out to be a remarkable and amazing year in the history of South Africa and Sedibeng as a rainbow nation, we will both be celebrating 60th Anniversary of signing of the Freedom Charter that was signed on 26 June, 1955 and 21st Anniversary of Freedom and democracy since first democratic elections held on 27th April 1994, as the ruling party ANC will also be turning 103 years since its inception and in pursuance of her selfless struggle to liberate South Africa and the African continent, making it a historic moment for all the people of South Africa.

The Sedibeng District Municipality has embarked on a major drive to promote and develop the in the region as a direct result of the decline in economic activity in the Steel manufacturing and related sectors of the region. Special emphasis is on revitalization of Township economy and tourism Industry in partnership with Gauteng Provincial department of Economic development.

Geographical Context of the Region:

Sedibeng District Municipality (SDM) is regarded **category C**. The municipality covers the entire southern part of Gauteng Province and consists of three local municipalities: Emfuleni, Midvaal and Lesedi. Towns within these municipalities include Vereeniging, Vanderbijlpark, Meyerton

and Heidelberg. Townships include Evaton, Sebokeng, Boipatong, Bophelong, Sharpeville and Ratanda.



Source: Municipal Demarcation Board

The district is surrounded by the following municipalities;

- City of Johannesburg to the North;
- Ekurhuleni (East Rand) to the North-East;
- Delmas Local Municipality to the East;
- Metsimaholo Local Municipality to the North of Free State
- Merafong City of North West

The eastern areas of the district are mainly agricultural or rural. The main urban areas are Vereeniging and Vanderbijlpark, as well as the

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Evaton / Sebokeng residential complex, are concentrated in the western part of the district, in Emfuleni. Smaller urban concentrations are found in Meyerton, in Midvaal, and in Heidelberg / Ratanda in Lesedi.

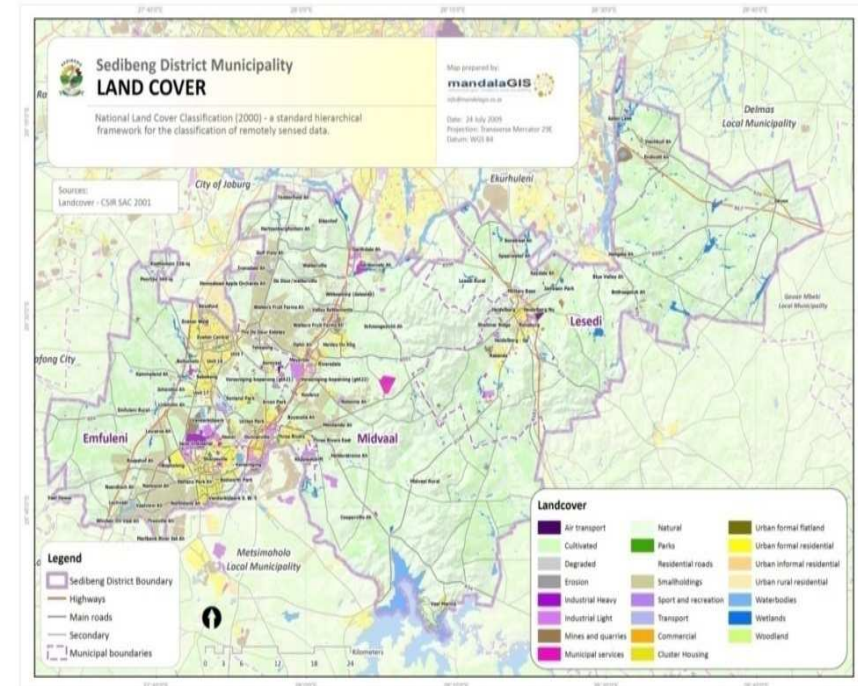
The Vaal River on the southern border of Sedibeng constitutes one of the most important sources of water in South Africa. Water from the river meets the residential, industrial and agricultural needs for much of Gauteng.

The Vaal River is also a key supplier of other tributaries located in Mpumalanga, the Free State, North West and the Northern Cape. Construction of the Vaal Dam was completed in 1938 but its capacity was later extended during the 1950s.

The tourism town of Vaal Marina is located on the banks of the dam in the Midvaal Local Municipality. Development of irrigation farming, tourism and agro-processing industries are of central importance to Sedibeng, especially in the Midvaal and Lesedi municipal areas.

Sedibeng Land Cover:

The total geographical area of the municipality is 4.185 square kilometer (km²) of the land cover of which Midvaal occupies almost half of the area of Sedibeng District, over 80% (1,728km²), followed by Lesedi at (1,489 km²) and Emfuleni at (968 km²).



Source: SDM (Spatial Development Framework 2015/16)

POPULATION PROFILE:

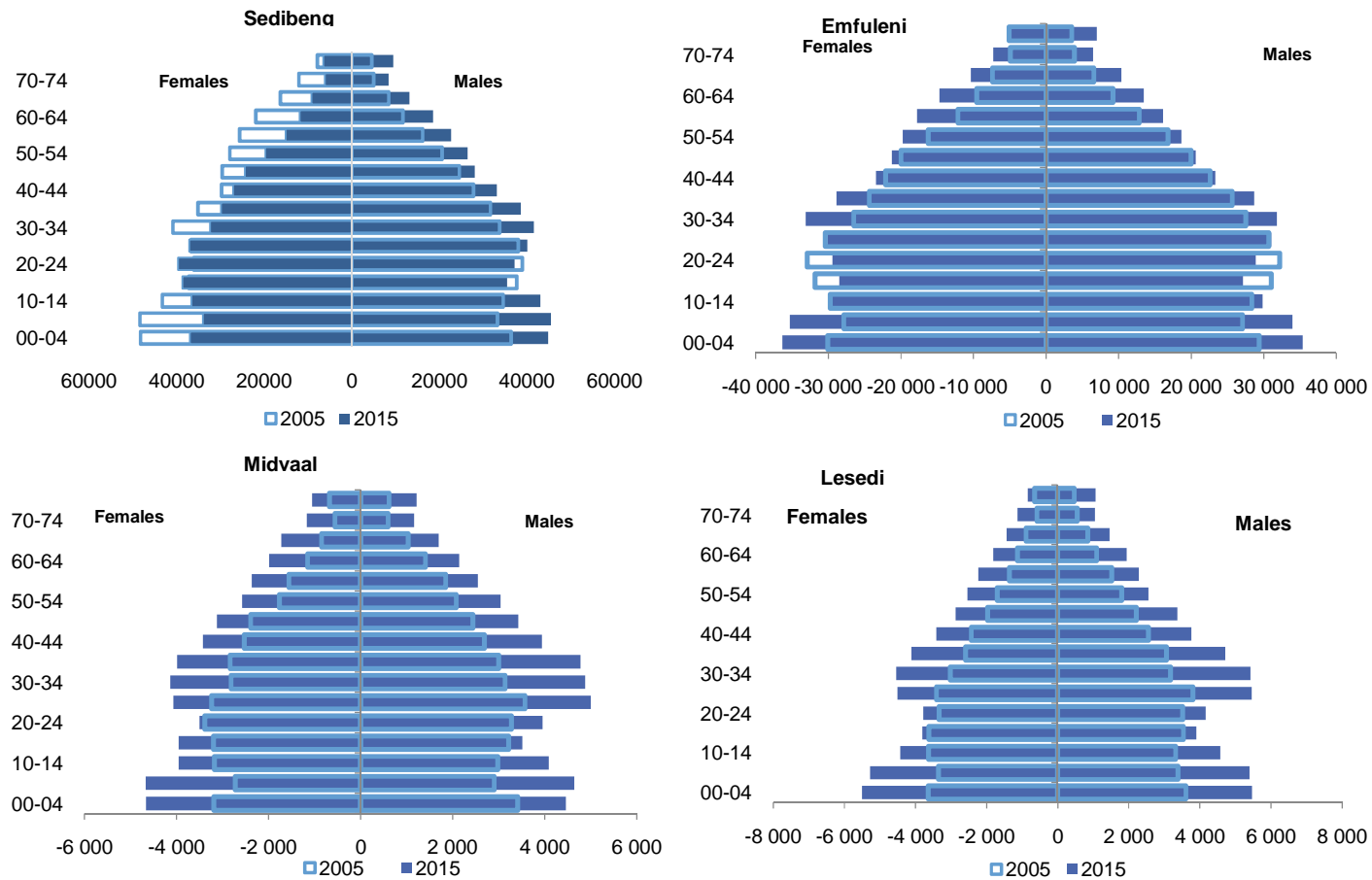
The total population of the District is **916 484**. Lesedi has a population of **99 520**, Midvaal **95 301** and Emfuleni **721 663**. Source: (Stats SA, 2011). The population density of the District as a whole is 198 people per km². It is clear from the stats that 8 out of every 10 people in Sedibeng live in Emfuleni and the vast majority (more than 700 000 people) live in the black township areas (especially Sebokeng and Evaton).

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In terms of IHS Global Insight, 2016, the population structure of the Sedibeng region (including its local municipalities) has change notably between 2005 and 2015. Figure 1 below looks at the population dynamics in detail.

Figure 7: Sedibeng's Population Pyramid in 2005 and 2015



Source: IHS Global Insight, 2016

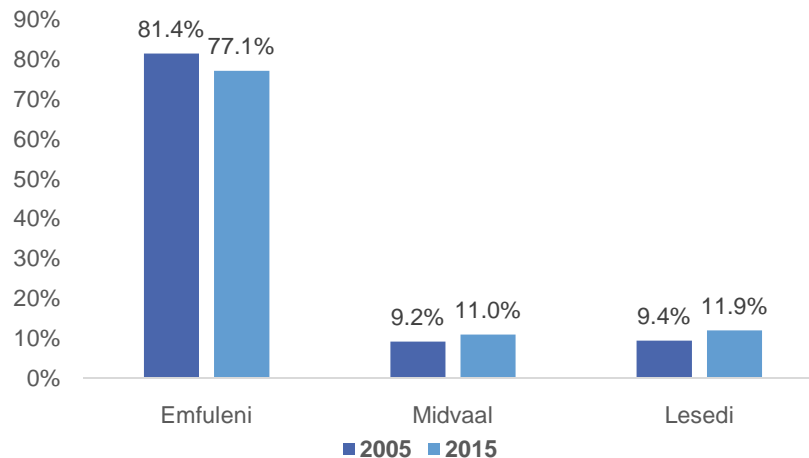
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For the district overall, female population has declined quite notable across all age cohorts (except 15-19, 20-24, and 25-29 age cohorts) between 2005 and 2015, whilst the same male population age cohorts have increased during the same period.

Comparing local municipalities, Emfuleni was the only municipalities with declines in population, particularly for 15-19 and 20-24 age cohorts. In Midvaal and Lesedi, population increased between 2005 and 2015, for all age cohorts. Overall, the Sedibeng region has a youth population bulge and comprises of those between 15 and 64 years of age which are part of the working age population.

Figure 8: Population Shares in 2005 and 2015



Source: IHS Global Insight, 2016

The Figure shows the local municipalities' share of the total regional population for 2005 and 2015. Although the share of

population has declined between 2005 and 2015, Emfuleni accounted for the highest proportion of Sedibeng population, at over 70 per cent in 2015. In Midvaal and Lesedi, the share of population rose by over 1.5 percentage points between 2005 and 2015.

Population Density:

The population density of Emfuleni is the highest in the District at 565 people per km², with Midvaal's population density at only 41 people per km² and Lesedi with 95.5 people per km². Approximately 78.7% of the District population resides in Emfuleni, with Lesedi having only 10.9% and Midvaal 10.4% of the population of the District.

HEALTH AND SOCIAL DEVELOPMENT:

Health Profile:

Health related indicators remain vital for a region's development. A healthy labour force can contribute much more to the economic productivity of a region and thus to the output. This section provides analysis on the health related indicators.

HIV & AIDS

In recent years, the world has committed to ending the AIDS pandemic by 2030. While this world dream remains the mountain to climb; there are signs in many countries that this feat is achievable. South Africa is amongst the first countries in the world with the largest HIV and AIDS programme. This has

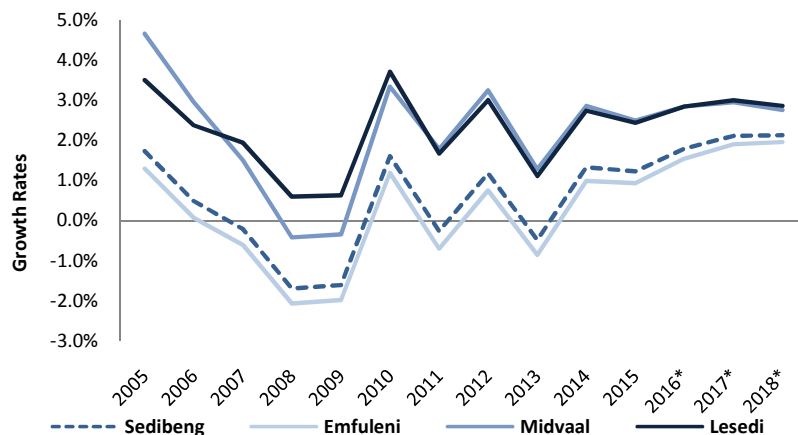
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drastically and amazingly reduced AIDS-related deaths. In the last two years, the number of people on antiretroviral drugs has increased by almost a third.

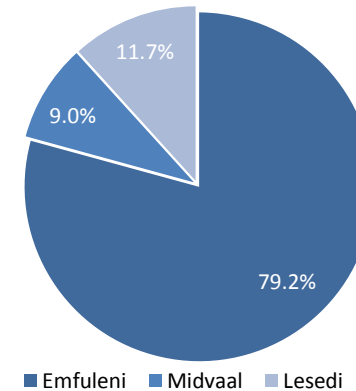
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Figure: Statistics of Estimates of HIV+People in 2005 and 2015



Source: IHS Global Insight, 2016

Share of Sedibeng HIV+ Estimates 2015



Source: IHS Global Insight, 2016

Note: * indicates forecasts.

The figure above shows the estimated growth in number of people with Human Immunodeficiency Virus (HIV) in the Sedibeng region as well as the share of estimated number of HIV+ people in Sedibeng municipalities. It is not surprising that Emfuleni accounts for the largest share of HIV+ people in Sedibeng, given that Emfuleni has the highest number of population of all the two municipalities.

In terms of growth in the estimated number of HIV+ people, the municipalities that account for the lowest share of Sedibeng population (Midvaal and Lesedi), seem to have experienced a relatively high growth in the number of people that are estimated to be HIV+.

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Health Services:

Health services within the District are provided by both Public and Private sector. There are three (3) public hospitals in Sedibeng District Municipality, namely Kopanong and Sebokeng Hospitals that are located in Emfuleni Local Municipality and Heidelberg Hospital which is within the Lesedi Local Municipality.

In addition to these public hospitals there are five private hospitals of which four of the hospitals are within Emfuleni and one is located in Lesedi. Based on this scenario it is evident that hospitals services are clustered in Emfuleni Local Municipality.

Primary Health Care (PHC) and Emergency Medical Services (EMS) are areas of provincial competency in terms of the Constitution and the Health ACT 61 of 2003; whilst EMS was transferred back to Province in 2012; processes are unfolding to provincialize Primary Health services.

The Primary Health Care facilities (clinics) are clustered more in urban and service centres, while the rural areas are served through the mobile units. Emfuleni sub District has twenty (20) clinics, four (4) Community Health Centres (CHC) and 4 mobile units. In Midvaal there are 5 clinics and 4 mobile units. In Lesedi there are 8 clinics and 3 mobile units.

The table below illustrates the number of health facilities in the District per sub District and the type of service rendered by the facility:

Municipality	Ward Based PHC outreach Teams	Mobiles	Satellites	Clinics	Community Day Centres	Community Health Centres	Hospitals	Specialized Health Centres
Emfuleni	13	4	0	20	1	4	2	1
Lesedi	0	3	0	8	0	0	1	0
Midvaal	5	4	0	5	1	0	0	0
Sedibeng	18	11	0	33	2	4	3	1

There are four (4) Maternity Obstetric Units (MOU's) and all these are located at Emfuleni Sub District, and therefore there is a backlog of MOU's in Lesedi and Midvaal.

In light of this both Lesedi and Midvaal lack fully fledged Community Health Centres. The establishment of Ward Based PHC Outreach Teams has increased the accessibility of health services to our communities.

Table: the infant and child mortality from 2011/12 to 2014/15.

Indicator	2011/12	2012/13	2013/14	2014/15	Definition
Facility mortality under 1 year rate	8.5	6.7	6	5 (Projection)	Inpatients death under 1 year total/
Facility mortality under 5 years rate	5.9	5.2	5.0	4.5	Inpatients death under 5 years/

Major cause of infant and child death is as follows

- Pneumonia, Malnutrition, Diarrhea and vomiting

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Maternal Mortality ratio

Indicator	2010/11	2011/12	2012/13	2013/14	2014/15	2015/16
Maternal mortality ratio	167/100 000	195/100 000	201/100 000	150/100 000	120/100 000	220/100 000

Major causes of maternal death

- Pregnancy and child birth complications
- Co-morbidity of HIV with Pneumonia, and TB
- Post –partum hemorrhage
- Complications of hypertension
- Sepsis

Data Elements	Totals 2012/13	Totals 2013/14	2014/15
TB case finding	5244	3806	4165
TB smear positive cure rate	74.7%	85%	80%
TB smear conversion rate	67%	75%	63%
TB defaulter rate	6%	<5%	6.7%
TB death rate	11.8%	<5%	6.5%

Social Development:

The table below indicates the older person's service centres and luncheon clubs registered and funded by Social Development within Sedibeng Municipality per Local Municipality:

Centre/ Luncheon club	Emfuleni	Midvaal	Lesedi	Sedibeng
Service Centres	30	4	8	42
Luncheon Clubs	30	4	8	42

Social Development is also supporting thirty two (32) NPOs to provide child care and protection services. There are seven (7)

children's homes and 3 shelters for children across the district. Campaigns on Child Protection are held, to create awareness on parenting, child abuse, human trafficking and child labour. Child Headed Household campaign held, ECD Steering committee established. Child minders and ECD practitioner are trained.

Gender:

Programmes on Gender, Women and relating to socio-economic development, capacity building, gender and domestic violence are facilitated and supported. Capacity building training on financial management and for women are conducted.

A number of workshops to create awareness on gender mainstreaming were conducted. Commission on Gender Equality supported road-shows on Gender mainstreaming.

Sedibeng District Men's Forum has been established. Gender based violence programmes are conducted, such as Substance abuse and drug awareness. Entrepreneurship skills workshops for women cooperatives, Economic empowerment programmes for the communities and Socio-economic rights of women are undertaken with the support of family law and Gender Commission.

People with Disabilities:

To facilitate implementation of People with Disability programmes, a stakeholder's forum was established comprising of the following; Department of Social Development, Department

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of Health, Gauteng Department of Education, SASSA, PWD Organizations (NPOs), Vaal Disability Forum and the Local Municipalities.

- Sport Festivals for the People with Disabilities are conducted annually

Youth Development:

Youth Advisory Centre's were established in the area of Lesedi, Emfuleni and Midvaal Local Municipalities. Currently there are three Youth Advisory Centres that are functioning. The Midvaal Youth development centre is managed by an NGO.

These Youth Centre's assist young people on a variety of Youth services which include among others; Job Preparedness, Basic Computer Literacy, Financial Management, Free Internet access, CV Writing, Basic Entrepreneurship Development and Career Guidance.

Our outreach programmes are also being conducted throughout the District to market the centre services and make services available to those young people who cannot reach the Centre's, such as those in rural areas.

Reflected in the table below are statistics of young people that have accessed services rendered in the Youth Centre in the Financial year 2010/2011 and 2011/2012.

Number of Youth supported in the Youth Advisory Centre's and Services provided.

Services/ Opportunities	Financial Year 2012/ 2013	Financial Year 2013/2014
CV Writing and Entrepreneurship	1, 424	2, 633
Basic Computer training and Internet Access	3, 841	1, 921
Life Skills and Basic Computer	1, 330	1, 893
Career Advice and Outreach	4, 327	3, 724

Over and above the services accessed through the Youth Centres, the Youth Unit has facilitated and supported a number of youth programme, in collaboration with NYDA and Province and the Gauteng City Regional Academy (GCRA).

Description of Service	Financial Year (2012/2013)	Financial Year (2013/2014)
Rural Youth Programme (NARYSEC): Assist rural youth on Skills Development in the FET Colleges and Community Development	<ul style="list-style-type: none"> • 203 young people have attended non military training • 38 Welders are undergoing level 4 training based in Vanderbijlpark 	<ul style="list-style-type: none"> • 29 Welders completed their level four course • 253 NARYSEC Members verified for placement through various FET's to complete their courses in Construction and Electricity
Youth Cooperatives	<ul style="list-style-type: none"> • 15 Youth Cooperatives were recommended for the Borotho Project supported by the Office of the Premier 	<ul style="list-style-type: none"> • 20 Youth Owned Cooperatives attended accredited course on Business Management and Pricing • Youth Owned Cooperatives have attended DSTV/ OVHD Installation
Skills training and Employment	<ul style="list-style-type: none"> • 2529 Young people were trained on Financial Management training 	<ul style="list-style-type: none"> • 7 local Learners have been absorbed by the Provincial Department of Health after completion of their Learnerships. 23 Contracts renewed on learnerships

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A number of Campaigns and Workshops were conducted to create awareness on Youth Development programmes and capacity building; among others:

- Entrepreneurship with the NYDA
- Financial Management with Absa Life Empowerment
- Proud to serve campaign, to encourage a spirit of patriotism among the Youth
- Learnership programmes
- Collaboration with FET Colleges to skills and artisan training for the youth

Bursaries:

The district has been administering External Bursary to needy students across the district. Bursaries awarded to students and the amounts spent through Sedibeng District Municipality external bursary fund from 2009 to 2014 are illustrated in the table below.

SDM External Bursary fund, 2009 – 2014

Financial Years	Number of Students	Expenditure
2009/2010	78	R948 000
2010/2011	44	R504 000
2011/2012	36	R413 308
2012/2013	40	R471 000
2013/2014	27	R471 000
2014/2015	24	R471 000
2015/2016	24	R471 000

DISASTER MANAGEMENT:

Evidence countrywide suggests that a number of risk factors, including climate change, the global economic downturn, migration and urbanization, are not only placing more people at risk of disasters, but that the number of events giving rise to disasters is increasing. The Sedibeng District Municipality is not an exception in this regard. This principle is supported by current statistics that reflects that there are number of hydrological and climatologically events (floods, extreme temperatures, veld fires, etc), which all have their origins in the weather, are increasing each year.

The Sedibeng District Municipality, Disaster Management directorate, is central in building a resilient Sedibeng region which will be able to resist, adapt and effectively recover from natural and human-induced disasters. As local government is at the coalface of service delivery, the Disaster Management is committed to vigorous programmes, which are aimed at making our communities resilient. Some of the programmes and initiatives put in place by the directorate through working diligently with stakeholders, private sector and civil society are as follows:

Capacity Building and Public Awareness

The directorate has a responsibility to promote a culture of risk avoidance by capacitating stakeholders through integrated education, training and public awareness programmes. This is in line with the Enabler 2 of the Disaster Management Policy Framework, which recognizes advocacy and public awareness

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as effective disaster risk reduction enhancing measures critical to enable the “at risk” communities to anticipate disasters from prevalent hazards, the type of actions and requirements for response to warnings to support risk reduction and disaster recovery operations. Some of the key programmes and initiatives in this regard that the district implement, taking into account also the four priorities for Action of the Sendai Framework for DRR include:

- The IDDR Commemoration, in line with the yearly theme
- Fostering of partnerships with relevant stakeholders to promote Disaster Management education and training programmes.
- The Pre-winter Awareness Campaigns
- Summer awareness campaigns

Municipal Disaster Management Advisory Forum

The regional Disaster Management Advisory forum is composed of representatives of all key disaster management stakeholders. The forum functions in accordance with the terms of reference that defines the composition and the scope of the operations. The key purpose of the forum , in accordance with the Disaster Management Act, Act 57 of 2002, is to provide a mechanism for disaster management role-players to consult one another and to coordinate their activities on disaster management.

The Regional Emergency Services Forum (ESF)

The ESF is a structure where all emergency services in the region sits and among others develop sound intergovernmental relations amongst the functions particularly within the regions as

well as to foster high strategic discussions between the functions. The forum is convened every quarter.

Municipal Disaster Management Policy Framework

In compliance with the Disaster Management Act, the Sedibeng Municipality has compiled a Disaster Management Framework, as set out below which is consistent with that of National Government. The Framework was adopted by council in 2007. The Framework is based on the nationally accepted four key performance areas (KPA) each of which is underpinned by three “enablers” that facilitate a consistent approach to the function.

Key Performance Areas

- Integrated institutional capacity for disaster risk management.
- Disaster risk assessment.
- Disaster risk reduction.
- Response and recovery.

Enablers

- Information management and communication.
- Education, training, public awareness and research.
- Funding arrangements for Disaster Risk Management.

Municipal Disaster Management Plan

The Disaster Management Plan has been developed and approved by council in 2013. The Plan is reviewed and synchronized with the outcomes of risk assessments and any prevailing circumstances that may change. The Disaster Management Plan aims to facilitate an integrated and coordinated approach to disaster management in the region

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which will ensure that the Region achieves its vision for disaster management which is to build resilient, sustainable and liveable communities.

Emergency Communication and Information Management

The Emergency Communication Centre which is a component of a Disaster Management Centre, operates on 24/7 basis and deals with emergency call taking and dispatching or mobilization of emergency response vehicles and or resources. The Emergency Medical Services calls are however handled by the Provincial Department of Health, after the provincialization of the service.

Early Warning Strategy

Early weather warnings are supplied by the South African Weather Service and these are further disseminated to relevant role-players and decision makers by the Emergency Communication Centre. The Emergency Communications Centre have installed a Bulk SMS notification system, to keep principal emergency services staff informed of incidents of significance.

Emergency Resources

The region is mostly prone to severe flooding, informal settlement fires and other disaster related incidents. To improve service delivery, The Directorate has:

- Procured the Disaster Rescue boat, to assist those trapped during floods.

- Improved the mobile Communication Unit by installing a remote (on-site) CCTV system for
- Scene Management up to 10km radius.
- Upgraded the Emergency Services System (utilized in the 10177 centre) for improved call taking and dispatching.

Response and Recovery

Development and implementation of contingency plans is one of the key priorities of the Disaster Management directorate in order to ensure rapid, appropriate and effective disaster response and recovery to disasters which are threatening to occur within the boundaries of the Municipality. The municipality further ensures that it assesses the effect of any disaster which may occur in the region as well as to examine any further consequences.

Mobile Communication and Incident Management Unit

The Directorate is in possession of Mobile communication and Incident Management unit. This truck carrying these units can be taken to an incident/emergency site and can assist in managing and controlling of the incident. This vehicle or truck can carry interchangeable units or pods to be used when required, these includes the Communication pod, the joint operations pod, transporter and also the water tanker pod. It can assist in addressing communication during emergencies and performing as a mobile Joint Centre for such incidents. The communication unit is mounted with a CCTV camera that can cover or zoom for a radius of 10km providing information from the scene into the unit. This camera can effectively assist in monitoring the developments of an emergency/disaster/incident.

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Fire Services

The region all in all has 6 Fire & Rescue stations, of which 4 are in Emfuleni, one in Lesedi and one in Midvaal. The challenge is that these stations are not able to provide adequate services to all communities of the region. The need for the establishment of satellite stations at strategic areas still exists.

The operations and the administration of the Fire Services lies with the local municipalities within the region. The Sedibeng District Municipality has an obligation to ensure support and capacity building of Local Fire Fighting Services including training in various Fire fighting skills needed.

COMMUNITY SAFETY

Crime prevention involves various strategies to determine approaches to reduce the likelihood of crime from occurring and identifying viable and effective preventative measures. The analysis is therefore; based on the existing preventative measures in place, and other factors contributing to the displacement and mushrooming of crime in other areas.

These initiatives are guided by Chapter 12 of the National Development Plan - Vision 2030, which seeks to build safer communities through integrated approach that requires both government and non-government stakeholders to work closely during the development and implementation of community safety programmes. Through the Community Safety Forum various programmes have been implemented across the district, which

included schools safety, community policing relations, community corrections, gender based violence, substance abuse, etc.

In terms of *schools safety programmes*, various programmes have been conducted. These include schools safety visits whereby learners are engaged and advised on the dangers of being involved in criminal activities, and search and seizures operations. A school safety awareness programme was held at Springfield Special School at Redan on the 21 July 2016. During the August and September 2016, search and seizure operations were conducted at Arconpark Primary School (Vereeniging), Maxeke Secondary School (Evaton), Riverside High School (Vereeniging), and General Smuts Secondary School (Vereeniging).

Community Policing Relations programmes are aimed at supporting and enhancing functionality level of structures such as the Community Policing Forum, Youth Safety Desks, Victim Empowerment Centres and Community Patrollers. Programmes which included gender based violence; human trafficking and capacity building of the CPFs were conducted. There is also a regular active participation at the CPF structures across the region through attendance of related meetings and workshops. Cluster CPF training was held in partnership with UNISA on the 19 July 2016 at the Vaal Teknorama (Vereeniging). There were also CPFs Induction Workshops held at De Deur Police Station on the 02 July 2016 and De Barrage Police Station on the 23 July 2016.

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The District Municipality, Emfuleni Local Municipality in partnership with Vereeniging SAPS also established a Business against Crime Forum with the attempt of tackling and reducing crime within Vereeniging CBD. As a result of this, Community Patrollers' Bicycle Squad and SAPS Motorbikes Squad were established by Vereeniging SAPS. The purpose thereof, was to improve visible policing within the CBD. The CCTV Street Surveillance System is also fully operational, and is being used consistently by the SAPS as part of its crime prevention tools.

Gender based violence programmes focused on supporting the Victim Empowerment Centres through participation at the Regional Victim Empowerment Forum's monthly meetings and events, including supporting the national 16 Days of Activism on violence against women and children campaign through a regional event which was held on the 30 November 2016 at Ratanda within the Lesedi Local Municipality. There is also an ongoing awareness campaign conducted throughout the year by visiting schools and highlighting the dangers of domestic violence, teenage pregnancy and rape amongst the learners.

SPORTS, RECREATION, ARTS, CULTURE & HERITAGE

The Directorate of Sports, Recreation, Arts, Culture & Heritage function in three specific consolidated functional areas being (1) Sports and Recreation (2) Arts and Culture and (3) Heritage & Museums with very distinctive functions noting that in the main the core responsibility in Sports and Recreation is a coordinating function in conjunction with the DSACR to facilitate the coordination of Sports Development in Sedibeng in collaboration

with the three Local Municipalities Emfuleni, Midvaal and Lesedi to assist Regional and Local Sports Councils and Sports Federations to develop core competencies and developmental strategies in the 11 identified Sporting Codes identified in Gauteng Province of particular significance is the fact that Sedibeng's Topography and Geographic layout gives emphasis to water related sports development opportunities due to our access to Rivers and Dams.

The National outcomes that we respond too is directly linked to our five pillars of our second generation Growth and Development Strategy to "Release Human Potential" corresponding operates on the same mantra of the National outcomes that responds to the creation of "A long and Healthy Life for all South Africans based on the five pillars of our second generation SGDS "Release Human Potential" under the auspices of the five "R"s strategy with the main focus of assisting with the "National Question" of Nation Building to the National outcome of creating "A Long and Healthy Life for All South Africans".

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DEVELOPMENT INDICATORS:

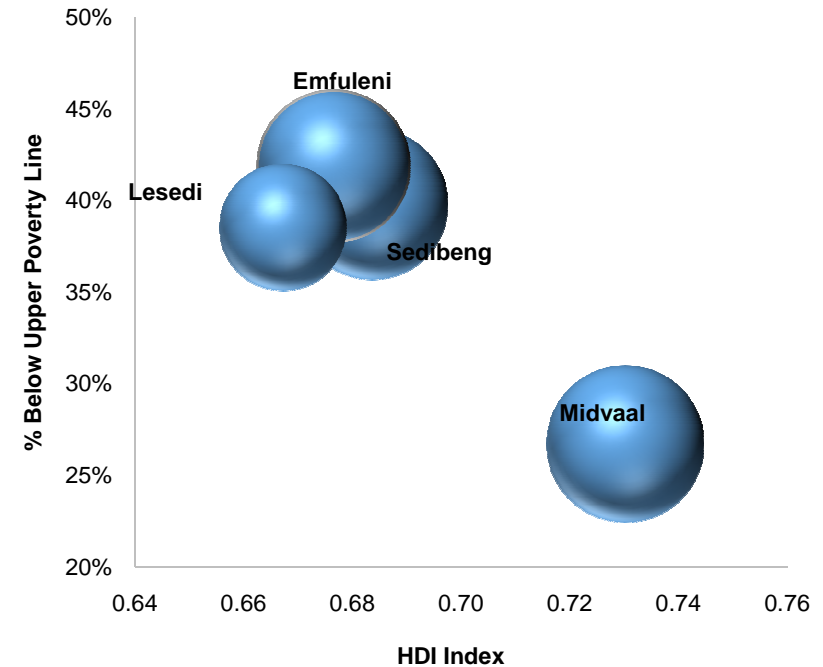
The section analyses the following as measures of the level of development in the district: Human Development Index, the Gini coefficient, which is the measure of inequality, number of people below the food poverty line, the percentage of people living in poverty.

Human Development Index:

The Human Development Index (HDI) is a composite, relative index that attempts to quantify the extent of human development of a community. It is based on measures of life expectancy, literacy and income.

It is thus seen as a measure of people's ability to live a long and healthy life, to communicate, to participate in the life of the community and to have sufficient resources to obtain a decent living. The HDI can assume a maximum level of 1, indicating a high level of human development, and a minimum value of 0, indicating no human development.

Figure: Poverty and HDI in 2015



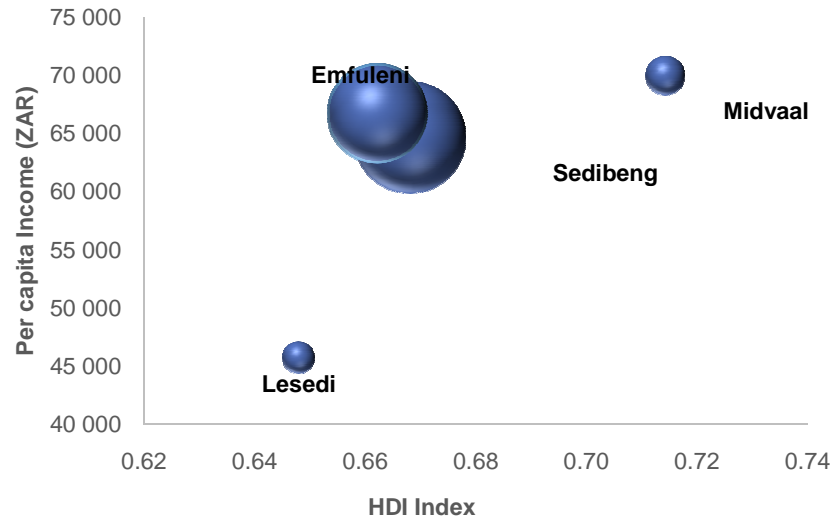
Source: IHS Global Insight, 2016

Note: The bubble size shows the Per Capita Income.

Figure 10 shows the link between poverty and the HDI for the Sedibeng district and its local municipalities. Although there is a negative relationship between the two indicators, Midvaal has the highest level of development and the smallest share of the population living below the upper poverty line.

Figure: HDI and Per Capita Income in 2015

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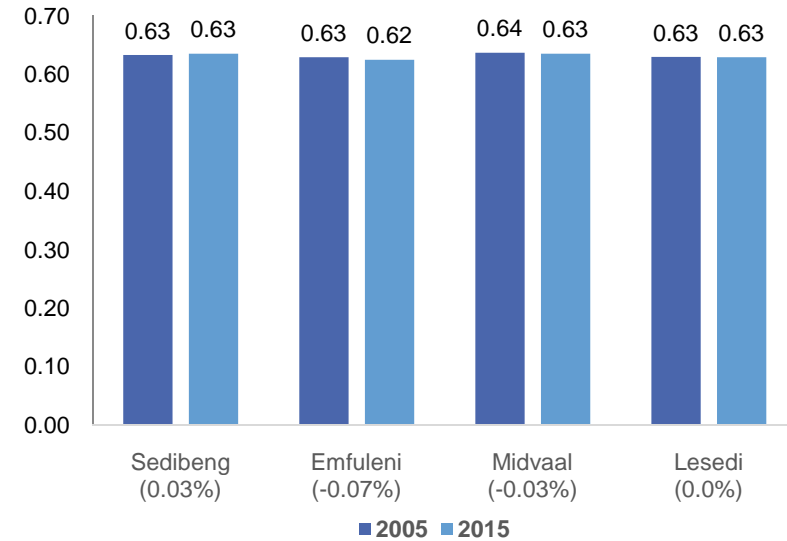


Source: IHS Global Insight, 2016

Note: The size of the bubble indicates GDP-R of the regions.

The Figure shows the link between the HDI and the per capita income for Sedibeng and its regions. It indicates that high levels of development are associated with high per capita income.

Midvaal had the highest HDI at 0.71 as well as the highest per capita income at R89 thousand in 2015, while Emfuleni had the lowest per capita income at R47 thousand and the HDI level of 0.66. Lesedi's income per capita was at R49 thousand and an HDI level of 0.65 for the same period.



Source: IHS Global Insight, 2016

Note: Percentages in brackets indicate average annual growth rate between 2005 and 2015.

Figure indicates the level of income inequality as measured by the Gini coefficient for Sedibeng and its locals. The figure shows there have not been any significant changes in the Gini coefficient in the Sedibeng region. In fact, it is worrying that over the past 10 years; only little progress has been made in reducing income inequality levels in the region. It is hoped that Gauteng's specific initiatives to reduce the levels of inequality, including the township economic revitalisation and infrastructure investment¹, will accelerate the pace of reducing income inequality.

Figure: Gini Coefficient in 2005& 2015

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REGIONAL ECONOMIC ANALYSIS:

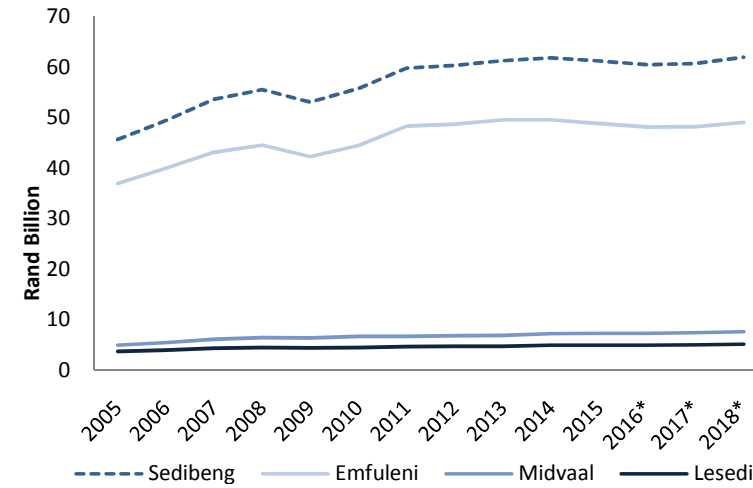
Economic Performance:

The economic performance of South Africa has been negatively affected by subdued growth in advanced and major emerging market economies in 2015. The South African economy is estimated to have grown by 1.2 percent in 2015, compared with 1.5 in 2014. The Gauteng province's economy is estimated to have grown by 1.2 percent also in 2015.

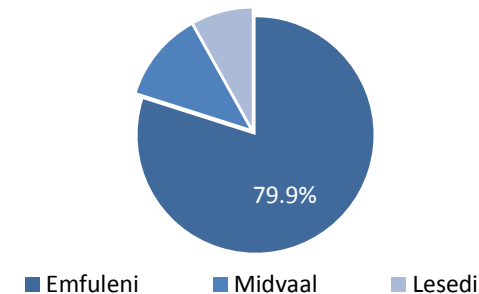
This largely disappointing growth was mainly due to low commodity prices, weak capital flows and slow global trade.² However, domestic economic prospects are expected to improve, supported by a mild recovery in commodity prices, and reduced concerns about Chinese near-term economic prospects. China is South Africa's biggest trade partner. Potential risks to this outlook include persistent drought conditions, low external demand from South Africa's trade partners and political uncertainties.

²World Bank.(2016). *Global Economic Prospects*. Accessed at <http://www.worldbank.org>.

Figure: Gross Domestic Product by Region (GDP-R)



Share of Sedibeng GDP-R 2015



Source: IHS Global Insight, 2016

Note: * indicates forecasts.

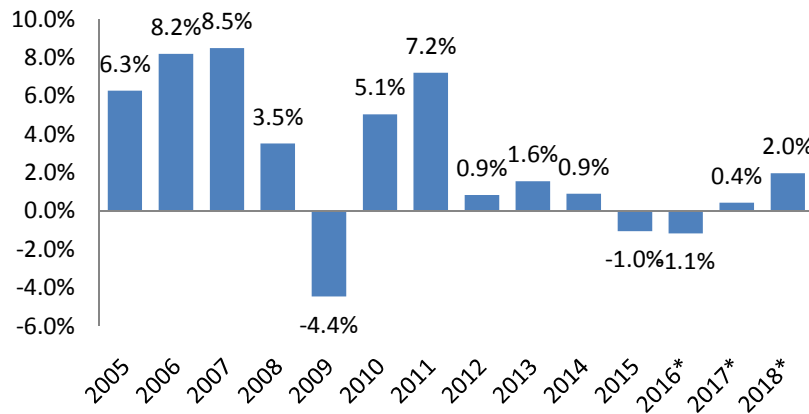
Due to the interconnectedness of South Africa's economy, the fragile recovery and the risks around the national economic

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outlook poses challenges for the province's economy. The Gross Domestic Product by Region (GDP-R) of the Sedibeng district municipality is estimated to have declined to R61.8 billion in 2015 from R62.1 billion in 2014, but accounted for 6 per cent of the provinces of R1.1 trillion GDP in that year despite a decline in GDP-R growth rate. Emfuleni remain the center of economic activity of the district, accounting for 79.9 per cent of Sedibeng's GVA-R. With an estimated GDP-R of R7.3 billion in 2015, Midvaal was the second largest economy of the local municipalities, followed by Lesedi, which accounts for 8.1 per cent of Sedibeng GVA-R.

Figure: Annual Growth in GDP-R for Sedibeng



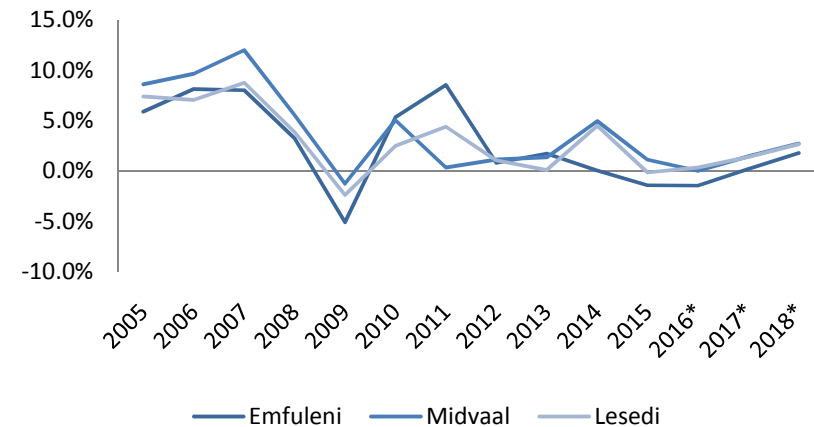
Source: IHS Global Insight, 2016

Notes: * indicates forecasts

Figure shows annual growth rate of Sedibeng from 2005 to 2018. Sedibeng's economic growth rate picked at 8.5 per cent in 2007

supported by strong growth in the manufacturing sector, the largest driver of economic activity in Sedibeng. Following the 2008 Financial Crisis, growth declined by 4.4 per cent, however, recovered strongly in 2010 and 2011, consecutively. Since 2011, the Sedibeng economy has not been able to grow by more than 2 per cent and is only expected to record a 2 per cent growth rate in 2018.

Figure: Annual Growth in GDP-R for Sedibeng Locals



Source: IHS Global Insight, 2016

Note: * indicates forecasts.

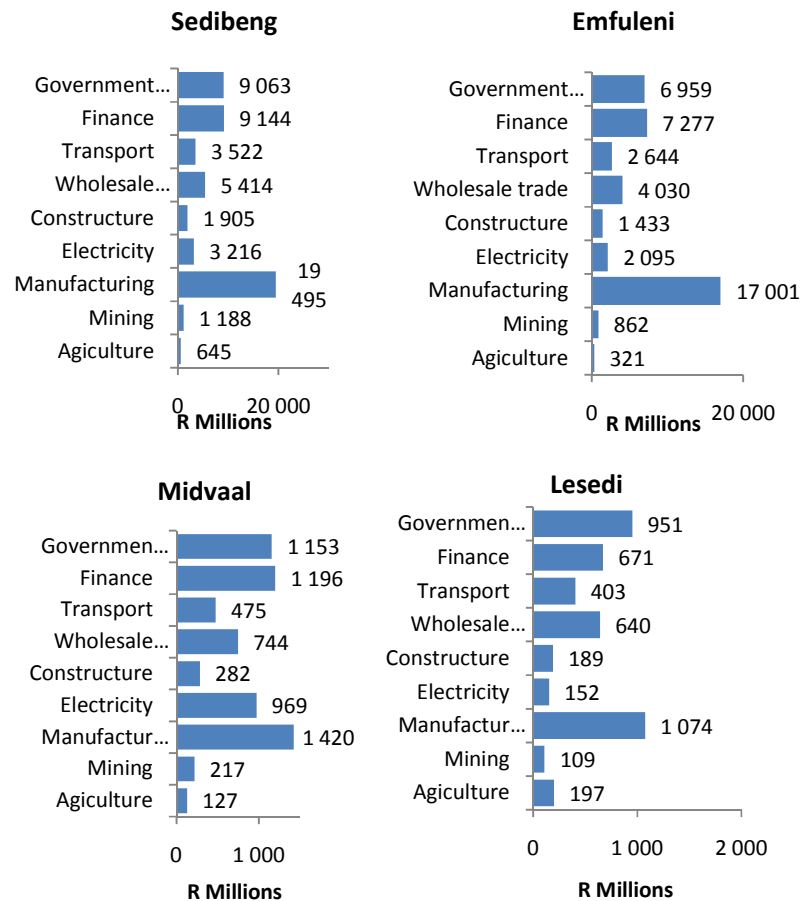
Similar to the district, growth in the local municipalities also declined sharply in 2009, and has since 2012, not been able to record levels last seen before the recession. With the decline of the steel industry in the Southern Corridor, the municipalities of Sedibeng have experienced significant deindustrialization. This

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has had major negative effects on the region's economic growth rate.

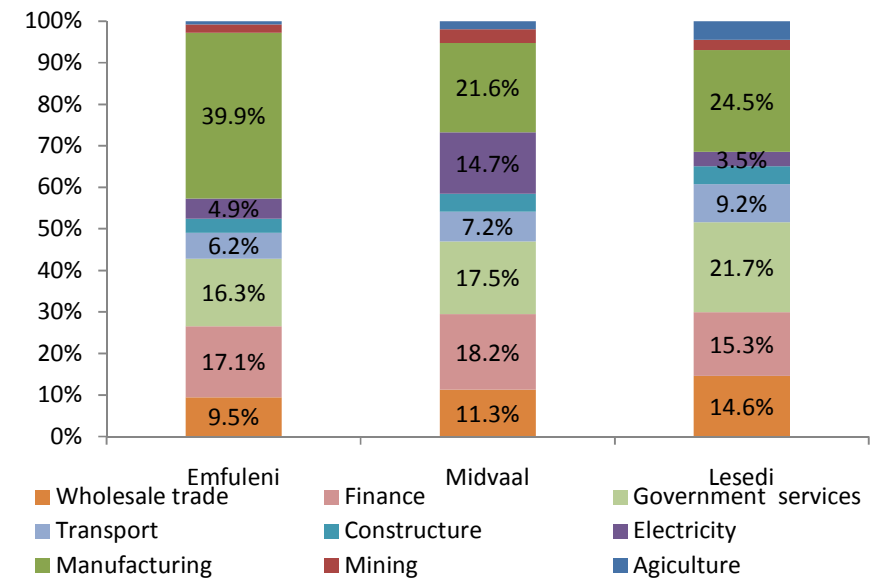
Figure 4: Broad Economic Sectors GVA-R in 2015



Source: IHS Global Insight, 2016

Although its contribution has declined over the years, the manufacturing sector remains a key driver of economic activity in the Sedibeng region. As such, due to its focus on this sector, the district and its regions are vulnerable to issues common to the country as a whole, such as electricity supply constraints, labour unrest and weak external and domestic demand.

Figure: Drivers of Economic Growth for the Locals in 2015



Source: IHS Global Insight, 2016

The presence of manufacturing was much stronger in Emfuleni, accounting for 39.9 per cent of economic activity in 2015. In fact, manufacturing, electricity and construction (secondary sector) accounted for a combined 47.3 per cent of Emfuleni economic

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output. Activity in mining and agriculture (primary sector) are almost non-existent in Emfuleni. Lesedi was the only local municipality where agriculture and mining activity were relatively noticeable, accounting for 4.5 per cent and 2.5 per cent of activity in 2015. Finance was more dominant in Midvaal (compared to the other two locals), accounting for 18.2 per cent of the economy.

Labour Market Analysis:

Table 1: Key Labour Market Indicators of 2006 and 2015

Labour Market Indicator		Sedibeng	Emfuleni	Midvaal	Lesedi
Population (15-64)	2006	562,980	457,301	53,239	52,440
	2015	628,179	486,654	70,357	71,168
Labour Force	2006	305,596	252,085	34,073	19,439
	2015	426,324	342,374	50,410	33,540
Unemployment	2006	105,114	91,567	5,822	7,725
	2015	199,652	167,461	13,874	18,317
Employment	2006	200,483	160,518	28,251	11,714
	2015	226,672	174,913	36,536	15,223
Rates (%)					
Unemployment	2006	31.9%	34.8%	16.7%	25.0%
	2015	45.0%	48.7%	26.9%	37.5%
Employed/ Population ratio	2006	35.6%	35.1%	53.1%	22.3%
	2015	36.1%	35.9%	51.9%	21.4%
Labour Force Participation Rate	2006	54.3%	55.1%	64.0%	37.1%
	2015	67.9%	70.4%	71.6%	47.1%

Source: IHS Global Insight, 2016

Table above shows the labor market indicators in the Sedibeng region, for 2006 and 2015. Overall, the working-age population has increased across all Sedibeng locals. Significant increases

were recorded in Emfuleni (not surprising since Emfuleni accounts for the largest share of district population) with an increase of 29 353 people, followed by Lesedi (18 728) and Midvaal (17 118). The labour force also increased across all the municipalities. What is of a concern is the magnitude of the increase in the number of unemployed people versus the number of employed people.

The larger increase in the number of unemployed people compared to the employed indicates that the region's economy was not able to create enough jobs to absorb the majority of those entering the labour market, resulting in a relatively higher number of unemployed people. The exception was in Midvaal where there was a higher increase in the number of employed people compared to the unemployed.

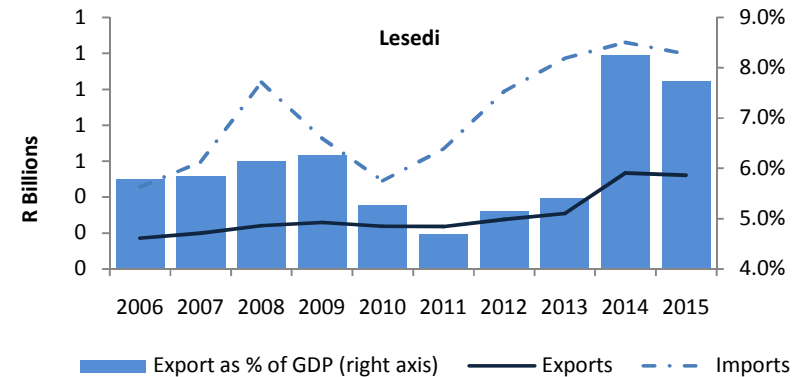
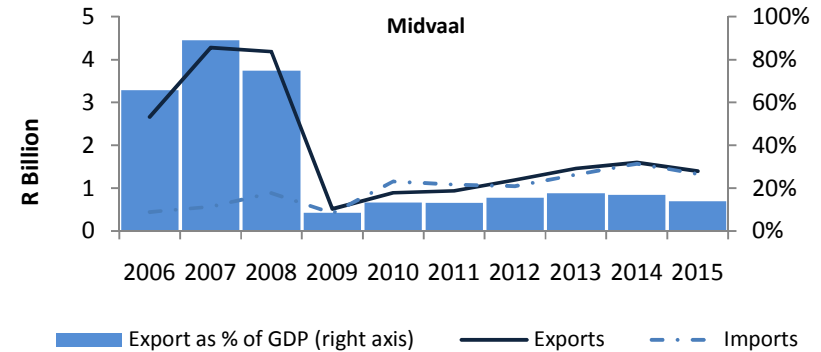
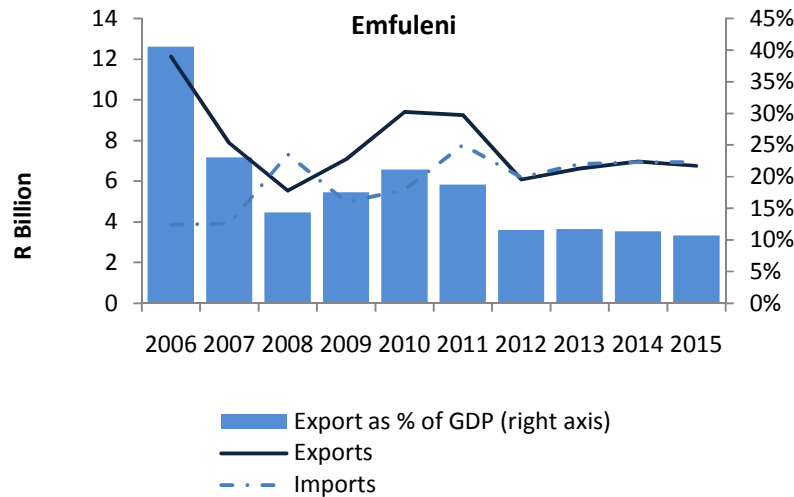
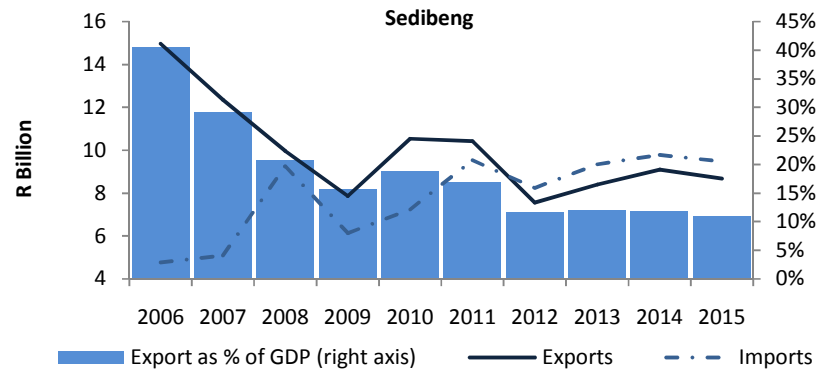
Similarly, when looking at the share of the population that is employed, Midvaal was the only municipality where the majority of the population was employed in 2015 at 51.9 per cent. This compares poorly with the other two municipalities. In Lesedi, only 21.4 per cent of the population was employed in 2015, whilst only 35.9 per cent in Emfuleni and 36.1 per cent in Sedibeng as a whole. High unemployment poses a challenge in the district as it has a direct impact on the district's socio-economic development.

Trade Developments:

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Figure: Exports and Imports of Sedibeng and its Locals from 2006 to 2015



Source: IHS Global Insight, 2016

Figure shows that the value of exports has declined in Sedibeng, whilst imports rose. This was particularly so for Emfuleni, where the value of exports declined by just over five billion between 2006 and 2015. This may be indicative of low external demand for manufacturing goods; manufacturing accounts for the largest share of economic activity in Emfuleni.

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Way Forward:

The GDS remains the principal reference point of our economic trajectory and the correctness of our stance is supported and carried by the report by the September 2015 MCKINSEY Global Institute in South Africa which outline a clear path to an inclusive economic growth and development. The report predicates achievement of new economic direction for South African on the five BOLD PRIORITIES for Inclusive Growth in South Africa, which are popularly known as the Big 5 namely;

- Advanced Manufacturing,
- Infrastructure Productivity Natural Gas,
- Service export,
- Raw and Processed Agriculture

The Sedibeng economy finds resonance with all 5 of those priorities since its economy will remain dominated in the medium to Long term, by the steel and manufacturing sector taking into consideration the efforts and drive through DTI tariffs programme to protect our industry.

So this makes manufacturing a key component of Re-industrialisation drive of this economy and this requires the creation/ building and or resuscitation foundries of small components manufacturing, product simulation, digital manufacturing and Plastic as well as Polymer. Location of Chemcity and taking advantage of Sasol just across the river to fit in with 'Advanced manufacturing' mentioned in the Big 5.

The regional sewer scheme and building of other strategic

economic assets and Infrastructure form a cornerstone of a city with a clear vision to maximise movement and ease movement of people, goods and services as well as cost of doing business in the region competitive and this will find expression in the Reintegration of the region with the rest of the Gauteng.

Water is a strategic asset that could be effectively and efficiently utilised to drive economic growth and diversification of this economy to explore unchartered/ new economic opportunities built around the water and the frontier of the passing river. South Africa has no natural gas, but Gauteng is a strategic location for storage and use of natural gas from whatever sources and already the Sedibeng region is a home of bulk petroleum liquid storage all the way from Durban- more than 500km, in Lesedi Local Municipality.

The service industry presents real possibility for diversification and capture overflow from Central Corridor saturation in the service sector and this sector continue to play a central as well as strategic role in any economy. We have service industry products and going forward, we should better package region's offering in this regard.

The fifth priorities is on Raw and processed Agricultural products and this is one area we are endowed most when it comes to land, medium enterprises for Agro- processing and the export potential this industry can offer for our economy.

The economy of Sedibeng, our GDS review will have to respond

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to a set of binding constraints that inhibits the growth and development of the Sedibeng economy to overcome unemployment, inequality and poverty and these constraints are that;

- This economy is depressed by the fact that, it continues to exclude the majority of our residents- hence Township Economic Revitalisation is key.
- The Declining of Steel and Manufacturing base creates a need for diversification and limited role for SMMEs, township enterprises and cooperatives constraint the potential role the private sector can play in job creation.
- Energy and water supply remains critical inputs to any meaningful economic activity and development and given the potential and proximity of the Energy/Water mix in Sedibeng, and their availability could be a source of strategic investment attraction and re-industrial for Sedibeng region.
- Low skills base – Creates a labour supply constraint and incapacity to consume and take advantage of new knowledge based economy and economies of the future. This point manifests itself in the glaring failure of implementing key “Catalytic” / Flagship projects.

A lot of work still needs to be done to market and profile the region as an investment destination, however, basics must be in place and the environment should support the strategy of investment drive supported by a coherent lobby for investment. The basis is laid with for in-fill of the Southern Corridor together with the long term planning on infrastructure and infrastructure roll at its centre it should be the Game Changers.

ENVIRONMENTAL ANALYSIS:

Environmental quality has been an ongoing concern in the Sedibeng Region for a number of years. The Growth and Development Strategy through the pillar of “Reviving Our Environment” finally gives the region the means to comprehensively address this issue and ensure that its citizens live in an environment that supports a positive quality of life for them, their children and future generations. Sedibeng has identified awareness as a key intervention to assist communities to understand issues around the environment.

A number of programmes are implemented such as BontleKeBotho (Clean and Green programme) celebration of ad-hoc environmental calendar days. Lack of environmental skills in the region is addressed through the implementation of career exhibition programs which are supported by various stakeholders.

Water Pollution:

Sedibeng is faced with serious water pollution challenges in river systems and water bodies, notably the Kliprivier and Blesbokspruit which are polluted from runoffs from industrial areas, townships and waste water treatment works. The Kliprivier is one of the most polluted rivers in the Sedibeng District as a result of mining and industrial activities in the upper catchments, outside the borders of the Sedibeng. The state of Sedibeng’s surface and ground water quality is influenced by activities within and beyond the boundaries of Sedibeng. External pressures, emanating from mining and industrial activities on the West Rand (Roodepoort and Randfontein) and East Rand (Germiston,

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Boksburg, Brakpan and Springs), are major contributing factors to the current state of surface and ground water quality in Sedibeng.

The largest internal pressures are limited to the industrialized and urban areas in Emfuleni, including Meyerton, Vanderbijlpark and Vereeniging. Rural areas in Midvaal and Lesedi, where agricultural activities dominate, have a lesser, but nonetheless important, influence on the surface and ground water quality. Heidelberg and Devon, which are the main urban areas of Lesedi, also contribute to surface and groundwater deterioration through urban associated pollution.

The main pressures on the quality of surface and groundwater resources in the Sedibeng District are the following:

- Mining activities, including physical mining practices and mining effluent release from mineral extraction and mine dumps;
- Industrial activities;
- Water treatment works;
- Informal settlements, which usually lack services;
- Poorly serviced high-density residential settlements;
- High-density urban areas;
- Coal combustion on the Mpumalanga Highveld, which results in acid rain in the Sedibeng District;
- Water abstraction for urban and agricultural use;
- Flow reduction in streams and rivers as a result of dams and weirs; and
- Agricultural activities.

Waste:

Sedibeng's history with regards to waste management is not that different to the South African situation in general. The issue of waste as with most local, provincial and national departments has many facets including economical, physical, social and political. Waste management has traditionally taken place on an ad-hoc basis to meet the current needs, with very little foresight into the future needs of an ever-increasing population.

Identification of landfill sites has generally taken the form of unplanned site location with little or no thought of design to reduce potential impacts to the environment, neighbouring communities, etc. With the development of the minimum requirements by the Department of Water Affairs and Forestry (DWAF) for waste disposal by landfill the identification of landfill sites now take a much more pro-active approach in reducing further negative consequences related to an activity such as planning and design.

Local authorities in Sedibeng have indicated that they have neither sufficient funding nor adequate trained staff, to effectively plan and execute their waste management functions in a sustainable manner. Communities have also not been involved in the identification of the landfills, which has resulted in community resistance and/or limited support. The level of services varies from area to area, and in particular the previously disadvantaged areas have been left without proper waste management services. The Sedibeng District's Integrated Waste Management Plan was approved by the Province for inclusion in the IDP as per the Waste Act, in November 2014; and the

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implementation thereof will assist in achieving the National Waste Management Strategy's goals which are as follows;

- Promote waste minimization, reuse, recycle and recovery
- Ensure the effective and efficient waste services
- Grow the contribution of the waste sector to the green economy
- Ensure that people are aware of the impact of waste on their health, well-being and environment
- Achieve waste management planning
- Ensure sound budgeting and financial management of waste services
- Provide measures to remediate contaminated land; and
- Establish effective compliance with the enforced Waste Act

Air Quality:

Air quality is affected by the climate, the landscape, natural and economic activities that take place in an area. There are different sources of Air pollution: emissions from industrial processes, domestic fuel burning, vehicle exhaust emissions and waste facilities. Sedibeng District Municipality is regarded as one of the most polluted municipality because of the level of industrialization in the areas within the Emfuleni Local Municipality and Midvaal Local Municipality.

Emfuleni Local Municipality and Midvaal Local Municipality have been declared to be part of the first national priority area in Vaal Air-shed Priority Area because of the elevated level of pollution within the area. Lesedi local Municipality is also included in the second declared priority area, the Highveld Priority Area which includes areas in Mpumalanga and Ekurhuleni. Particulate matter

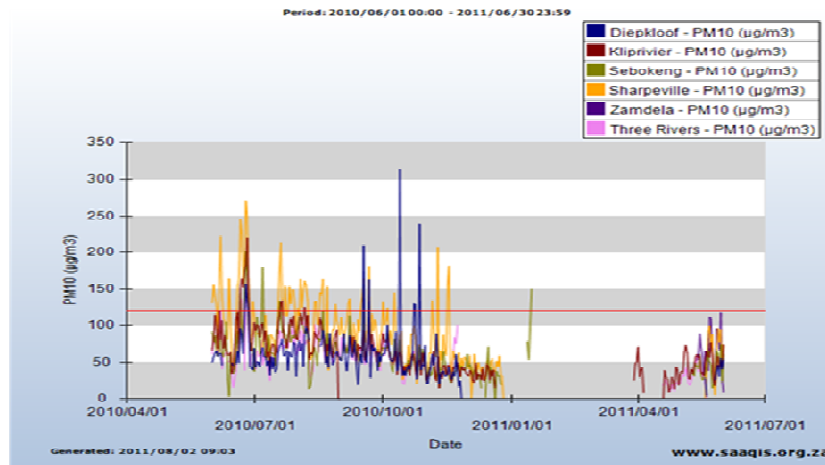
has been identified as a pollutant of concern within the region and the major contributors for particulate matter (PM10) is both industrial sources and domestic sources especially in winter.

In an attempt to improve the quality of air in the region, Sedibeng is participating fully in both priority area Air-shed implementation forum that seeks to ensure the implementation of projects that are identified in the priority area plans (Vaal Triangle Air-shed Priority Area and Highveld Priority Area Air Quality Management Plan).

The plans have been adopted by Sedibeng District Municipality as the region's Air Quality Management plan in order to inform the management of air quality within the region. The objectives of the priority area plans are the same as the district objectives that of achieving clean air for the residents of the region.

The graph below indicates the elevated levels of particulate matter as measured by ambient monitoring stations within the priority area. It is evident that most of the accidents are recorded in winter months which could be linked to domestic coal burning and temperature inversions over this period.

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Source: www.saaqis.org.za

Sedibeng District Municipality has as of the 1st April 2010 been delegated the function of an Atmospheric Emission licensing authority in terms of the Air Quality Act 39 of 2004. The licensing authority functions involves the licensing of listed industrial activities. The licensing of industrial activities is identified as an important function of the municipality towards regulating emissions and ensuring atmospheric emission control.

The municipality is currently having a number of challenges with regard to availability of both human and financial resources to efficiently execute the function of air quality management. The lack of these minimum resources results in the district not being able to implement programmes that are directed at reducing air pollution within the region.

Despite the number of challenges to date the municipality has managed to issue a number of licenses to industries in the region. The licensing of industries has been identified as a critical mechanism of ensuring that industries are regulated and emissions improved. The focus is rather not on issuing licenses only, but together with the local municipalities and with the support from province compliance monitoring exercises are conducted in the region.

The Sedibeng District Municipality has two Ambient Air Quality Monitoring Stations which are operational namely:

- Meyerton Ambient Air Quality Monitoring Station
- Vanderbijlpark Ambient Air Quality Monitoring Station

The raw data collated from both stations is forwarded to SAQIS for verification.

Climate Change:

The Sedibeng District Municipality has developed a Climate Change Response Plan in 2016. The plan was developed through assessing vulnerability risks assessment focusing on Agriculture, Biodiversity, Environment, Human Health, Human Settlement and Water. The vulnerability risks assessment focused on the following parameters:

- Exposure,
- Adaptive capacity,
- Sensitivity

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Municipal Health Services:

All citizens in the Sedibeng District require a safe and clean environment to work and live in. Analysis on the state of Municipal Health Services in the district highlighted the following aspects:

- Poor ambient air quality as a result of Industrial activities and the burning of fossil fuel at household level(Poor indoor air quality)
- Unhygienic production, storage and transport of fresh milk within the District.(The bulk of fresh milk for the Gauteng province is produced in the Sedibeng District)
- Non-compliance of Funeral Undertakers with minimum environmental health standards.
- Poorly maintained sanitation facilities at some state owned premises (schools, public buildings and health institutions)
- Preparation, storage and transport of game meat specifically during winter months from May – September
- Hygienic standard of Informal foods specifically at pay out points for pensioners and other social grants
- Non-compliance at Informal crèches with minimum environmental health standards
- Occasional Organo Phosphate poisoning in rural areas from time to time.
- Indiscriminate dumping of waste including hazardous waste.(None of the solid waste sites are licensed within the District)
- The illegal use of tobacco products within public buildings, facilities and in the workplace

INSTITUTIONAL ANALYSIS

One of the key components of the IDP process is an **internal organizational audit or analysis**. Such an analysis allows the Sedibeng Council to know and understand its own internal operations. On the basis of this understanding, the Sedibeng Council will be in a better position to manage the changes which will be required in order to bring about the desired future.

The aim of the Institutional Analysis is to identify the Sedibeng District Council's **strengths** and **weaknesses**, including its structures, staff composition and deployment, financial situation and culture. The purpose is not to defend outdated and impractical structures, procedures and practices for Sedibeng District Council, but rather to establish an open-minded view of the organization, to recognize problems, shortcomings, limitations and imbalances and to identify ways to overcome it.

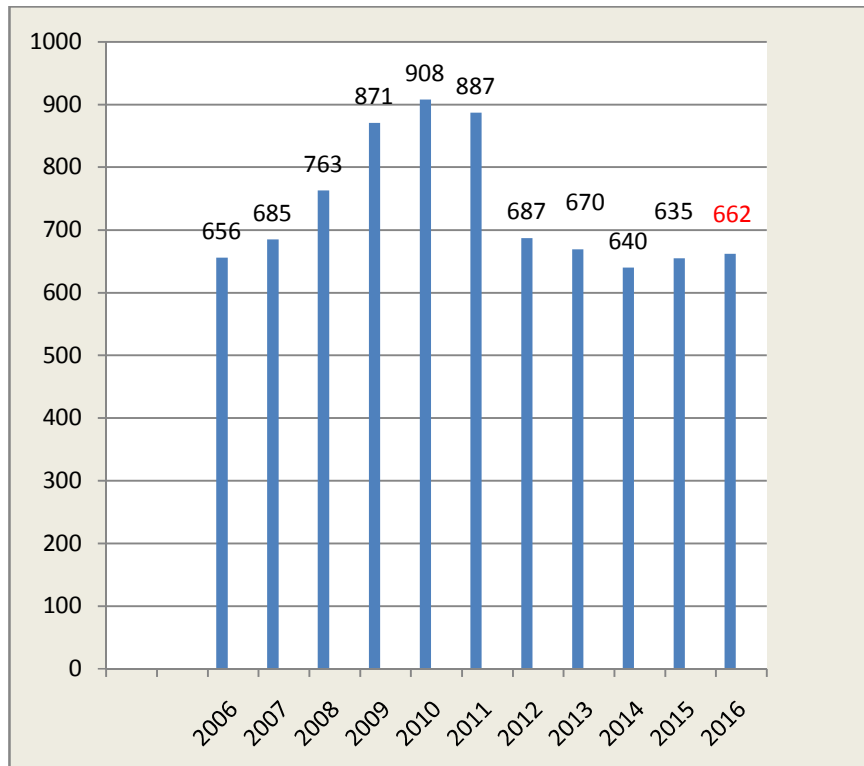
Human Capital:

The Human Capital of Sedibeng District Municipality comprises of **662** appointed employees, Elected Councillors and appointed community members serving on ad hoc committees. The following bar graph reflects the Human Capital year on year from the year 2006 to 2016.

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Graph Human Capital year on year from the year 2006 to 2016.



The increase in numbers came about as a result of the intake of forty three (43) staff that was previously under Extended Public Works Programme (EPWP).

The Human Capital is constituted of the following categories.

Human Capital Categories	
Councillors	49
Audit Committee Members	5
External Bursary Committee	5
Agency function staff motor vehicle licensing	157
Core functions staff	446

Staff Establishment:

Composition of the staffing establishment of the Municipality comprises of officials appointed, on full time basis in terms of the Conditions of Employment negotiated at SALGBC, fixed term contract employees appointed on conditions of employment negotiated at the workplace and those appointed in terms of the Municipal Systems Act 32 of 2000 (Normally referred to as Section 57 employees).The following matrix reflects all the employees appointed in terms of the categories referred to above.

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FIXED TERM (SECTION 57) EMPLOYEES AS AT 31 DECEMBER 2016

SDM Fixed Term (Section 57 Employees as at Dec 2015)													
Current Profile by Occupational Levels	Male					Female					Foreign Nationals		Total
	African	Coloured	Indian	White	T/Male	African	Coloured	Indian	White	T/Female	Male	Female	
Section 57 Employees	2	1	1	0	4	2	0	0	0	2	0	0	6
Total Permanent	2	1	1	0	4	2	0	0	0	2	0	0	6
Non-Permanent Employees	0	0	0	0	0	0	0	0	0	0	0	0	0
Grand Total	2	1	1	0	4	2	0	0	0	2	0	0	6
Disabilities	0	0	0	0	0	0	0	0	0	0	0	0	0

Councillors:

The following table is a representation of the demographics of the elected Councillors that represent the full Council of Sedibeng District Municipality (SDM).

SDM Councillors as at 31 December 2016

SDM Councillors as at December 2016													
Current Profile	Male					Female					Foreign Nationals		Total
	African	Coloured	Indian	White	T/Male	African	Coloured	Indian	White	T/Female	Male	Female	
Councillors	23	1	0	6	30	16	0	0	3	19	0	0	49
Grand Total	23	1	0	6	30	16	0	0	3	19	0	0	49
Disabilities (Included in the Grand Total)	0	0	0	0	0	0	0	0	0	0	0	0	0

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Ad Hoc Committee Members:

In terms of the Municipal Structures Act 117 of 1998 every Municipality must appoint, through the public process of open public advertisements, persons who have the capabilities to serve on the Bursary and Audit Committees. For the current financial year the composition of the both bursary and audit committees is as shown below.

Table: SDM Bursary Members as at 31 December 2016

SDM Bursary Members as at 31 December 2016													
Current Profile	Male					Female					Foreign Nationals		Total
	African	Coloured	Indian	White	T/Male	African	Coloured	Indian	White	T/Female	Male	Female	
Bursary Committee	2	1	0	0	3	2	0	0	0	2	0	0	5
Grand Total	2	1	0	0	3	2	0	0	0	2	0	0	5

Table: SDM Audit Committee Members as at 31st December 2016

SDM Audit Committee Members as at 31 December 2016													
Current Profile	Male					Female					Foreign Nationals		Total
	African	Coloured	Indian	White	T/Male	African	Coloured	Indian	White	T/Female	Male	Female	
Audit Committee	2	0	1	1	4	1	0	0	0	1	0	0	5
Grand Total	2	0	1	1	4	1	0	0	0	1	0	0	5

Institutional Arrangements:

In order to achieve the required levels of service delivery both the human and non-human capital have been synergised. The resultant human capital allocation is depicted in the table below.

Clusters	Staff Compliment
Office of the Speaker	11
Office of the Executive Mayor	11
Office of the Chief Whip	8
Municipal Manager's Office	16
Corporate Services	150(44)
Treasury	30
Community Services & SRAC, Health and Social Development	130
Strategic Planning & Economic Development	39
Transport Infrastructure & Environment	182
TOTAL	577

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Employment Equity Status:

This section serves to indicate current employee population by level (As reported to Department of Labour on 15 January 2017), race and gender within the municipalities as required by the Employment Equity Act 55 of 1998.

CURRENT PROFILE BY OCCUPATIONAL LEVELS	MALE					FEMALE					Foreign Nationals		TOTAL
	African	Coloured	Indian	White	T D/Male	African	Coloured	Indian	White	T Female	Male	Female	
Top Management	16	2	2	2	22	4	0	1	0	5	0	0	27
Senior management	31	0	1	8	39	11	0	0	5	16	0	0	55
Professionally qualified and experienced and specialists and Mid Management	19	0	1	5	25	17	1	0	2	20	0	0	45
Skilled Tech and Academically qualified workers , Junior managers, Supervisors, Foremen and superintendents	51	1	0	5	57	39	0	4	9	52	0	1	110
Semi-skilled discretionary decision making	65	2	2	0	67	148	1	0	4	153	0	0	221
Unskilled and defined decision making	77	0	0	0	77	87	0	0	0	87	0	0	164
TOTAL PERMANENT	259	5	5	20	288	306	2	6	20	333	0	0	621
Temporary employees	0	0	0	0	0	0	0	0	0	0	0	0	0
GRAND TOTAL	259	5	5	20	288	306	2	6	20	333	0	0	621
Disabilities (Included in the Grand Total)	7	0	0	0	7	3	0	0	1	4	0	0	11

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HUMAN RESOURCE DEVELOPMENT:

The Capacity Building of the Human Capital within the District Municipality is one of the key drivers of the human resources strategy. To that effect the performance of the various role players at SDM's workplace is monitored and assessed to arrive at their skills short comings. Personal Development Plans of each employee is determined based on the skills shortcomings and knowledge gaps and these are addressed, subject to availability of resources, through on the job training or referral to external skills development service providers.

Other than identifying knowledge gaps through performance monitoring, the following instruments are utilized to identify relevant and necessary skills requirements:

- National Skills Development Strategy
- National Human Resources Strategy
- Skills Development Act
- Workplace Skills Plan

The next big Skills Development Project is to enrol all affected Council employees to acquire the Matriculation/Grade 12 Qualification.

Occupational Health and Safety:

For the period under review i.e, the 2015 year, no fatal incidents were reported and Council was able to maintain a clean injury free record.

WORK STUDY AND QUALITY ASSURANCE:

Sedibeng District Municipality has adopted the mantra that **“effective and efficient service delivery requires that an organization must be flexible such that it continuously improve its systems and processes”**. A Job Evaluation Unit has been established, trained and is fully functional and ready to carry out its mandate.

BATHO-PELE:

SDM is not a Primary Municipality and our interaction with members of the community is therefore limited, however, in instances where there is interface with members of the community the feedback that we receive is that our staff does align their service delivery to the Batho Pele principles.

LABOUR RELATIONS:

Sedibeng District Municipality has successfully maintained harmonious workplace relations by proactively preventing disputes, disruptive workplace activities and resolving workplace disputes by application of various dispute resolution mechanisms, more important through continuous interaction with workplace stakeholders. Testimony to the successes in dispute resolution is evidenced in labour laws journals that reports on findings that have been influenced by the Sedibeng District Municipality.

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Total Human Resource Dashboard:

No	Activity	Post Level	Conduct	Date	Status of the Matter
1	1x Suspensions	7	Bringing the Council into disrepute		
2	12x Disciplinary Case	7x2, 12x2, 10x3, 3, 7, 9, 12, 13	<ul style="list-style-type: none"> • Insolent Behaviour Bringing Council into disrepute • 5x Absenteeism Insubordination • Cancellation of theft case • 3x Theft & Corruption 		<ul style="list-style-type: none"> ▪ Awaiting outcome of Presiding Officer ▪ 7x Awaiting new date
3	4x Conciliations	4, 5, 9 and 10	Unfair Labour Practice		<ul style="list-style-type: none"> ▪ Awaiting new date ▪ Rescission application granted matter to be arbitrated on 11 February ▪ To be conciliated on 10 February 2015
	5x Arbitrations	0, 4, 9, 10, 10	Unfair Labour Practice		
4	6x Labour Court	6, 4, 7x2 and 10, 13	<ul style="list-style-type: none"> • 3x Unfair dismissal • 3x Unfair labour Practice • Matter now at Labour Court, • Matter was scheduled for December 11, 2014 		<ul style="list-style-type: none"> ▪ Awaiting set down date ▪ 2x SDM Lawyers to make application for the dismissal of the matter ▪ Matter set on the 05th December 2014 ▪ Awaiting new Court date
5	9x Resignations	2, 3, 5, 6 and 7x2, 10x2, 8	Voluntary resignation		None
6	5X Staff Transfers	7, 9 and 10X3			Inter Cluster Transfer
7	1 Appointment	0			Permanent

HUMAN RESOURCE STRATEGY:

In the main the preceding discussions relates to the pillars of the Human Resources Strategy which serves as enablers for proper human capital management. Appropriate components (policies) of the Human Resources strategy have been adopted over the years and are continually being reviewed in order to keep pace with industry developments and abreast with best practices.

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ACCESS TO BASIC SERVICES

Table 2: Access to Household Infrastructure in 2015

	Sedibeng	Emfuleni	Midvaal	Lesedi
Formal Housing	79.6% ↓	82.0% ↓	69.8% ↓	73.2% ↓
Sanitation	90.6% ↑	90.9% ↑	88.2% ↑	91.0% ↑
Water	96.4% ↑	97.6% ↑	88.6% ↓	95.6% ↑
Electricity	86.5% ↓	88.8% ↓	74.9% ↓	82.6% ↓
Refuse Removal	89.2% ↑	90.2% ↑	83.2% ↑	88.1% ↑

Source: IHS Global Insight, 2016

Note: The arrows show growth changes between 2005 and 2015. The red downward pointing arrows show a declining pace of provision of services, while the green upward arrows show an increase.

The table above shows the proportion of households with access to basic household infrastructure for 2015 compared to the year 2005. The proportion of households with access to formal housing has declined in Sedibeng and its regions in 2015 compared to 2005. Households with access to electricity also declined in the same period. This may be reflective of a general shortage of electricity supply in the country as a whole.

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TRANSPORT PLAN

The integrated transport plan (ITP) for Sedibeng 2009 to 2014 will be reviewed, new ITP for 2017-2022 will be developed and incorporated into the next IDP reviewal.

Status Quo of Travel Behaviour and Public Transport in Sedibeng

Travel Behaviour:

A) Vehicle Ownership

- Overall, only 36% of households in SDM own one or more form of transport. Except in Emfuleni Rural (11.6%), less than 10% of households own bicycles. In case of motorcycles, only 5.6% of households in Midvaal Rural East own them. In the rest of the sub-regions, motorcycles are owned by less than 5% of the households.
- Close to 24% of households in SDM own their own vehicles with sub-regions such as Midvaal Rural East, (69.2%) and Emfuleni Rural (50.5%) showing the highest household car ownership. In contrast, less than 15% of households in Midvaal Rural West and Lesedi Rural own their own car.
- Only less than 5% of households in SDM use employer-owned cars. 7.6% and 5.9% of households in Midvaal Rural East and Lesedi Urban have employer-owned car at their disposal respectively.

Of all the sub-regions in SDM, the highest percentage of households who own household car, motorcycle and have access to employer-owned car is in Midvaal Rural East. In contrast, households in Lesedi Rural own the least.

Sub-Regions	Percentage of Household owning one or more				
	Bicycles	Motorcycles	Employer-Owned vehicles	Household-Owned vehicles	Other
Emfuleni LM Rural	11.6%	3.6%	0.0%	50.5%	0.0%
Emfuleni LM Urban	6.3%	1.1%	4.8%	21.9%	0.0%
Lesedi LM Rural	2.6%	0.5%	2.4%	12.4%	0.0%
Lesedi LM Urban	5.2%	0.6%	5.9%	27.4%	0.0%
Midvaal LM Rural East	9.2%	5.6%	7.6%	69.2%	0.0%
Midvaal LM Rural West	4.3%	1.5%	3.7%	11.9%	0.0%
Sedibeng	6.1%	1.3%	4.7%	23.9%	0.0%

Source: Sedibeng Household Travel Survey: 2014

B) Modal Split

The non-motorised transport (NMT) is predominant (45%) in SDM. NMT is significantly high in Midvaal Rural West (60%), Lesedi Rural (53%) and Emfuleni Urban (48%) and so is public transport usage. Private transport is mostly used in the high income areas of Midvaal Rural East (73%), Emfuleni Rural (63%) and Lesedi Urban (41%). Conversely, public transport usage in Midvaal Rural East and Emfuleni Rural is the lowest at 13%.

Home Transport Analysis Zone	Mode Type - % of Trips		
	Public Transport	Private Transport	NMT
Emfuleni LM Rural	13%	63%	25%
Emfuleni LM Urban	34%	17%	48%
Lesedi LM Rural	29%	18%	53%
Lesedi LM Urban	28%	41%	31%
Midvaal LM Rural East	13%	73%	14%
Midvaal LM Rural West	33%	7%	60%
Sedibeng	31%	24%	45%

Source: Sedibeng Household Travel Survey: 2014

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C) Expenditure on public transport by purpose

The total expenditure on public transport by sub-region: 14% of all households spend more than R1 000 per month on public transport, with the highest household percentages in the Midvaal Rural East (24%) followed by Lesedi Urban (16%) and Lesedi Rural (15%). More than half of the households in Emfuleni Rural (50%) and Midvaal Rural East (54%) do not spend any money on public transport.

Table: Total Monthly Public Transport Expenditure % of households

Sub-Region	Total Monthly Public Transport Expenditure % of households				
	Nothing	R1 – R250	R251 – R500	R501 – R1000	R1 - 001+
Emfuleni LM Rural	50%	32%	1%	5%	9%
Emfuleni LM Urban	39%	21%	13%	14%	13%
Lesedi LM Rural	19%	32%	16%	18%	15%
Lesedi LM Urban	22%	19%	19%	23%	16%
Midvaal LM Rural East	54%	8%	6%	7%	24%
Midvaal LM Rural West	39%	21%	22%	13%	5%
Sedibeng	38%	21%	14%	14%	14%

Source: Sedibeng Household Travel Survey: 2014