



South Africa

Pathways out of Poverty Framework



*Pathways out
of Poverty
Framework*



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Abbreviation List

ACEIR	African Centre of Excellence for Inequalities Research
AFD	Agence Francaise De Developpement
ASPIRE	Atlas of Social Protection of Resilience and Equity
ATM	Automated Teller Machine
AVSI	Association of Volunteers in International Service
BBBEE	Broad Based Black Economic Empowerment
BESD	Basic Entrepreneurship Skills Development
BST	Business Skills Training
CCT	Conditional Cash Transfers
CEO	Chief Executive Officer
CET	Community Education and Training
CIPC	Companies Intellectual Property Commission
CSG	Child Support Grant
DSBD	Department of Small Business Development
DSD	Department of Social Development
FMT	FinMark Trust
FPL	Food Poverty Level
FSTC	Financial Sector Transformation Council
GDP	Gross Domestic Product
HCDSS	Human Capital Development Services System
HIV	Human Immunodeficiency Virus
ICT	Information and Communications Technology
ID	Identity Documents
IMEDP	Micro Enterprise Development Programme
IPA	Innovation for Poverty Action
K-YES	Kenya Youth Employment & Skills Programme
KZN	KwaZulu Natal
LBPL	Lower Bound Poverty Line
LOGICA	Learning On Gender & Conflict In Africa
MER	Monitoring, Evaluation and Reporting
MPI	Multidimensional Poverty Index
NDA	National Development Agency
NDP	National Development Plan
NGO	Non-Governmental Organisation
NSC	National Senior Certificate
OAG	Old Age Grant
OB	Oversight Body
OJT	On the Job Training
PIRLS	Progress in International Reading Literacy Study
PMO	Project Management Office
PSPPD	Programme to Support Pro-Poor Policy Development
RAPID	Recommend Agree Perform Input Decide
ROI	Return on Investment
SA	South Africa
SALDRU	South Africa Labour and Development Research Unit

SAMPI	South African Multidimensional Index
SASSA	South African Social Security Agency
SDG	Sustainable Development Goals
SDL	Service Dimension Levels
SEDA	Small Enterprise Development Agency
SGB	Social Grant Beneficiaries
SIEF	Strategic Evaluation Fund
SMME	Small, Medium and Micro-Enterprises
STEM	Science, Technology, Engineering and Mathematics
TIMSS	Trends In International Mathematics and Science Study
TUP	Targeted Ultra Poor
TVET	Technical and Vocational Education and Training
UBPL	Upper Bound Poverty Line
UCT	Unconditional Cash Transfers
UN	United Nations
UNCDF	United Nations Capital Development Fund
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
US	United States
UYEP	Urban Youth Employment Project
WBS	Work Breakdown Structure
WINGS	Women's Income Generating Support Programme
YJC	Youth Job Corps
YOP	Youth Opportunities Programme



Executive Summary

This report was commissioned by FinMark Trust in partnership with the United Nations Development Programme. It is an intervention to assist the South African Department of Social Development to meeting its objectives of enabling inclusive growth through the maximisation of the use of the social safety net by grant recipients. The report focuses on females and youth (defined as individuals aged 18 to 35).

The outcome was the development of a “Pathways out of Poverty” framework which is demographically appropriate, fact-based and data driven.

The purpose of this report is to document the findings of the research study on the key socio-economic factors faced by the South African social grant population, coupled with an assessment of global interventions and initiatives with similar objectives. The outcome was the development of a ‘Pathways out of Poverty’ framework that is demographically appropriate, fact-based, and data driven.

The report highlights a number of pertinent issues that characterise social grant recipients, including: lower per capita income than the national average, a higher unemployment rate, lower levels of formal employment, lower access to basic healthcare, a lower matric pass rate, and education outcomes that may not be providing an adequate skills base. This information validated that the focus of an initiative to move people out of poverty should be centered on human capital development. Human capital is here defined as people’s knowledge, education, skills, talent, and resilience and it is the driver of sustained income growth. An approach termed ‘income growth within an enabling environment’ is, therefore, proposed in order to develop human capital.

The Pathways out of Poverty framework provides the structure in which a human capital development system of services can be applied to uplift women and youth social grant recipients and move them out of poverty on a sustained basis. The framework aims to leverage existing programmes and services already offered by both government and the private sector. The Human Capital Development Services System (HCDSS) forms a coordinating system that links the different profiles of grant recipients to relevant programmes and services.

Finally, a two-phase pilot is proposed, anticipated to run over two years, to activate, test, and validate the efficiency and effectiveness of the framework.



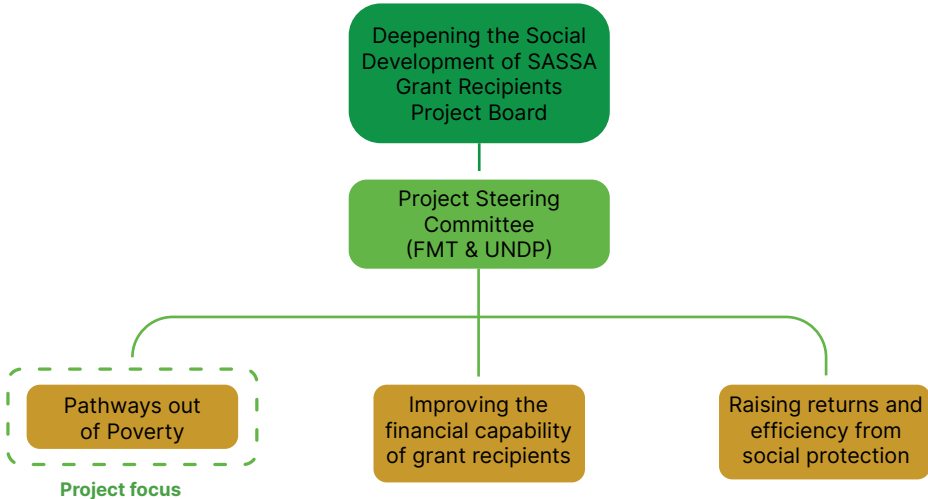
Project Background

South Africa has close to 18 million social grant beneficiaries, more than 90% of them receiving Child Support Grants, Old Age Grants, and/or Disability Grants. In addition, there are 11.6 million grant recipients, approximately 80% of which are women.

These numbers are staggering by any measure. A number of studies conducted both locally and globally have indicated that social grants can reduce poverty and inequality. It has also been shown that these grants can enhance human capacity with direct human development benefits for beneficiaries and their households. Social grants are, therefore, an essential mechanism to be used in fighting poverty and as a gateway for beneficiaries to interact with the financial services system and the broader economy. There is, therefore, an urgent need to develop initiatives and programmes that utilise the grant distribution scheme as a catalyst to achieving better livelihoods for the poor.

It is in this context that FinMark Trust (FMT) partnered with the United Nations Development Programme (UNDP) to develop this project, which aims to foster inclusive growth and lower poverty, with a particular focus on women and youth. Although FinMark Trust will be the implementing partner for the project, the outcomes of this project are ultimately intended to improve the effectiveness of the South African government’s social protection and inclusive growth objectives. Therefore, the outputs of the project will be presented to the Deepening the Social Development of SASSA Grant Recipients Project Board, which is comprised of representatives from FinMark Trust, UNDP and UNCDF, Department of Social Development/ SASSA, and National Treasury.

Figure 1: Programme Structure



Source: Team analysis, Intellergy, 2020

In November 2019 FMT appointed Intellergy (Specialist Consulting and Advisory) to conduct an in-depth research based study to explore mechanisms that can be used to increase the beneficial use of social grants, called the 'Pathways out of Poverty' project as depicted in Figure 1: Programme Structure above. The project forms one out of three parallel projects that form part of the 'Deepening the Development of SASSA Grant Recipients' programme.

The purpose of this report is to document the findings of this study, which covers an assessment of the South African social grant landscape, provides global case studies of how the social safety net was used as a poverty alleviation tool and then developing a pathways out of poverty framework that is applicable to South African grant recipients, specifically to women and youth aged between 18 and 35. The report also purposes a pilot project to test the effectiveness and outcomes of the framework. The end goal is to utilise the framework as a means of uplifting the welfare of social grant recipients and where possible enabling them to diversify their sources of income rather than complete reliance on the grant as a primary source of income.



1. Introduction

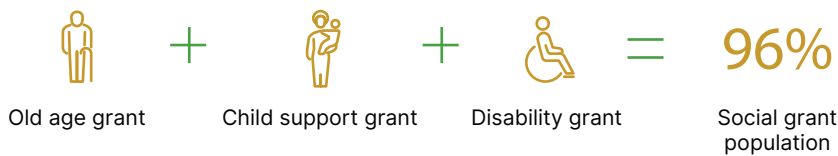
The South African Social Security Agency (SASSA) was established in terms of the South African Social Security Agency Act, 2004 as well as the Social Assistance Act, 2004. The act provides a legislative framework for providing social assistance and makes provision for the management, administration and payment system of social grants. SASSA was given the responsibility of the administration, management, and payment of this social assistance on the 1 April 2006 (1).

1.1 Types of grants


Social grants were put in place by the government of South Africa in order to improve the standard of living of vulnerable individuals through the redistribution of wealth to create a more equal society.


There are eight different types of social assistance namely (1):


- | | |
|---|---|
|  Old age grant |  War veterans grant |
|  Child support grant |  Care dependency grant |
|  Disability grant |  Grant-in-aid |
|  Foster care grant |  Social relief of distress grant |



The emphasis in the report will be on the child support, old age, and disability grants. The reason for this is the fact that these are the grants with the highest number of social grant beneficiaries. The qualification values stated below are applicable for the year 2019-2020.

 The applicant should earn an annual income less than R82 440 (single) and R164 880 (married).

 The assets of the applicant should also not exceed R1 174 800 (single) and R2 349 600 (married) (2).

 The value of the Old age grant for 2020 is R1860 (3).

1.1.1 Old age grant

For individuals to qualify they must meet the following requirements (1):

- a. A citizen, permanent resident, or refugee in South Africa.
- b. Must reside in South Africa.
- c. Must provide identification documents.
- d. 60 years or older.
- e. For couples, the partner needs to be eligible for government assistance (meet criteria of means test).
- f. Not being cared for by State institutes.
- g. Must not be a beneficiary of more than one social grant.



This grant is designed to provide support for parents and caregivers with children aged 18 years and younger.



The applicant should be earning R 50 400 or less (single) and R 100 800 or less (married) (2).



The value of the Child Support grant for 2020 is R445 (3).

1.1.2 Child support grant

For individuals to qualify they must meet the following requirements (1):

- a. Applicants must be a South African Citizen, permanent resident, or refugee.
- b. Applicants and child must reside in South Africa.
- c. The child must be 18 years or younger and should provide a birth certificate.
- d. Applicants must provide identification documents.
- e. Applicants must be the primary care giver of the child or children.
- f. All Applicants and partners must be eligible according to the means test.
- g. Applicants cannot apply for more than six non biological children.
- h. Child/children cannot be cared for in State Institutes.



This is an income support grant for people (single or married) with temporary or permanent disabilities.



The applicant should be earning less than R 82 440 (single) and R 164 800 (married).



The assets of the applicant should also not exceed R 1 174 800 (single) and R 2 349 600 (married).



The value of the Disability grant for 2020 is R1860 (3).



1.1.3 Disability grant

For individuals to qualify they must meet the following requirements (1):

- a. Applicant must be a South African Citizen, permanent resident, or refugee.
- b. Applicants must provide identification documents.
- c. Must reside in the country.
- d. Must be between the ages 18 to 59.
- e. Must provide a medical or assessment certificate confirming the type of disability.
- f. Valid medical or assessment certificate must not be older than 3 months.
- g. Spouse to meet means test requirements.
- h. Must not be cared for in a State institute and not be a beneficiary of more than one social grant.

1.2 Impact of social assistance grants

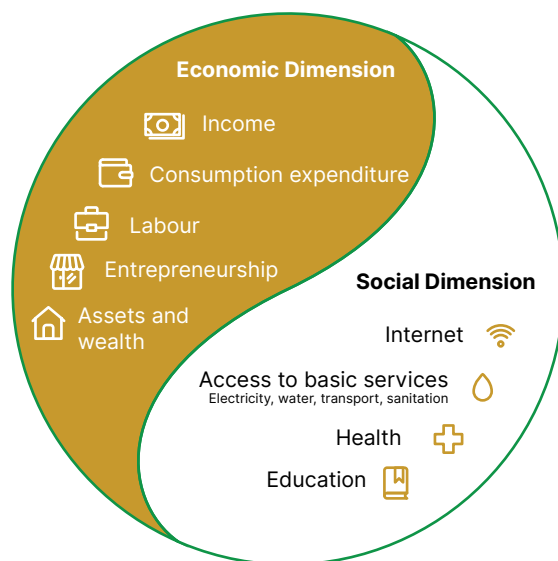
The term recipient is used in this report to refer to the old age or disability grant beneficiary. In the case of a Child Support Grant (CSG) however, the recipient is the primary caregiver who receives the grant on behalf of the child. In this case, the 'beneficiary' refers to the child.

A study by the Department of Social Development (4) suggests that the CSG encourages labour market activity, especially for youth. Based on a study that was done to analyse total household employment it was found that 39.4% of the treatment group (the group that did not receive a CSG in 2008 but received at least one CSG in 2010) witnessed an increase in household employment rates, while 34.2% of households in the control group (the group that did not receive a CSG in 2008 or in 2010) saw an increase in household employment rates.

The number of social grants increased from 12 million in 2006/07 to almost 18 million in 2018/19 – a 3.3% annual growth rate. The significant portion of the growth during this period is attributed to policy intervention. The value of grant payments almost tripled from R57 billion in 2006/07 to R163 billion in 2018/19 (5) – a 9.1% annual growth rate well above the GDP growth rate (0.15%).

This is not sustainable in the long term and there is, therefore, a need to focus on addressing skills gaps and job creation among social grant recipients. This will enable them to become self-reliant and allow them to participate actively in the economy.

Figure 2: Factors of deprivation as dimensions of poverty in SA



Source: Team analysis, Intellergy, 2020

1.3 Dimensions of poverty

The World Bank Report on poverty and prosperity (6) notes that even if people’s minimum physical needs are met, they cannot be said to live flourishing lives if they cannot conduct themselves with dignity in their society. Societal poverty, therefore, needs to be assessed in terms of people’s wellbeing and living standards. Poverty, therefore, encompasses factors of deprivation ranging from shortfall on income and expenditure to societal factors such as low education achievement, poor health and nutrition outcomes, lack of access to basic services, and a hazardous living environment. The report goes on to say that poverty in all its manifestations needs to be tackled. The World Bank has, therefore, adopted the multi-dimensional view of poverty.

The South African White Paper on social welfare (1997) (7) states: ‘Poverty cannot be measured by income alone, nor can an anti-poverty programme only address income enhancing measures. This necessitates a multi-sectoral and an integrated approach’. Statistics South Africa, in their report titled *Subjective Poverty in South Africa* (8) concludes that poverty is complex and may include social, economic and political elements. Furthermore Statistics South Africa, in their report titled *Poverty Mapping in South Africa* (9) utilise both money metrics, such as the South African poverty lines as well as the South African Multidimensional Index (SAMPI) to measure poverty. The SAMPI is based on four dimensions, namely: health, education, living standards, and economic activity.

In the assessment of poverty in South Africa, there is alignment with the multidimensional view of poverty where the factors of deprivation in standards of living and wellbeing represent the dimensions of poverty. Figure 2: Factors of deprivation as dimensions of poverty in SA shows the factors of deprivation that represent the dimensions of poverty.

The dimensions are unpacked in Table 1: Dimensions of poverty below.

Table 1: Dimensions of poverty

Dimension	Deprivation
Economic dimensions	
Income and expenditure	Daily income or consumption expenditure per person is below a monetary poverty threshold. The International poverty line of \$1.90 per person per day is an example of a monetary poverty indicator.
Labour	Inability to access the labour market.
Entrepreneurship	Inability to create entrepreneurship opportunities
Assets and wealth	Lack of ownership of assets such as radio, TV, telephone, refrigerator
Social Dimensions	
Education	Lack of access to quality formal education. ‘No household member aged 10 years or older has completed six years of schooling’ is an example of an indicator used in the global Multidimensional Poverty Index (MPI) (10)
Access to basic services	No access to safe, piped water to the home No access to a flush toilet within the home No access to electricity Inadequate transportation infrastructure
Health	Lack of access to formal healthcare services and inadequate nutrition
Internet	Lack of access to the internet for information and communication



2. Analysis of the South African Social Grant Population



Studies indicate that social grants in South Africa have a positive impact on society. In 2019/2020, the SA Government expenditure on social grants was estimated to be R175.16 billion. This constitutes 10.8% of the total government budget and 94% of the budget of the Department of Social Development. South Africa's spending on social assistance was equivalent to 3% of GDP in 2015 and places the country in the top 15% of countries for which there is data. This figure is higher than that of any other African country.

Social grant recipients make up a sizeable proportion of the SA population, with 29% of the SA adult population receiving social grants (11). It will be shown that the social grant recipient population has higher levels of monetary deprivation compared to the SA average. Given the social grant recipient population's size and higher deprivation levels, the SA poverty dynamics and trends provide a window to the social grant population dynamics and trends. The section provides an indication of the sizeable magnitude of effort that will be required to move the social grant recipient population out of poverty by assessing how they fare on each of the dimensions of poverty. Where relevant, social grant recipient population dynamics were inferred from national dynamics.

2.1 Population Demographics

The demographic and psychographic data analysed in the section below were limited to the data available at the time of finalising the report. The main source of data on the social grant recipients was from the FinScope study. In all other instances, the most recent publicly available data were used and are indicated in the respective figures. No social grant recipient focus groups were conducted.

Social grant beneficiaries

There were 17.8 million social grant beneficiaries in 2018/2019 (5) with:

- 12,5 million Child Support grants
- 3,6 million Old age grants
- 1 million Disability grants

These three make up 96% of the beneficiary population.

Social grant recipients

There were 11.6 million social grant recipients in 2019 (11), up from 9 million in 2013. Figure 3: Social grant recipient population 2019: Age shows that just over 50% of social grant recipients are below the age of 45 years and that 80% are female as shown in Figure 4: Social grant recipient population 2019: Gender.

South Africa's poorest households rely on social grants. 64% of the poorest households reported having access to at least one CSG and 38% of the poorest households have access to at least one Old Age Pension Grant (OAG) (12). 58,5% of learners who passed Grade 12 in 2017 were grant beneficiaries. In terms of race, one-third of black African individuals (33.9%) received a social grant, compared to 29.9% of Coloured individuals, 12.5% of Indian/



Asian individuals and 7.5% of the white population (13). Among all nine provinces, Gauteng, KwaZulu-Natal, and Eastern Cape make up more than half of the social grant recipient population, as shown in Figure 5: Social grant recipient population geographic location below.

Figure 3: Social grant recipient population 2019: Age

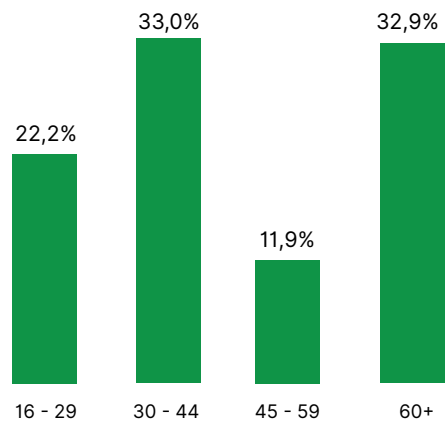
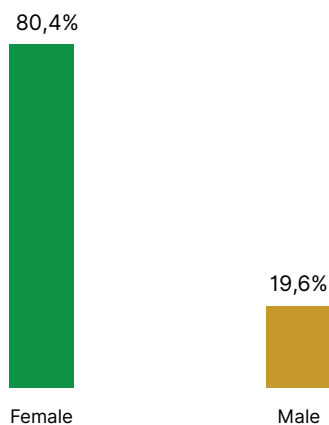


Figure 4: Social grant recipient population 2019: Gender



Furthermore, it can be noted that the majority of recipients reside in urban areas, followed closely by rural areas as shown below.

Figure 5: Social grant recipient population geographic location

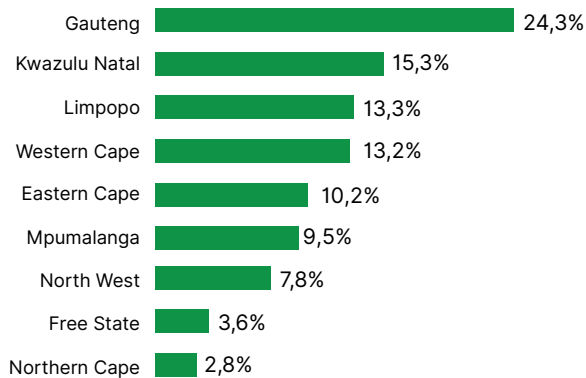


Figure 6: Social grant recipient population by area type

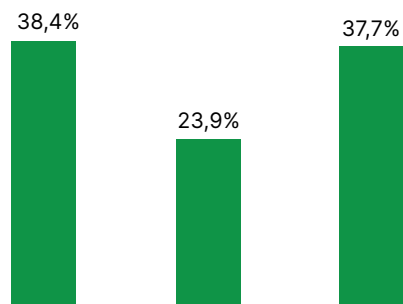
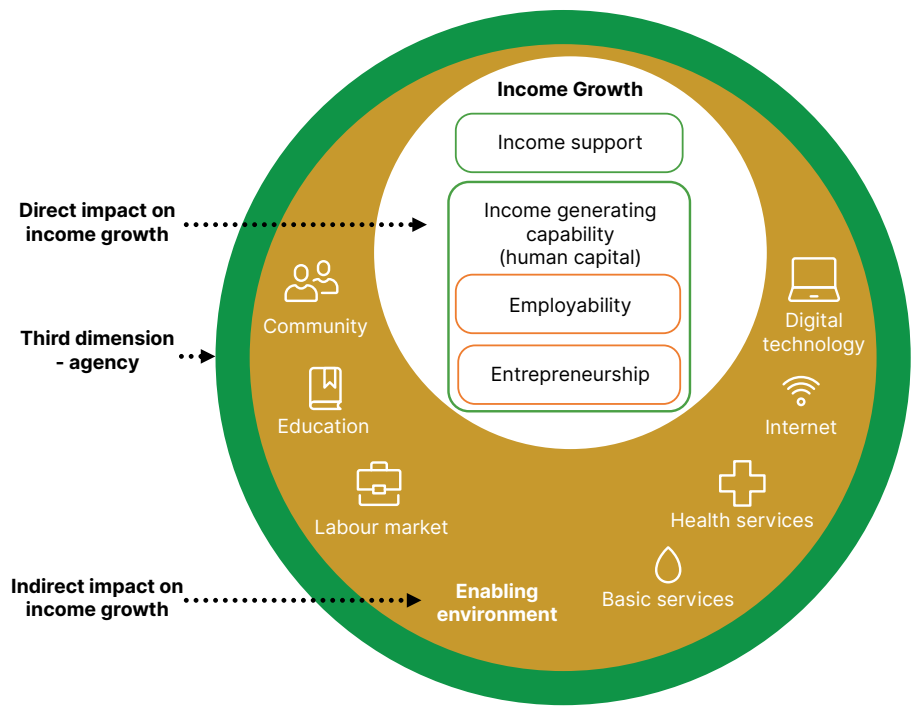


Figure 7: Human capital development approach



2.2 Human Capital Development Approach

Various policy documents, such as the NDP (14) and White Paper for Social Development (7), advocate an integrated, multi-faceted approach to reducing poverty and inequality through a focus on building capability. The White Paper for Social Development’s vision is to have ‘a welfare system that facilitates the development of human capacity and self- reliance within a caring and enabling socio-economic environment.’

The World Bank, through its Human Capital Project, places a strong emphasis on human capital development (15). It states that ‘By improving their skills, health, knowledge, and resilience—their human capital—people can be more productive, flexible, and innovative’ (15). The Human Capital project defines human capital as: “Human capital consists of the knowledge, skills and health that people accumulate throughout their lives, enabling them to realize their potential as productive members of society.” The World Bank believes that human capital is a central driver of sustainable growth and poverty reduction (16). Human capital growth drives income generating ability and therefore reduces poverty. The World Bank warns that countries often under invest in human capital and thereby miss an opportunity to create a virtuous cycle between human capital growth and poverty reduction (15). In increasingly globalised and digital economies the key to success for countries is to ensure that their people have the skills and capacities to take advantage of economic opportunities and be productive (17).

An integrated, multifaceted approach to poverty reduction aimed at building human capital towards self-reliance and the creation of the virtuous cycle of human capital growth and poverty reduction is recommended. The approach is encapsulated in the phrase ‘Income growth within an enabling environment’. This approach is outlined in Figure 7: Human capital development approach.

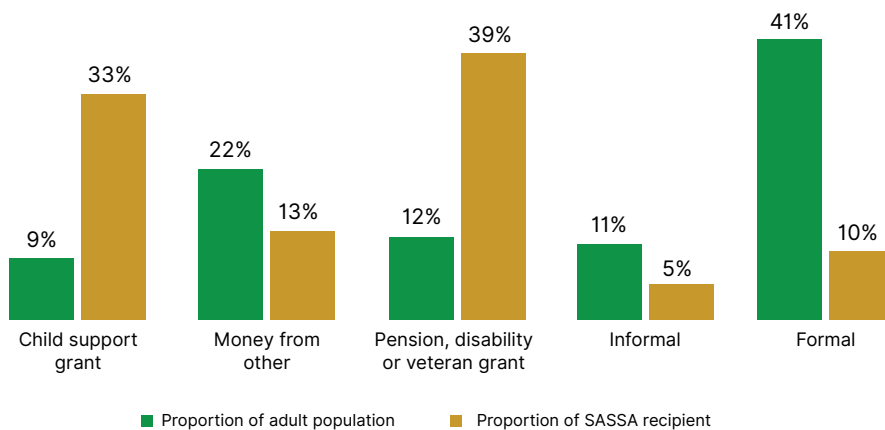
2.2.1 Income growth

Poverty reduction and eradication can only occur through self-sustaining income growth that satisfies an acceptable standard of living and keeps pace with or exceeds inflation. Income growth is stimulated by two factors; income support and income generating capability which will be discussed further in the sections below.

2.2.1.1 Income support

This refers to income support for the individual or their business.

Figure 7: Human capital development approach



Source: FinScope 2018, SASSA Breakaway

The graph illustrates a high dependence on social grants as well as on money from others. This income can be used for both individual consumption as well as the primary form of critical working capital to fund grant recipients' businesses.

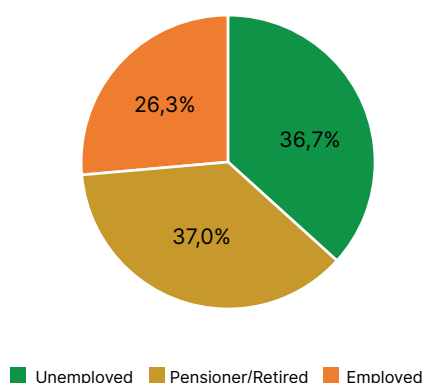
2.2.1.2 Income generating capability

Income generating capability or human capital development improves people's employability and, therefore, the employment choices and opportunities available to them. It also enhances their entrepreneurial capability to create their own opportunities.

2.2.1.3 Employability

The social grant population has higher unemployment rates than the national unemployment rate. The FinScope study reports that the SASSA recipient population's unemployment rate in 2019 was just less than 41% (11), which is 50% higher than the national rate. 69% of unemployed SASSA grant recipients that are unemployed report that they have been unemployed for three or more years and 66% say that the reason for their unemployment is lack of job opportunities. Amongst SASSA grant recipients who receive child support grants, the unemployment rate is even higher at 57%. FinScope reports an increase of SASSA grant recipients who received a salary or wages from 7.2% in 2008 to 11.3% in 2018 (18).

Figure 9: Social Grant Recipients Work Status



Source: FinScope 2018, SASSA Breakaway

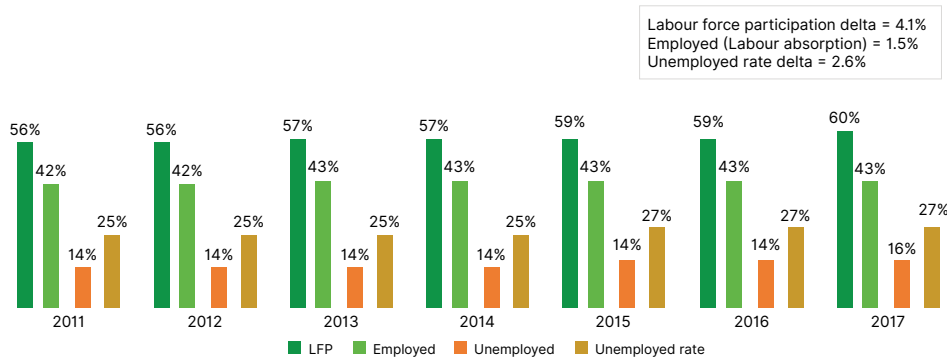
Reduced rates of unemployment would be a good indicator of increased income growth.

South Africa's unemployment rate has remained stubbornly high and has, in fact, increased.

Figure 10: Unemployment dynamics shows that SA's unemployment rate increased by 2.6% from 2011 to 2017 (19). This is a result of the labour market not being able to fully absorb the growing labour force. Although the labour absorption rate increased by 1.5% from 2011 to 2017, the labour force participation rate increased by 4.1% during the same period (19). This meant that the labour market was unable to absorb all the available labour and thus increased the unemployment rate. Black Africans have the highest unemployment rate at 31% in 2017. Females have a higher unemployment rate than males (female = 29.6%, male = 25.7%) and rural areas have a higher unemployment rate than urban areas (rural = 30.5%, urban = 26.5%).



Figure 10: Unemployment dynamics



Source: Statistics South Africa. Inequality trends in South Africa. 2019.

Given the high level of unemployment within the social grant recipient population there is a clear need to improve their level of employability through the development of those skills demanded by the economy.

A study by the Department of Social Development suggests that the Child Support Grant encourages labour market activity, especially for youth. Based on a study that was done to analyse total household employment, it was found that 39.4% of the treatment group (the group that did not receive a CSG in 2008 but received at least one CSG in 2010) witnessed an increase in household employment rates, while 34.2% of households in the control group (the group that did not receive a CSG in 2008 or in 2010) saw an increase in household employment rates.

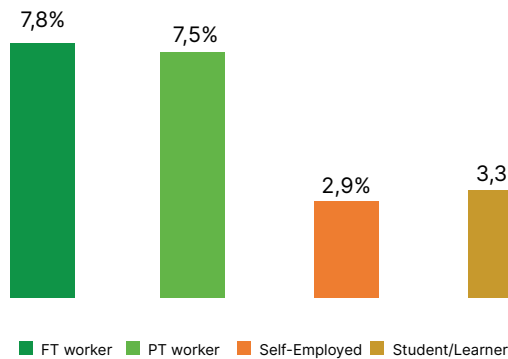
2.2.1.4 Entrepreneurial capability

Developing entrepreneurial capability and encouraging entrepreneurial activity is a key driver of job creation and income growth within the social grant recipient population.

The World Bank report on overcoming poverty in South Africa finds the extent to which entrepreneurship has been leveraged to drive increases in both GDP and employment as disappointing (20). It reports that in low-income countries SMMEs contribute more than 70% to employment and 60% to GDP. In middle income countries (SA is designated middle-income) SMMEs contribute 95% to employment and 70% to GDP. In SA SMMEs contribute approximately 56% to employment and less than 50% of GDP. The NDP notes that the bulk of new employment created should be through SMMEs.

In 2018, entrepreneurial activity accounted for less than 3% of the sources of income for grant recipients as shown in the Figure 11: Sources of Income below.

Figure 11: Sources of Income



Source: FinScope 2018, SASSA Breakaway

2.2.2 Enabling environment

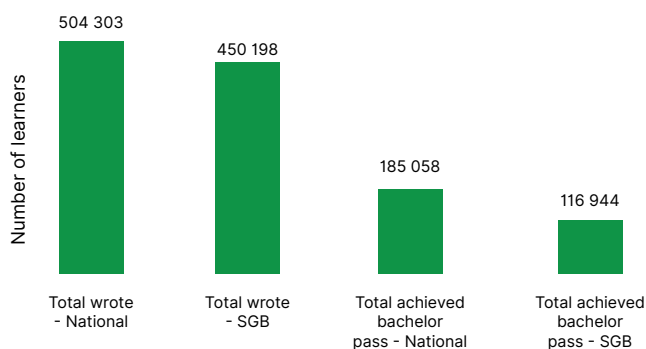
An enabling environment creates an environment conducive to income growth, thereby increasing the likelihood of success and reducing the cost of living.

2.2.2.1 Education

A study conducted by UNICEF on behalf of DSD and SASSA (41) indicates that early receipt of the CSG (first two years of life) increases the likelihood of that child's growth being monitored and improves height-for-age score for children whose mothers have more than eight grades of schooling. This is an indication that the CSG serves as an investment in human capabilities and that a mother's education complements the CSG. It was also found that children enrolled on the CSG since birth completed significantly more years of schooling than children who enrolled at age six. Children who enrolled on the CSG also achieved higher scores on math tests. There is, however, no clear international benchmarking or quantification of the actual impact.

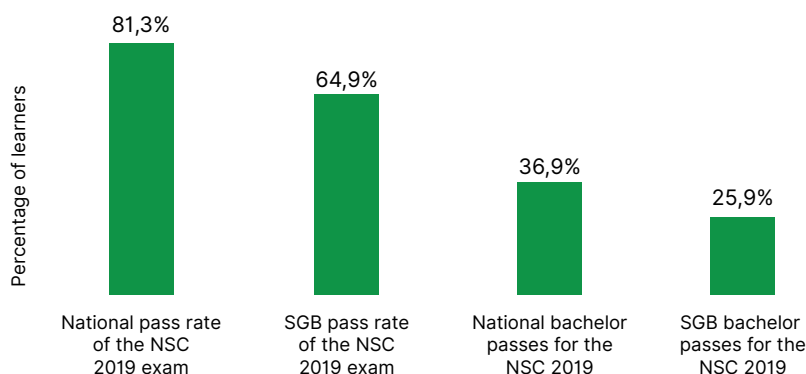
89% of learners who wrote the National Senior Certificate (NSC) were social grant beneficiaries (SGBs). A total of 504 303 (21) learners wrote the NSC exam in 2019 and 450 198 (21) of those learners were SGBs. 186 058 (22) learners achieved a bachelors pass and 116 944 (21) of these learners were SGBs.

Figure 12: National vs Social Grant Beneficiaries (SGBs) Matric Achievements 2019



Source: Team analysis, Intellergy, 2020

Figure 13: National vs Social Grant Beneficiaries (SGBs) Matric Achievements 2019 (%)



Source: Team analysis, Intellergy, 2020



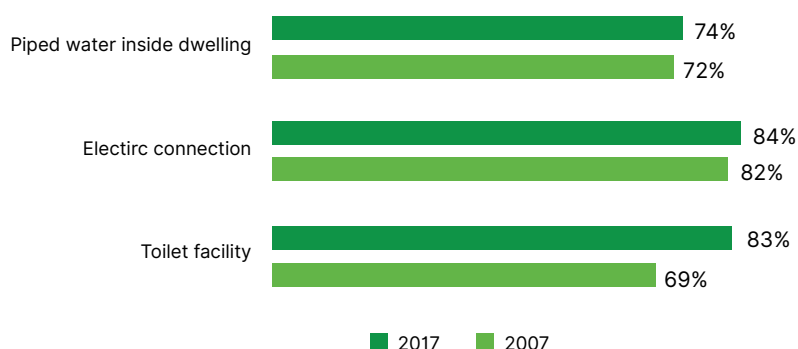
While the national pass rate was 81,3% (22), the pass rate for SGBs was only 64.9%. Furthermore nationally 36,9% of learners achieved a bachelors pass compared to 25,9% of SGB learners. Therefore, not only is the proportion of NSC students that are produced from the social grant population low but the quality of the education and skills they are equipped with are poor and questionable at best. These poor education outcomes provide a weak foundation for the social grant recipient population employability, entrepreneurial capability, and ability to develop new skills.

Harambee reports that their programmes experience numeracy constraints because grade 11 and 12 learners are unable to do basic mathematics such as addition and subtraction (31).

2.2.2.2 Access to basic services

Access to basic services such as piped water, electricity and toilet facilities was found to be fairly high in the broader South African population according to Statistics South Africa, all above 70% in 2017. Although no data could be obtained specifically on grant recipients, access to basic services, it is assumed that the trend within the general South African population is applicable.

Figure 14: Access to basic services



Source: Statistics South Africa. Inequality trends in South Africa. 2019.

2.2.2.3 Labour market

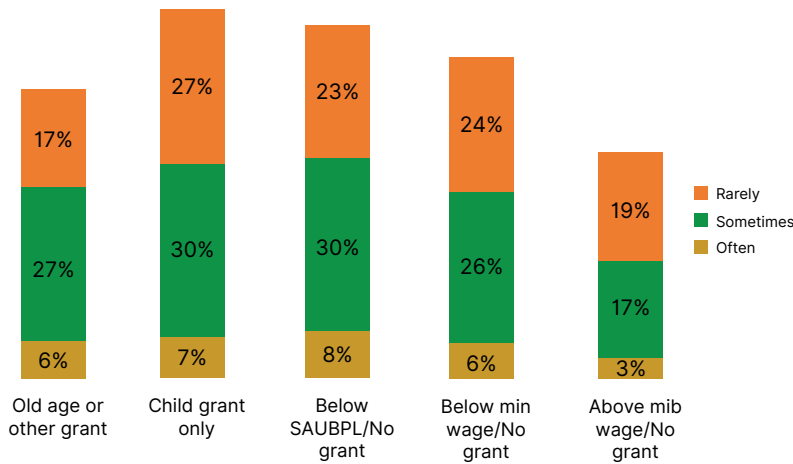
The economy showed a shift towards a more highly skilled labour force with a resultant increase in jobs in higher skilled sectors such as the services and finance sector, and a decline in less skilled sectors such as agriculture and manufacturing. The economy showed a decline in share of semi-skilled and unskilled work across most sectors (20) due to the skills mismatch with the predominantly lower skilled labour supply. From 1995 to 2015, every sector in the SA economy has seen an increase in skills intensity (move towards more skilled labour). There is therefore pressure on labour supply to meet the higher skills demanded, not only by the South African economy but also required from a global competitiveness perspective. Given the high level of unemployment within the social grant recipient population there is a clear need to improve their level of employability through the development of those skills demanded by the economy.

2.2.2.4 Health services

The 2018 General Household Survey indicated that, on average, less than 17% (primarily in urban areas) of the population has medical aid coverage (23). A large portion of the population falls outside the medical aid net and are largely dependent on public healthcare (24). The high demand on the public healthcare system has a very big impact on the quality of services provided and the timelines at which services are provided at.



Figure 15: Access to medical treatment



Source: PSPPD 2017

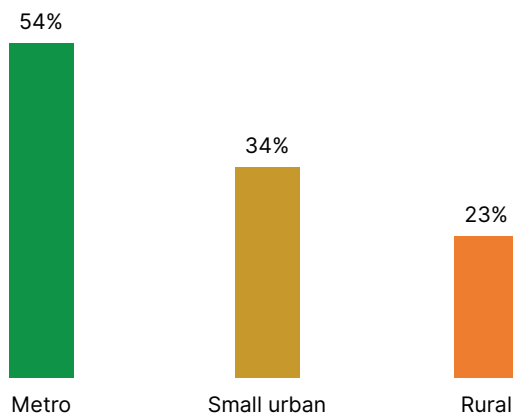
Figure 15: Access to medical treatment above shows that grant recipients of old age, CSG or other grants have gone without medicine or treatment at least 50% of the time (25). This number is significant and points to the fact that addressing the healthcare needs of social grant recipients should be a matter of priority.

2.2.2.5 Internet access

South Africa had 39.3 million internet users in 2019 (26) (about 67% of the total population) and this figure is expected to grow to 41.9 million users in 2020. As an emerging economy, South Africa is slowly pushing the digital landscape into prevalence but rural areas still fall far behind.

In 2017, internet penetration reached 75% of the population in the Western Cape and 54.7% in Gauteng, while provinces such as Eastern Cape showed just 25.2% internet penetration (27). Rural areas are where South Africa’s most vulnerable citizens reside and a lack of access to the internet will hinder these communities from growing as they will not be able to access available opportunities through the internet.

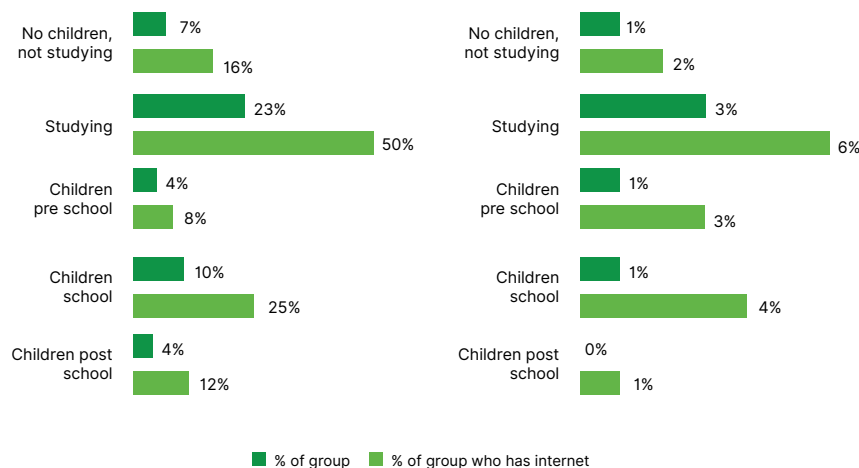
Figure 16: Access to internet at home



Source: FinScope SA 2019

FinScope data indicates that of the South African population who is studying, 50% have internet at home for research and only 6% have internet for e-learning, as shown below.

Figure 17: Access to internet for study purposes



Source: FinScope SA 2019

It is expected that the social grant recipient population would have an internet penetration level less than the national level of 67%. Providing access to the internet through the provision of free Wi-Fi to vulnerable communities will ensure that social grant recipients get access to information, communication, and opportunities as this is an important enabling environment factor.

2.2.2.6 Digital technology

South Africa is characterised by high levels of inequality, with the rich being super rich and the poor being very poor. To build a more inclusive economy, growing the ‘missing middle’ needs to be achieved by broadening access to affordable, relevant and sustainable financial products and services. Digital innovation holds the key to making financial products and services accessible to social grant recipients at the scale and scope required to achieve a tangible impact. This can be done by technology players, fin-tech start-ups, and social entrepreneurs utilising digital technologies to develop financial products with cheaper fees, mobile platforms that are easy to understand and use, and improving access to information (28).

Some of the ways in which SASSA can do this are by partnering with digital platform service providers to establish a reward system linked to social grant recipients practicing positive behaviours such as accessing sexual and reproductive health products and services. These rewards can then be redeemed at various product suppliers and/or lifestyle partners e.g. grant recipients could redeem rewards at a supermarket after accessing counselling services or an HIV test (29). Many such platforms already exist in South Africa, with others offering different financial services, such as mobile money transfers as well as linking individuals to employment opportunities or direct access to markets (28). With the high access to mobile technology among grant recipients, there are infinite opportunities that can be leveraged using digital technology to access the right information and partnerships.

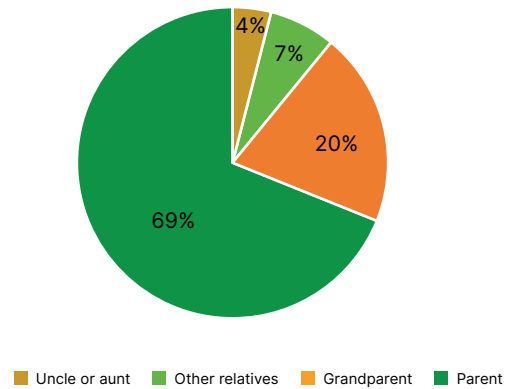
An opportunity also exists to use SASSA grant recipient’s data in more innovative ways. The available data could transform how services are delivered (30). Access to the internet would also be a key factor in ensuring the seamless migration to digital solutions for grant recipients.



2.2.2.7 Community

An important consideration that came to light during the research was the impact of social and community support 'network effects' for social grant recipients. A 2017 study conducted by Programme to Support Pro-Poor Policy Development (PSPPD), showed that over 30% of caregivers for the children receiving child support grants relied on various social structures that assisted them with the children in times of need and are also as a source of collective support. These included their own mothers, other elders in their family, or support from their local church.

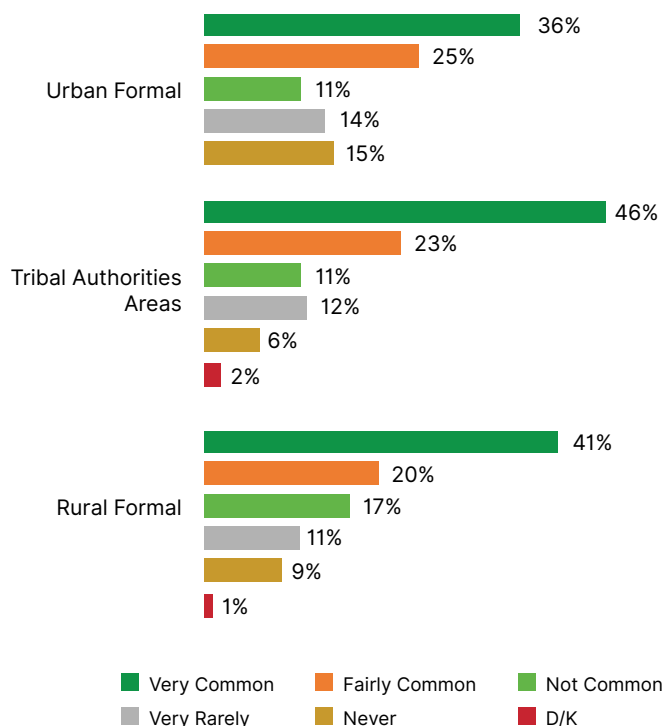
Figure 18: Child Responsibility



Source: PSPPD 2017

The PSPPD study found that some caregivers also indicated that their neighbours and members of the broader community were an important source of support. The support of the neighbourhood thus shows the importance of community cohesion in how it creates a sense of belonging and mutual support critical for the success of social grant recipients. As shown in the graph below, more than 30% of people residing in urban formal, tribal authority areas and formal rural areas relying on support from their neighbours (25).

Figure 19: Community Support from Neighbours



Source: PSPPD 2017

2.2.3 The third dimension – agency

The limitation of the Human Capital Development Approach described above is that it places emphasis on providing social grant recipient’s with external support. An equally important dimension however is the social grant recipients’ own internal drive and initiative i.e. agency. Much of an individual’s drive for economic independence is dependent on having hope that they possess the ability to achieve their own economic freedom. Empowering social grant recipients as individuals as well as their communities to be active participants in uplifting themselves towards a better future, serves as a key ingredient in significantly enhancing their lives. The ‘Bright Spot Phenomena’ describes individuals (or communities) that have successfully pulled themselves out of poverty. An investigation of recipients who have successfully transitioned themselves out of the dependency on the social safety net thus presented good insights that could be applied and scaled to the greater recipient population.

One such ‘Bright Spot’ who was interviewed stated that it was never his intention to get out of the grant system because he believed that it was the only way for him to provide for himself, a mindset that is pervasive for most grant recipients. However, his springboard for success was his determination to improve his life and his chosen pathway was to graduate from university regardless of his lack of financial resources. He also stated that he used to plan how he wanted to spend his grant, ensuring that the grant was spent on things that enhanced his goals.

It is evident that if social grant recipients have the self-confidence to pursue their dreams, they can be energised and empowered to pursue a better way of life, become better educated, seek job opportunities, and take some entrepreneurial risks.

2.3 ASSESSMENT OF THE LIVELIHOODS OF WOMEN AND YOUTH

The focus of the study was on women and youth between the ages of 18 and 35 years. The rationale for this is because they are the largest portion of the grant beneficiaries' demographic profile, with more than 50% being under the age of 40 and more than 80% being female. Other reasons are that a significant number of households in South Africa are female headed and women have been shown to spend a larger portion of their income on essential services that benefit the entire family compared to men. With regards to youth, it is a fact that the future of the country lies in its youth.

2.3.1 Livelihoods of women

It has been found that women spend larger portions of their income i.e. almost two thirds of expenditure for female headed households, on essential services (housing, water, electricity), food and transport. This illustrates that females are more likely to ensure that household expenditure goes primarily towards basic necessities that benefit the entire family. It is expected that the social grant recipient population would depict a similar expenditure profile given that the population is predominantly female.

Table 2: Average annual household consumption expenditure by gender of household head and main expenditure group, 2015

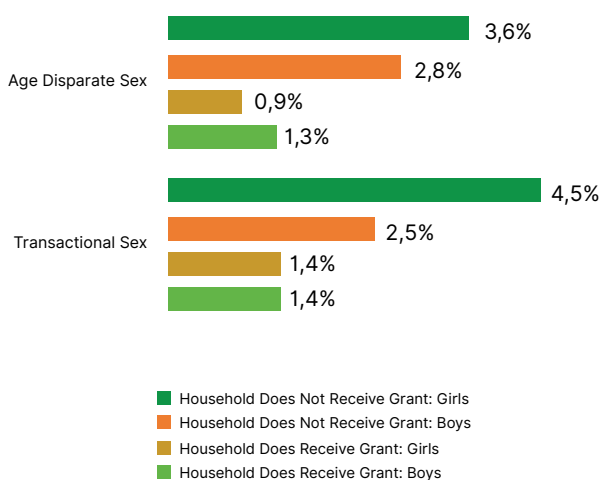
	Male – Headed Households		Female – Headed Households	
	Average (R)	Proportion (%)	Average (R)	Proportion (%)
Food and non-alcoholic beverages	13 893	11,4%	12 481	16,0%
Alcoholic beverages and tobacco	1 215	1,0%	485	0,6%
Clothing and footwear	5 351	4,4%	4 374	5,6%
Housing, water, electricity, gas, and other fuels	39 264	32,3%	25 814	33,1%
Furnishing and household equipment	6 380	5,2%	4 021	5,2%
Health	1 139	0,9%	651	0,8%
Transport	21 131	17,4%	10 827	13,9%
Communication	4 115	3,4%	2 669	3,4%
Recreation and culture	4 854	4,0%	2 651	3,4%
Education	2 984	2,5%	1 907	2,4%
Restaurants and hotels	2 677	2,2%	1 485	1,9%
Miscellaneous goods and services	18 534	15,2%	1 491	13,5%
Unclassified items	65	0,1%	40	0,1%
Total	121 602	100%	77 895	100%

Source: Statistics South Africa. Men, women and children: Findings of the Living Conditions Survey, 2014/15. 2018.

2.3.2 Livelihoods of youth

The youth are the foundation of the future development and success of any country. Despite the fact that they are the most vibrant, dynamic and energetic members of society, young people are also the most vulnerable to experimentation by engaging in high-risk sexual behaviours that have a disproportionately high likelihood of resulting in violence, injuries and sexually transmitted infections. A study carried out in two rural and two urban districts in the provinces of Mpumalanga and the Western Cape, on a dataset of adolescents aged between 12–18 years, found that social grant beneficiaries were less likely to engage in risky sexual behaviour. For young girls in particular, receiving the social grant resulted in reduced incidences of transactional sex (1.4% compared to 4.5% for non-grant recipients) as depicted in Figure 20: Incidence of risky sexual behaviour in the past year, by household grant receipt and gender below.

Figure 20: Incidence of risky sexual behaviour in the past year, by household grant receipt and sex



Source: The Lancet Global Health, 2013

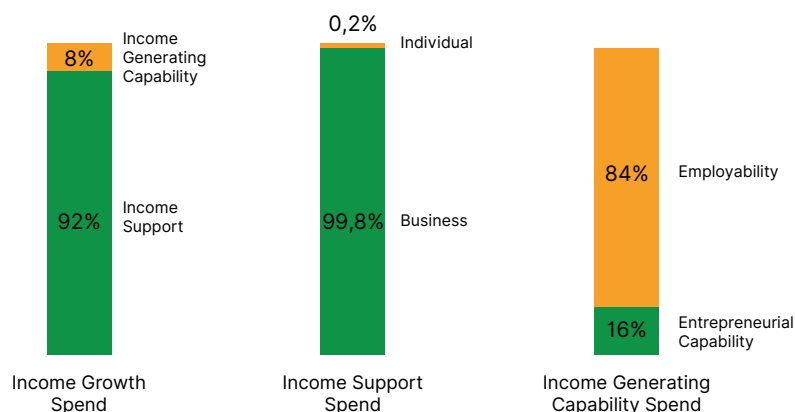
In order for the youth recipients and beneficiaries of social grants to thrive, they require interventions targeted specifically at the youth. These include access to education assistance, after-school activities, access to career information, access to digital technology and e-learning platforms, life skills classes and other counselling services. The Human Capital Development Approach prescribed, addresses a number of these support interventions.

2.4 THE SOUTH AFRICAN GOVERNMENT’S APPROACH

There appears to be national expenditure imbalance on interventions and initiatives targeted at facilitating income growth. A spend assessment of the 2019 National Expenditure (2) was done based on mapping the human capital development approach to 870 sub programmes across government. 55 sub-programmes were identified as relating to income growth and 66 sub-programmes as relating to enabling environment as defined in the approach (see Appendix H: HCDSS Mapped dataset). Figure 21: Composition of government spend on Income Growth shows that the bulk of spend towards income growth is spent on income support in the form of social grants (see Appendix A: South African Social Security Agency). Furthermore, almost all the income support is spent on the individual compared to business. In terms of income generating capability, the bulk of spend is on employability and very little, comparatively, on entrepreneurial capability. An increased focus on all aspects of human capital development is therefore required.



Figure 21: Composition of government spend on Income Growth



Source: National Treasury. Republic of South Africa. Estimates of national expenditure 2019: Abridged version

2.5 KEY LEARNINGS



Targeted Expenditure on access to essential services (housing, water, electricity), food and transport constitute more than two thirds of social grant recipient expenditure.



The social grant population has an unemployment rate that is 50% higher than the national rate



Entrepreneurial activity in SA is low and developing the entrepreneurial capability of the social grant recipient population will be a key driver for creating self-employment opportunities and thus job creation.



Improving access to piped water and flush toilets for the social grant recipient population improves the enabling environment for their human capital development.



The SA basic education system delivers poor education outcomes that provides a weak foundation for the social grant recipient population employability, entrepreneurial capability, and their ability to learn new skills.



Access to the internet and to digital technology will enable social grant recipients to use electronic forms of education, find employment opportunities and funding as well as markets for entrepreneurial pursuits.



There is a skills mismatch between skills demanded (higher skilled) by the economy and the skills supply (low and semi-skilled) which has contributed to the increasing unemployment rate. In order to meet the skills demand there is a need to develop the skills of the social grant recipient population to improve their employability.

3. Pathways Programmes – Examples From Around the World



Because poverty is a global problem, there are a myriad of different pathways programmes and approaches that have been and are currently being utilised around the world. Programmes that have been successful, applied an integrated, multifaceted approach to poverty alleviation. These programmes typically consist of several components that target different aspects of deprivation. The reason for the investigation of poverty alleviation programmes from around the world as opposed to programmes specifically targeted at social grant recipients was because; 1) there was limited information on such programmes; and 2) there was a limit to the applicability of the programmes to the South African context.

3.1 Targeted Ultra-Poor (TUP) Graduation Programme - Bangladesh

BANGLADESH

Programme description: The TUP is a two-year programme aimed at tackling both capital and skills constraints simultaneously by providing productive business asset transfers coupled with complementary and intensive training (31). Eligible women were offered a choice of productive assets from a menu of business activities, including different combinations of livestock, vegetable cultivation, small-scale retail and crafts like basket weaving (31). Training was provided on asset management and recipients were encouraged to commit to retaining the assets for two years, after which they could liquidate them if they wanted to (31).

Target group: Women from 'ultra poor' households.

Successes: A 2010 study found that 95% of participants left the ultra-poor category over the 24-month period. Another study in 2013 found sustained shifts in the value of livestock, self-employment, earnings, and self-reported happiness. Since its inception the programme has covered 1.6 million ultra-poor households in Bangladesh.

Challenges: Women's work and responsibility increased as a result of the added responsibility of tending to the assets in addition to existing domestic and childcare responsibilities (32).

Outcome of the programme: The indicators are positive changes in food security, diversified income sources, asset ownership, improved housing, school enrolment and social acceptance.

Applicability in South Africa: Yes, especially in rural areas such as Eastern Cape. Women who are already part of the grant population will be the target market of the programme. The success criteria will be for these women to move out of poverty by increasing the value of their livestock, being self-employed, and by increasing their earnings. Women in SA might face similar challenges, such as an increase in work responsibilities due to tending to the asset as well as home and childcare chores. Similar programmes are offered by the Department of Agriculture, Forestry and Fisheries.



The TUP is a two-year programme aimed at tackling both capital and skills constraints simultaneously by providing productive business asset transfers coupled with complimentary and intensive training



3.2 Urban Youth Employment Project (UYEP) - Papua New Guinea

PAPUA NEW GUINEA

Programme description: The UYEP programme is aimed at providing skills training and short-term placement into employment to youth between the ages of 16 and 35 years (33). The programme consists of two main programmes namely, Youth Job Corps (YJC) and On-the-Job Training (OJT). The YJC programme targets youth who are less educated and provides softs skills training and short-term public works employment. The OJT offers youth an internship with a range of employers in various sectors who partner with the programme. Youth are provided with a subsidised income while skills training and work experience increases their human capital and chances of finding employment.

Target group: Youth between the ages of 16 and 35.

Successes: In Port Moresby, it engaged 18,500 youth in training and work placement activities, established about 18,000 new bank accounts, and created about 815,000 days of work (16).

Challenges: Female related households faced the following challenges: Pregnancy forcing them to drop-out, not finding a babysitter to look after their children, unsupportive husbands forcing women to withdraw, gender-based and domestic violence, difficulty accessing safe transport, and cultural expectations and discrimination among others (33).

Outcome of the programme: Six months after their on-the-job training, nearly half (41%) of the participants reported that they had secured full-time or part-time work, while employers reported that 97% of project participants were qualified for full-time work (16).

Applicability in South Africa: Yes, this could be applied to urban and rural youth. It will require partnerships with different sectors and a recent examples in SA is Yes4Youth. Youth who are part of the social grant population and between the ages of 16 and 35 will be targeted for this programme. A success criterion will be to establish a range of partnerships so that youth can be absorbed into the job market immediately after receiving the relevant training. Female participants might face similar challenges as mentioned above and one of the solutions could be to provide them with discounted or free childcare services.



The UYEP programme is aimed at providing skills training and short-term placement into employment to youth between the ages of 16 and 35 years.

3.3 Woman's Income Generating Support Programme (WINGS) – Uganda

UGANDA

Programme description: The Association of Volunteers in International Service (AVSI) started the Women's Income Generating Support (WINGS) programme in Uganda to help women start small, sustainable retail and trading businesses (34). There are three components to the core WINGS program: 1) A few days of business skills training (BST) that covers topics necessary for the planning, starting, and managing of simple business activities. 2) An individual start-up grant of roughly \$150. 3) Regular follow-up by trained community workers (35).

Target group: Young woman between the ages of 20 and 35, with little or no formal education, low income and limited access to credit.

Successes: WINGS participants became traders of goods outside of the communities they lived in and became producers of other tradeable goods. This allowed participants to diversify what they offered to the market as well as increase their income (36).

Challenges: The high cost of facilitating multiple home visits and monitoring of the WINGS participants was a challenge experienced during the delivery of the programme.

Outcome of the programme: Non-farm businesses increased from 39% to 80%, employment



WINGS participants became traders of goods outside of the communities they lived in and became producers of other tradable goods.



rose from 15 to 24 hours per week and earnings increased by 100%.

There was little evidence of changes in physical or mental health. The programme increased self-reported social support and community participation (34).

Applicability in South Africa: Yes, this could work well in urban and rural areas. Women will be offered basic business training and a grant to kick-start their business. Women who are already part of the grant population will be the target market of the programme and the success criteria will be for these women to increase their earnings and working hours. Similar programmes are offered by SEDA and the Department of Small Business Development.

3.4 Youth Opportunities Programme (YOP) - Uganda

UGANDA

Programme description: The YOP aimed to help poor and unemployed young adults to become self-employed (34). Young adults were invited to form groups and prepare grant proposals for vocational training and business start-up. Components of the programme included an unsupervised grant of \$382 per person (more than 20 times the average monthly income of the youth at the time of the baseline survey) which was used for skills training and the purchase of tools and materials.

Target group: Young adults, aged 16 to 35.

Successes: 65% of participants were more likely to practice a skilled trade, such as carpentry, metalworking, tailoring, or hairstyling.

Challenges: Nine years after the transfer of the grant, participants who received the grant and those who did not had roughly the same work hours. The increased work hours were driven by non-agricultural work and petty business, rather than work in skilled trades. Earnings of the different group also followed a similar pattern. Authors interpret the results as evidence of a savings constraint, implying that the participants did not have high returns to capital (37).

Outcome of the programme: Increased assets by 57%, increased work hours by 17 hours and, increased earnings by 38%. Groups who received the grant became more business like because they were 40% to 50% more likely to keep records, register their businesses, and pay taxes. Greater impact was found when targeting young adults with ability and initiative. The programme also increases business formalization and employment of others (37).

Applicability in South Africa: Yes, could work in urban and rural areas. The target group for this programme could be youth from the social grant population between the ages of 16 and 25. The key success criterion will be an increase in the number of participants able to earn an income through formal employment or entrepreneurial activity after completing the programme. Over and above learning the skilled trade, in order to future proof their careers participants would also need exposure to digital technologies. Similar programmes are offered by the Expanded Public Works Programme.

3.5 Youth Employment and Skills Programme (K-YES) - Kenya

KENYA

Programme description: K-YES provides the youth of Kenya with the skills and support they need to be competitive and successful in gaining employment. The programme offers participants connection to labour market information, financial institutions and 21st century employability skills. Partnerships between K-YES, the public and private sector give youth access to vocational training and better jobs (38).

Target group: Youth aged between 18-35 who do not have a high school diploma.



The target group for this programme could be youth from the social grant population between the ages of 16 and 25.



The programme managed to support more than 45,540 youth to gain new or better employment



Successes: K-YES managed to establish 122 new public-private partnerships in key sectors making a variety of opportunities available for the participants.

Challenges: One of the challenges the programme faced was how to frame the programme when they approached the youth. If it was not packaged and framed the right way it would have come across as encouraging youth to drop out of school because of the potential to have access to training and to get a job. They had to structure their messaging in such a way that youth understand that they service youth who involuntarily drop out of school (39).

Outcome of the programme: The programme managed to support more than 45,540 youth to gain new or better employment, offered more than 291,790 youth access to youth-friendly financial services, market-relevant job and business skills, up-to-date labour market information, and youth mentorship networks.

Applicability in South Africa: Yes, could work in urban and rural areas. A suggested programme would be like Yes4Youth and Harambee and will focus on youth between the ages of 18 and 34. A success criterion will be to find a public-private partnership vehicle aimed at facilitating access to work experience for participants. The programme needs to ensure that youth who participate do not drop out of school because of the opportunity to have access to training and employment.

3.6 Other Recommendations



Five key social and emotional competencies

Self-awareness, self-management, social awareness, relationship skills and responsible decision-making have been identified as five key social and emotional competencies that are essential (30). These competencies are integral for children's as well as for adult's growth and development. Learning material that teaches social and emotional competencies have been very effective in European countries especially for the most vulnerable individuals. Investing in these skills provides government the opportunity to break the cycle of inequality because it will create a level start for all children

Learning material that teaches social and emotional competencies could be made available for participants of the programme and their children.

There is an opportunity to use SASSA grant recipient's data in more innovative ways. Data Analytics is an important and rapidly developing business functionality that is used by increasing numbers of organisations around the world. Reflecting this trend, government agencies and departments are now taking the opportunity to leverage contextual real-time information into their decision-making processes.



Data

Making well-informed decisions can save lives, enable government agencies to make more efficient and impactful investment decisions, and work towards improving the lives of citizens.

The application of SASSA recipient's data has almost limitless potential for providing more efficient, effective, and trustworthy public services. The goal should be to view data as a strategic asset and apply it in the pursuit of public value.

Encourage participants to enrol their children in early childhood education. These school readiness programmes will close the learning gap between them and their peers from higher socioeconomic backgrounds.



Early Childhood Education

The United Nations Children's Fund and Save the Children piloted the Accelerated School Readiness model in Ethiopia for children who did not attend pre-primary school and those who were in emergency situations (30). This model provides children with a basic curriculum in preliteracy and prenumeracy. The model was provided by primary school teachers and took place as a two-month summer programme before learners enrolled for grade 1.

Children from lower socioeconomic backgrounds who attended this programme achieved higher education gains and significantly closed the learning gap between them and their peers from higher socioeconomic backgrounds.

3.7 The Missing Middles

Latin America used to be one of the most prosperous emerging regions, but other regions that were considered poor for a long time are now starting to overtake it.

Two 'Missing Middles' holding back Latin America have been identified and examined as follows (40):

1. A robust cohort of midsize companies.
2. A solid middle class with growing spending power.

1

Midsize companies that grow, compete and create better-paying jobs are needed to fill the gap between a small number of large companies and many small, informal companies with low-productivity.

The small number of large companies are competing at a global level and have raised the bar on productivity levels while mid-sized companies are failing to compete at this level because of barriers to finance, and a challenging regulatory environment. This also makes it relatively easier for large companies to operate as it reduces competitive pressure on them.

Applicability in South Africa: Enabling the growth of businesses owned by social grant recipients from small scale trading to larger business entities will allow the owners of these businesses to move to the middle class. Government can enable this by prioritising these businesses by putting preferential policies to access funding and government procurement opportunities in place, e.g. social grant status can be added as an additional evaluation criterion similar to BBBEE status and black/women/youth ownership. Government policies will need to be put in place to mandate compliance with these requirements.

2

Because of the current business landscape, mid-sized companies are unable to create more productive and better-paying jobs, which leads to the second missing middle: the lack of a solid middle class with growing spending power.

Increased profits and higher wages for workers have the ability to move more people to the middle class, where their spending and savings could help fuel the domestic demand for goods.

Applicability in South Africa: Access to education and training in highly sought-after skills, such as STEM related careers, medicine and financial services will enable social grant recipients and beneficiaries to move to the



middle class. Government can enable this by putting policies in place that prioritise social grant recipients when applying for funding and/or admission into related tertiary programmes e.g. social grant status can be added as an additional consideration similar to affirmative action. Government policies will need to be put in place to mandate compliance with these requirements.

3.8 Key Learnings



Service provided in a multi-faceted initiative should be complementary.



Productive asset transfers, as used in the TUP Programme, can be an effective tool to develop micro businesses and enable self-employment.



Recipients should be provided with a menu of productive assets to choose from, relative to the business activity they choose to engage in.



Complementary training on how to effectively utilise the productive asset within the business should be provided as part of the productive asset transfer and should be provided before the transfer of the asset.



Regular contact with the recipient in order to provide supervision, training and accountability.



The quality of trainers is a key determinant of quality, impactful training outcomes.



Employment projects should consider a full-service approach that includes vocational training, job matching, and fully subsidised work placement where required.



Ongoing outcomes monitoring and assessment should be done through well-defined indicators that track and measure progress towards desired outcomes.



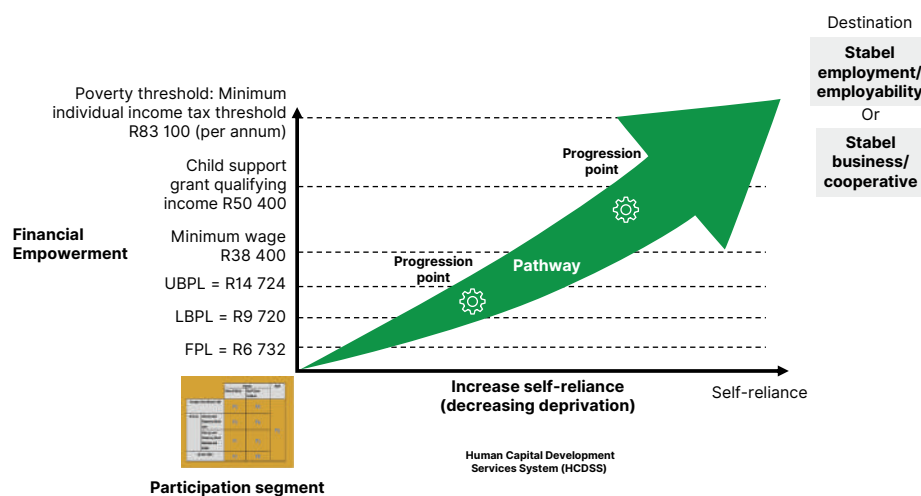
4. The Pathways out of Poverty Framework



The NDP declares that ‘attacking poverty and deprivation must be the first priority of a democratic government’ (14). South Africa needs to increase its rate of poverty alleviation. As shown in section 5 bold, widespread effort of significant magnitude is required to move the social grant recipient population out of poverty. Figure 22: Pathways out of poverty framework shows the proposed Pathways out of poverty framework to be applied to progressively move the social grant recipient population out of poverty. The Pathways out of poverty framework (Pathways Framework) provides the structure in which a human capital development system of services can be applied to address poverty and deprivation within the social grant population. The Pathways Framework initiative is not a single programme but a system of coordinated cross-sectoral programmes and services. The Pathways Framework initiative will aim mostly to leverage existing programmes and services.

The proposed system of services is aimed at human capital development and is in line with current international social development approaches. The system emphasises a deliberate focus on human capital development initiatives that will work hand in hand with the social assistance grants. A director within the Department of Social Development noted that there were no skills or employment programmes directly linked to social grant recipients in the DSD (41). The World Bank report on overcoming poverty and inequality in South Africa (20) states ‘Poverty reduction in the later part of the 2000s is strongly associated with expansion of social grants, but further expansion of social grants in the future is fiscally unsustainable. Further expansion of social grants in a time of low economic growth and slowdown in tax revenues poses a challenge to fiscal sustainability. The overall goal of economic policy could be to keep the current social protection system, while, at the same time seeking to drive growth by addressing labour market issues, skills gaps, and job creation.’

Figure 22: Pathways out of poverty framework



Source: Team analysis, Intellergy, 2020



4.1 Roadmap of Applying the Pathway Framework

4.1.1 Pathway origin

The pathway origin or starting point is the state of the target participant when they start their pathway journey. The target participant group is defined by the participation segment, as outlined by the segmentation (Section 7.3.1) of the social grant recipient population. The state of the participant group will be mapped by a designated service provider.

4.1.2 Financial empowerment

The financial empowerment vertical axis defines the levels of financial empowerment to be exceeded for the participant to move out of poverty. The financial poverty threshold, at which point the participant is financially no longer considered poor, is defined as the minimum personal income tax threshold of R83 100 (tax year 2020/2021). At this point, the government deems the individual as earning sufficient income to start contributing to the fiscus. This threshold has, therefore, been chosen as the monetary poverty threshold. At this point the individual broadens the SA tax base, making more money available for human capital development and thereby contributing to a virtuous cycle of poverty reduction.

4.1.3 Self-reliance

The horizontal axis defines increasing self-reliance. Self-reliance is defined as decreasing levels of deprivation. The basis for the deprivation is the multi-dimensional view of poverty in Figure 2: Factors of deprivation as dimensions of poverty in SA. As the pathway participant overcomes deprivations, they move closer towards 100% self-reliance and, therefore, no longer requiring social assistance.

4.1.4 The pathway

The pathway is the journey the targeted participant travels to overcome poverty, both from a financial as well as a self-reliance perspective.

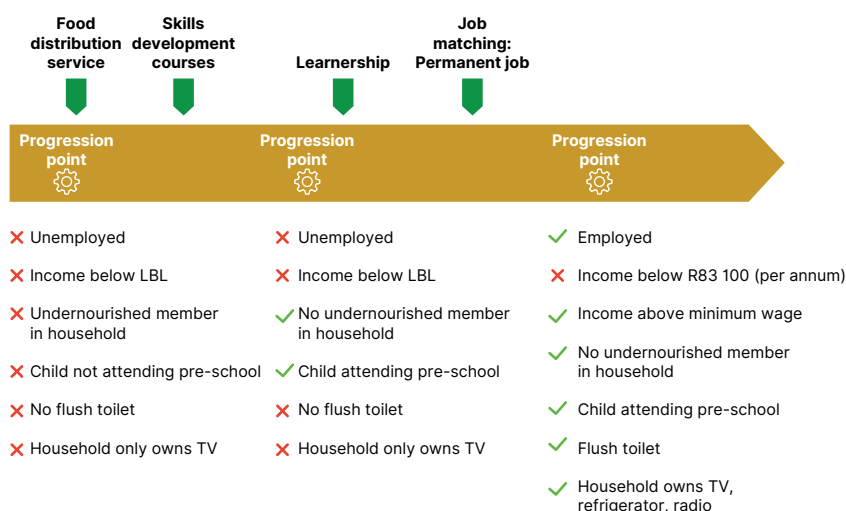
4.1.4.1 Pathway components

The pathway is defined by the person who makes the journey (the target participant) and their chosen destination. Pathway participants are moved along the pathway by receiving a system of complementary and timely services.

- The pathway participant who is the social grant recipient who is receiving one or more of the services associated with the Pathways Framework.
- The services being provided to the participant.
- The service providers. Service providers include relevant government programmes.



Figure 23: Employment destination pathway



Source: Team analysis, Intellergy, 2020

4.1.4.2 Pathway services

The services provided should align with the Human Capital Development Services System (HCDSS) outlined in section 7.2. Services should be complementary in how they progressively build the human capital of the participant and reduce deprivation. The services should also be timely in that they are intended to be mutually reinforcing i.e. a learnership intervention follows complementary skills development courses.

4.1.4.3 The pathway

The complementary and timely application of the services should move the participant forward on their pathway towards financial empowerment and self-reliance. This should result in progressive improvements in income and reduction in deprivations experienced by participants. Progression points should be measured at various points in time during the pathway journey to monitor progress. Both financial empowerment and self-reliance can be quantified and these progression points would, therefore, be quantified scores. The Pathway progression dashboard is shown as Figure 30: Pathway progression dashboard. The dashboard should be enabled at an individual level. This will then allow aggregation to project site level and ultimately Pathways Framework initiative level. This will mean that pathway progression can be monitored at both individual level, for the particular project site, as well as for the entire framework. This will, in turn, enable effective performance management of the Pathways Framework deployment.

7.1.4.4 Pathway phases

The relationship between the participant and the Pathways Framework initiative has two broad phases, namely:

- Phase 1: Intervention – service interventions are provided during this phase.
- Phase 2: Impact monitoring – post intervention progress is monitored.

The interventions of phase 1 should have a persistent or long-lasting impact in that they have enabled the participant to build their human capital and grow their income, even after the interventions have ended. The Graduation Programme in Bangladesh reported continued human capital growth after programme support ended (31). Participants may not reach full financial empowerment and self-reliance during the intervention phase but they should demonstrate good progression and that the impact of the intervention will be persistent. The average monthly income of a social grant recipient is R2 373. Given that the monetary poverty threshold is defined at R6 925 per month (R83 100 per annum), this would require a

190% growth in income. The expectation is not that the full growth is to be achieved during the intervention stage but that the participant would be sufficiently enabled to move towards crossing the threshold, even after interventions have ended.

The duration of the intervention phase would vary by target site, pathway, and the level of poverty and deprivation of the participant at the start of their journey. The principle should be that the duration of the intervention phase should be impactful enough to achieve good progression and persistence of impact. The TUP programme in Bangladesh (31) found that 95% of participants left the ultra-poor category over the 24-month duration of the programme. The Graduation programme offshoot had a duration of two years (42). The WINGS programme in Uganda showed significant positive impact after 16 months (43). The SEDA Construction Incubator provides support to participants for up to three years (44). SEDA's basic entrepreneurship skills development pilot provided business coaching over a 15-month period (45). A pathway intervention phase duration of between 18 months and three years is recommended.

During the impact monitoring phase, after interventions have ended, the Pathways Framework initiative should continue to monitor the progression of the participants until they reach financial empowerment and self-reliance. Where post intervention stagnation or deterioration is seen, the initiative should consider reactivating interventions.

4.1.4.5 Destination

The destination of the pathway is stable employment or a stable business (or cooperative) that is able to sustain the self-reliance and financial empowerment of the individual who has overcome poverty. Once the destination has been reached SASSA should consider stopping certain social grants where relevant.

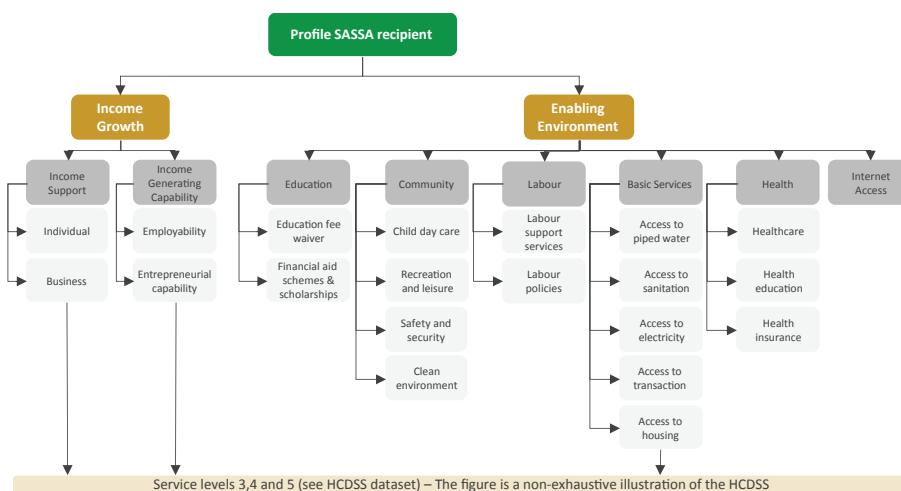
4.2 Utilising the Human Capital Development Services System

The utilisation of the Human Capital Development Services System (HCDSS) forms the foundation of the Pathways Framework. The Pathways Framework initiative is not a single programme but a system of coordinated cross-sectoral programmes and services. The Pathways Framework initiative will mostly aim to leverage existing programmes and services and the system of services will be applied to a defined pathway in a complementary manner.

The Pathways Framework aims to move the social grant recipient population out of poverty and the interventions that were selected for the HCDSS are applicable both to women and to youth.

The service elements of the HCDSS are unpacked and illustrated below.

Figure 24: Use of HCDSS in the Pathways Framework



Source: Team analysis, Intellergy, 2020



4.2.1 Profile SASSA recipient

The participant population will be identified from the Social Pension System (Socpen) based on the pathways that will be enabled for a specific site.

4.2.2 Domains

Two domains of service were identified, namely Income growth and Enabling environment

- Income growth: This represents those services that will have a more direct impact on income growth and human capital development.
- Enabling environment: The ability to nurture and grow human capital is impacted by other factors of deprivation, such as access to a flush toilet, access to piped water, good nutrition, etc. These factors represent the enabling environment that either promotes or inhibits human capital development.

4.2.3 Services

Within each domain there are a number of service streams with up to five levels.

Keys for the below service levels:

- Service level 1
 - » Service level 2
 - > Service level 3
 - Service level 4

4.2.3.1 Income growth service streams

- Income support: Income support represents those services that provide a financial or in-kind boost to the recipient, where the recipient is an individual or a business.
 - » Individual
 - > Cash transfers: These are services that transfer cash directly to the recipient. Cash transfers are divided into unconditional cash transfers (UCTs) and conditional cash transfers (CCTs).
 - UCT: UCTs are cash transfers that have no conditions that the recipient is required to comply with.
 - CCT: CCTs are cash transfers that require the recipient to comply with certain requirements or behaviour in order to continue to receive the transfer.
 - > In-kind transfers: In-kind transfers are non-cash transfers made to beneficiaries.
 - Food distribution service: Food related in-kind transfers made to beneficiaries.
 - > Loans: The provision of student loans and grants.
 - » Business
 - > Cash transfers: Productive asset cash grants are cash grants that are made to the recipient in order to procure a productive asset or assets for business purposes. There are typically conditions associated with the transfer.
 - > In-kind transfer: In-kind productive asset transfers are non-cash assets that are procured and provided to beneficiaries to support business needs.
 - > Funding
 - Business loans provided to small business.
 - > Business support
 - Physical infrastructure: includes the provision of office space.
 - Non-infrastructure business support: includes compliance support such as CIPC registrations, tax compliance, etc.

- Income generating capability: Human capital both drives and sustains income generating capability and it is income generating capability that drives and sustains income growth. Income generating capability therefore represents the services that build the human capital of the individual towards improved employability and entrepreneurial capability.
 - » Employability: Employability should increase the occupational choices (job opportunities) available to the recipient.
 - > Education and training: These are services that increase the knowledge and skill levels of the individual.
 - > Work placement activities: These are services that create employment opportunities.
 - » Entrepreneurial capability: Entrepreneurial capability drives business growth and the bulk of jobs are expected to be generated through small micro and medium enterprise (SMME) growth.
 - > Education and training: These are services that increase the knowledge and skill level of the individual in their area of business.

4.2.3.2 Enabling environment service streams

- Community: Includes services that will support and improve the community:
 - » Child day care: Child care facilities in the community.
 - » Recreation and leisure: Recreation and leisure facilities.
 - » Safety and security: Safety and security services for the community.
 - » Clean environment: Cleaning operations in the community.
- Labour: Access to the labour market:
 - » Labour support services to the community.
 - » Labour policies that will stimulate the job market.
- Basic services: Access to basic services:
 - » Access to piped water.
 - » Access to sanitation.
 - » Access to electricity.
 - > Electricity supply in individuals house.
 - > Utility and electricity supply and allowances.
 - » Access to Transportation.
 - » Access to Housing.
 - > Housing supply.
 - > Housing subsidies and allowances.
- Health: Healthcare services in the community:
 - » Access to healthcare for members of the community.
 - » Health education provided in the community.
 - » Access to health insurance.
- Education: Access to quality formal education:
 - » Education fee waiver.
- Internet access: Access to the internet for information and communication.



4.3 Participant profile

4.3.1 Segmentation

As noted in section 5.1, the demographic and psychographic data for the social grant recipient population were limited. Detailed segment framing was, therefore, not possible.

Figure 25: Social grant recipient population segmentation frame shows the proposed segmentation to be applied to the social grant recipient population.

The following segmentation variables were chosen:

- Age and Gender: The focus of the Pathways Framework initiative is women and youth and the Age and Gender variables were, therefore, utilised.
- Level of literacy and numeracy: The levels of literacy and numeracy of participants are important factors determining the effectiveness of education and skills development interventions. The Pathways Framework initiative will first target participants with higher levels of literacy and numeracy, because the expectation is that they will have higher levels of success and enable the Pathways Framework initiative to demonstrate success early on.
- Have children: The initiative wants to impact the children of female social grant recipients.

Sizing of the segments was not possible due to the lack of data on social grant recipients. The segment numbers P1 to P9 represent the prioritisation order in which the segments should be targeted. The primary social grant recipient segment that should be targeted, P1, is, therefore, female, have children, are aged between 18 and 35, and have a medium and better level of numeracy and literacy. Given the high number of social grant beneficiaries in KZN and Gauteng, it is proposed that P1 recipients in these provinces be targeted first.

Figure 25: Social grant recipient population segmentation frame

		Female		Male
		Have children	Don't have children	P9
Younger than 18 years old		P5	P6	
18 to 35	Literacy and numeracy levels: Low	P2	P4	
	Literacy and numeracy levels: Medium and better	P1	P3	
36 and older		P7	P8	

Source: Team analysis, Intellergy, 2020

4.3.2 Targeting

Granular demographic, psychographic, and technographic data will enable effective targeting. The HCDSS needs to be applied in the areas where the participants live. Yes4Youth, a non-profit that connects youth with employment opportunities, say that they aim to link youth with employment opportunities in the areas where they live (46). The Department of Small Business Development noted the importance of creating labour markets where people lived (47) and National Treasury highlighted the impact of high relative transportation costs on candidates' abilities to stay employed (48).

It is proposed that project sites be defined at the town (including surrounding townships) level within a local municipal area. Two or more towns should be combined if the target population within the town is too small. The participant population will then be identified from the Social Pension System Database (Socpen) based on the pathways to be enabled for the site. The HCDSS team that is able to service the project site is then identified and constituted.

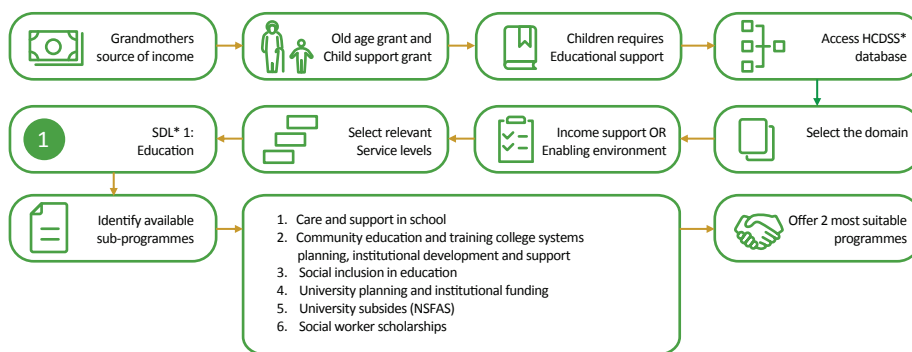
A key targeting principle will be to target locations that will provide a higher probability of success and thus result in the Pathways Framework initiative demonstrating early success and building momentum. To that end, the following should be applied:

- First target locations with an enabling environment in place (or at least a reasonably high level). Enabling environments stimulate and support human capital development.
- Then target participants with medium and better levels of numeracy and literacy.
- Lastly, target participants in the demographic, psychographic, and technographic profiles that will yield the greatest impact.

4.4 Scenarios

The following scenarios of social grant recipients will assist in illustrating how the proposed framework will be utilised to determine a particular pathway out of poverty for an individual or homogeneous group of social grant recipients.

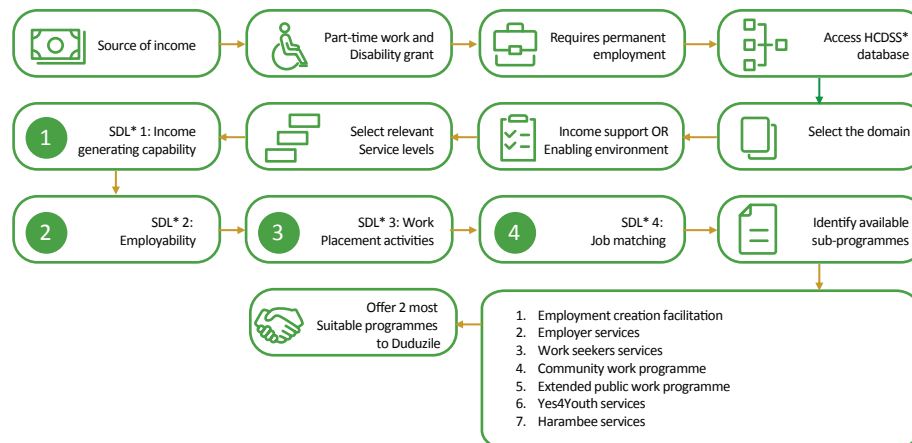
Scenario 1



*HCDSS - Human Capital Development Services System
*SDL - Service Dimension Levels

Tracey (aged 15) and Brayan (aged 17) live in a rural area with their 62-year-old grandmother who is a pensioner. The family lives off the old age grant and the child support grant.

Scenario 2

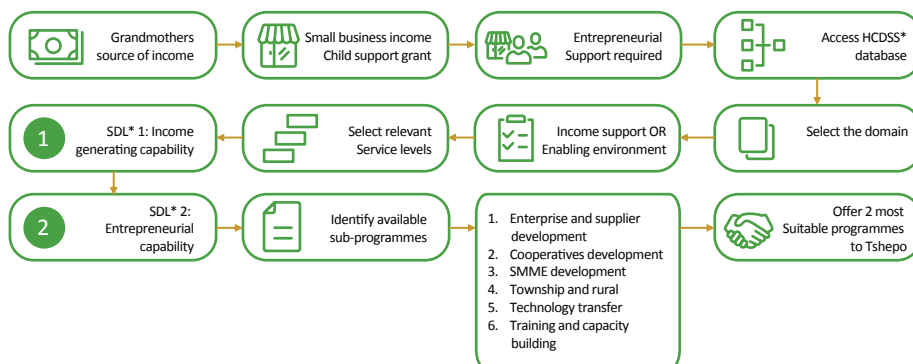


*HCDSS - Human Capital Development Services System
*SDL - Service Dimension Levels



Dudzile is a 25-year-old disability grant beneficiary who lives in a township in Gauteng. Dudzile is currently working as a part-time worker and struggles to find permanent employment.

Scenario 3



*HCDSS - Human Capital Development Services System
 *SDL - Service Dimension Levels
 *SMME - Small, Medium and Micro Enterprises

Tshepo is a 19-year-old male who lives in an informal settlement in the city with his three younger siblings. He is the breadwinner of the house and receives the child support grant for all three of his younger siblings. Tshepo has over the years taught himself to fix electrical appliances and has made a living by fixing irons, electrical kettles, radios etc for people in his community. He has no formal electrical or business-related training.

4.5 Key Capabilities

The below key capabilities represent the combination of key activities and resources required to enable and support the pathways framework:

Table 3: Key capabilities

Key Capability	Key Activity	Key Resource
A clear and consistently communicated and lived vision	<ul style="list-style-type: none"> DSD and SASSA buy into the vision. The purpose and value statements reflected in key communications e.g. on website. Stakeholders involved in the Pathways Framework initiative buy into purpose and value statement. 	<ul style="list-style-type: none"> Head of the Oversight Body who will be the key communicator of the vision.
A deep understanding of the social grant population	<ul style="list-style-type: none"> Regular (ideally annually and at least every two years) statistically significant research to understand the key demographics and psychographics of both beneficiaries and recipients. Insight integration into Pathways Framework initiative continuous improvement. 	<ul style="list-style-type: none"> Reliable, capable research partner. FinScope could be leveraged in this regard. Information analysis expertise within Oversight Body.

Key Capability	Key Activity	Key Resource
Effective targeting	<ul style="list-style-type: none"> • Application of a consistent targeting methodology. 	<ul style="list-style-type: none"> • A well-structured social grant population database with adequate data that enables effective targeting (may or may not be Socpen).
Effective and adequate project site environment and participant mapping	<ul style="list-style-type: none"> • Application of a mapping methodology that generates a view of the project site that enables informed decision making. • Accurate data transfer to social grant population database. • Consider leveraging the Community Development and Sustainable Livelihoods Department resources (who currently undertake profiling of social grant recipients (41)) to undertake the site mapping. 	<ul style="list-style-type: none"> • Capable mapping service providers. • A well-structured social grant population database with adequate data that enables effective targeting (may or may not be Socpen).
Conditionality compliance monitoring, evaluation and sanctions	<ul style="list-style-type: none"> • Monitoring and Evaluation <ul style="list-style-type: none"> » The development of a web application is proposed to record parent feedback on their compliance with the conditions of their participation. » Child enrolment should be confirmed through schools or the Department of Basic Education » Child school attendance should be confirmed with schools or the Department of Basic Education. • Sanctions <ul style="list-style-type: none"> » Where the parent is found to be non-compliant the parent should be sent a notice of non-compliance, encouragement to comply and why compliance is in the best interest of the child. » Hard sanctions such as the suspension or cancellation of services applied by Bolsa Familia in Brazil (49) are not proposed. Where non-compliance continues further notices and encouragements are recommended. 	<ul style="list-style-type: none"> • A web application to be used by parents to record compliance feedback.



Key Capability	Key Activity	Key Resource
Effective HCDSS management	<ul style="list-style-type: none"> • Growing the HCDSS on an ongoing basis while maintaining its integrity. • Ensuring that the interventions added to the HCDSS complement the social grants. Interventions and grants to be delivered together to have an impact. • Utilising the HCDSS in the implementation of the Pathways Framework. • Pathway mapping to the HCDSS. • Service provider mapping to the HCDSS. 	<ul style="list-style-type: none"> • HCDSS management unit (section 7.6.1). • HCDSS dataset (Appendix H: HCDSS Mapped dataset).
Assessment and approval of service providers	<ul style="list-style-type: none"> • Map all available government programmes to HCDSS and assess and determine their suitability for the Pathways Framework initiative. • Map known private service providers to the HCDSS and assess and determine their suitability for the Pathways Framework initiative. • Engage with suitable government and private service providers to become approved HCDSS providers. 	<ul style="list-style-type: none"> • HCDSS Management unit.
Progression management of the pathway participant	<ul style="list-style-type: none"> • Complementary and timely service provider interventions. • Obtaining regular progress feedback from the participant. • Ability to detect stagnation or deterioration and adjust interventions to stimulate progress. 	<ul style="list-style-type: none"> • Utilisation of mobile/ web applications by participants to record their progress. • Yes4Youth mobile application could be used as a feedback tool. • SEDA's web based impact Management Tool, developed for their BESD pilot to track and report on progress, could be used as a feedback tool (45).



Key Capability	Key Activity	Key Resource
Effective collaboration across government, including the three tiers of government	<ul style="list-style-type: none"> • Develop a stakeholder communications plan. • Utilisation of the HCDSS across government departments with a willingness to form part of the Pathways Framework initiative. • Willingness by officials to make themselves available for meetings aimed at establishing collaboration. • Utilisation of collaboration software to chat, file share, meet online. • Define the various flows that enhance good collaboration namely information, decisions, actions, funds. 	<ul style="list-style-type: none"> • A senior enough government sponsor with sufficient political clout to overcome intransigence. • Utilise collaboration tools such as Microsoft Teams, Google Hangouts, Monday.com, Bluejeans, etc.
Effective collaboration of project team	<ul style="list-style-type: none"> • Establish project management plan with risks, budget, scope, timelines, and accountabilities. • Team members live and demonstrate the values of the Pathways Framework initiative. • Team members are committed to making a difference and contributing to the participant's journey out of poverty. • Utilisation of collaboration software to chat, file share, meet online. • Identify handovers/handshakes between service providers. 	<ul style="list-style-type: none"> • Strong, well organised project manager. • Existing, available service providers and programmes. • Utilise collaboration tools such as Microsoft Teams, Google Hangouts, Monday.com, Bluejeans, etc.
A national footprint to activate the Pathways Framework at project sites across South Africa	<ul style="list-style-type: none"> • Establish project site footprint requirements. • Leverage the implementation partners of service providers such as Yes4Youth and Harambee. • Leverage the national footprint of agencies such as SEDA. • Leverage SASSA's footprint (see Appendix A: South African Social Security Agency) • Collaborate with local municipalities to make office space available if necessary. 	<ul style="list-style-type: none"> • Yes4Youth. • Harambee. • SEDA. • Local municipalities.
Well informed, effective, rapid decision making	<ul style="list-style-type: none"> • Application of RAPID decision model for important decisions with many moving parts. • Identify and limit bureaucracy that does not add value to the decision-making process. 	<ul style="list-style-type: none"> • RAPID decision model.

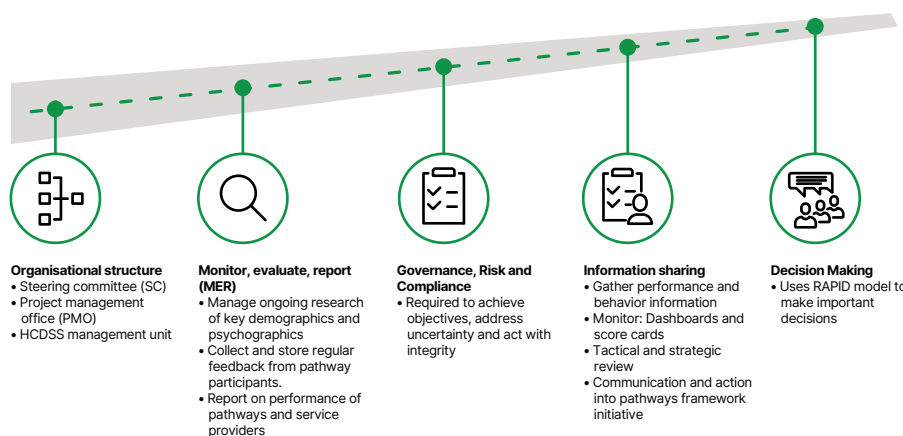


Key Capability	Key Activity	Key Resource
A replicable and scalable process	<ul style="list-style-type: none"> • There are eight metropolitan, 44 district and 204 local municipalities in South Africa (50). Each of these has a number of towns. Given the recommendation of targeting at a town level, it is expected that the number of project sites will be in the region of 1 000 or more. • Processes should be, as far as possible, standardised for roll out and application to numerous sites. • A centralised management structure with on-site implementation partners should be considered. This would enable project managers to manage multiple sites. It would enable services providers such as Yes4Youth to leverage their existing implementation partners to provide services across multiple sites. • Leverage virtual collaboration tools to effectively manage multiple sites and multiple service provider teams. 	<ul style="list-style-type: none"> • Project Management Office. • Service Providers. • On site implementation partners. • Virtual collaboration tools.

4.6 Coordinating System

The Pathways out of Poverty framework represents a coordinating system with many moving parts. It is, therefore, important to define the key components required to manage the framework.

Figure 26: Pathway for support structure



Source: Team analysis, Intellergy, 2020

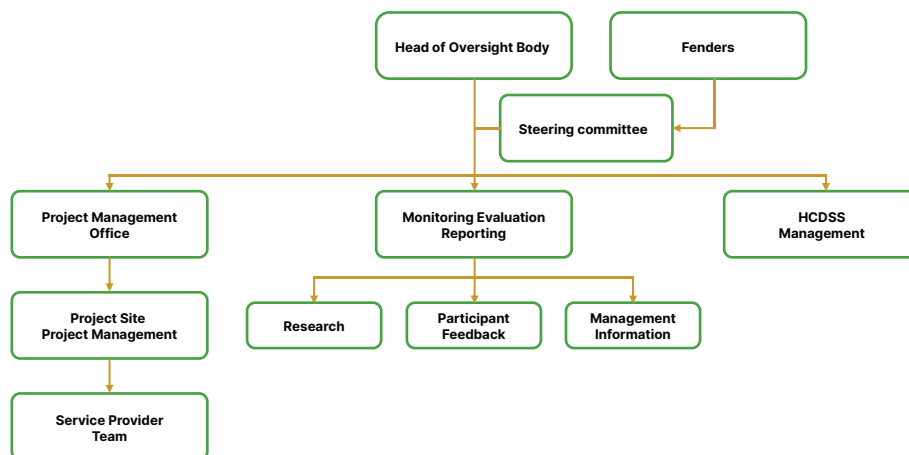
4.6.1 Organisational structure

A Director in the DSBD (47) and the CEO of the Financial Sector Transformation Council (FSTC) (51; 52) identified the need for an oversight body to manage the pathway framework initiative.



It is proposed that the Pathways Framework initiative have an Oversight Body (OB) located within SASSA. Existing functions and structures can be leveraged to establish the OB. The OB is a coordinating function responsible for establishing and managing the Pathways Framework initiative. It is recommended that the head of the OB should report to the key stakeholders within SASSA

Figure 27: Oversight Body organisational structure



Source: Team analysis, Intellergy, 2020

4.6.1.1 Steering committee (SC)

The steering committee should be constituted from the key government and private sector stakeholders to help guide the initiative, drive collaboration and manage conflict.

4.6.1.2 Project Management Office (PMO)

The Pathways Framework should be implemented on a geographic location basis with each site representing a project. The project office would be responsible for the overall management of the various project sites.

- The project management of each site would be overseen by a project manager. One project manager could manage multiple project sites.
- The project manager would be responsible for coordinating and managing the delivery of the services provider team.
- The services provider team is the group of service providers who are providing the HCDSS for the specific site and pathways. Service providers could be private businesses, NGO's or national, provincial and local government entities.

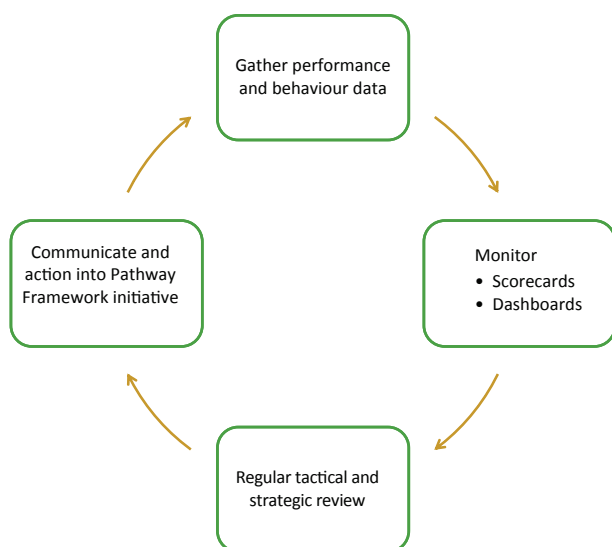
4.6.1.3 HCDSS management unit

The HCDSS management unit would be responsible for:

- Growing the HCDSS – amending, adding and removing services from the system of services.
- Recruiting and selecting service providers who provide one or more of the services in HCDSS into the Pathways Framework.
- Mapping the services of the service provider to the HCDSS.
- Keeping the HCDSS dataset, shown in Appendix H: HCDSS Mapped dataset up to date.
- Mapping the pathways for a designated project site to the HCDSS system.
- Assigning service providers to project sites.



Figure 29: Information flow



Source: Team analysis, Intellergy, 2020

7.6.4.1 Gather performance and behaviour data

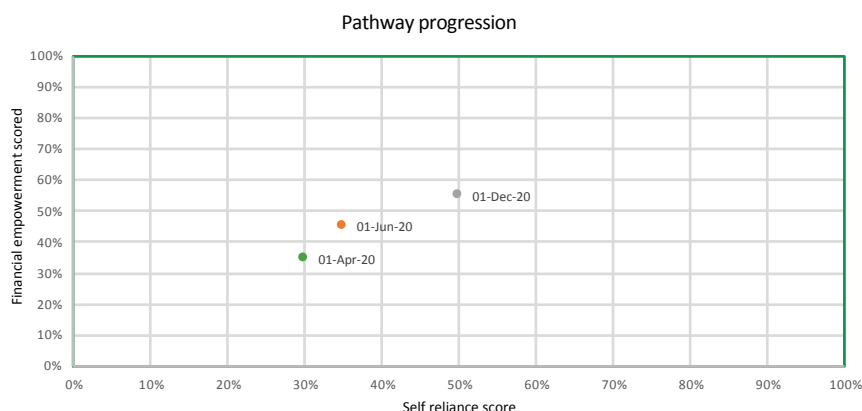
- i. Measure key demographics of the social grant recipients and beneficiaries including: Age, Race, Gender, Marital status; Have children.
- ii. Align with some of the UN's Sustainable Development Goals (SDG) and indicators (55) and apply these measures to the social grant population (see Appendix C: United Nations Sustainable Development Goals and Indicators)
- iii. Other performance and behaviour measures that can be gathered include (but are not limited to) the following:
 - 1. Human capital index as defined by World Bank Human Capital Project;
 - 2. Income;
 - 3. Expenditure;
 - 4. Employment;
 - 5. Entrepreneurship;
 - 6. ROI.
- iv. Measure the pathway participant progression as defined by the Pathways Framework.
- v. Measure the performance of the service providers.

7.6.4.2 Monitor: Dashboards and Scorecards

- Develop dashboards based on the performance and behaviour trends and dynamics.
- Figure 30: Pathway progression dashboard shows an example of a quantified pathway progression dashboard that tracks the progression of the participant on his/her pathway. The pathway progression can be aggregated to project site level and ultimately to Pathways Framework initiative level.
- Develop a scorecard that tracks the drivers of success and progress of the Pathways Framework implementation.



Figure 30: Pathway progression dashboard



Source: Team analysis, Intellergy, 2020

7.6.4.3 Regular tactical and strategic review

The steering committee should meet regularly to review the performance of the Pathways Framework initiative and adjust tactics and strategies where required.

7.6.4.4 Communicate and action into Pathways out of Poverty framework initiative

The steering committee should meet regularly to review the performance of the Pathways Framework initiative and to adjust tactics and strategies where required.

7.6.5 Decision making

Clear, unambiguous decision making will be an important driver of success for the Pathways Framework implementation. To drive effective decision making in the Pathways Framework implementation, the utilisation of the RAPID decision model for important decisions with many moving parts is recommended. The model assigns clear roles and responsibilities in decision making.

- R - Recommend: People in this role are responsible for making a proposal, gathering input, and providing the right data and analysis to make a sensible decision.
- A - Agree: Individuals in this role have veto power—yes or no—over the recommendation. They need to agree with the recommenders. If they cannot agree then the issue is escalated to the final decision maker – the person/s with the D.
- P - Perform: Once a decision is made, a person or group of people will be responsible for executing it. In some instances, the people responsible for implementing a decision are the same people who recommended it.
- I - Input: These people are consulted on the decision. Because the people who provide input are typically involved in implementation, recommenders have a strong interest in taking their advice seriously. No input is binding, but this should not undermine its importance.
- D - Decide: The person with the D is the formal decision maker. He or she is ultimately accountable for the decision, for better or worse, and has the authority to resolve any impasse in the decision-making process and to commit the business to action.



4.7 External Environment

The Pathways out of Poverty framework initiative needs to be cognisant of the external environment factors impacting the initiative including:

- Political factors.
- Economic factors.
- Social factors.
- Technological factors.
- Legal factors.
- Environmental factors.

The MER unit should identify these factors and assess their impact on the Pathways Framework on an ongoing basis.

4.8 Commercial Implications

4.8.1 Cost management

The Pathway Framework initiative must have an effective cost management process in place, including:

- Cost estimation and budgeting: The ability to estimate cost (within a reasonable level of certainty) at project activity level, aggregate to project level and ultimately aggregate to Pathways Framework initiative level.
- Cost control: The ability to keep costs within the agreed budget.

7.8.2 Cashflow management

The Pathways Framework Initiative should have a cashflow management plan in place to ensure that the initiative overall and its various projects have sufficient liquidity to execute the objectives and plans of the initiative.



5. Pathways out of Poverty Pilot Design



5.1 Pilot Objectives

The purpose of the pilot is to activate, test and validate the Pathways Framework initiative.

The objectives of the pilot are:



Obtain buy-in and support from the key decision makers of the Pathways Framework.



Demonstrate the utilisation of the HCDSS as a coordinating structure and tool.



Demonstrate the effective application of the HCDSS as a complementary set of services.



Effectively target the project sites.



Demonstrate the constitution of a team for the target sites.



Demonstrate replicability and scalability of the approach.



Monitor and track the progression of the pathway participants.



Monitor and track the service providers.

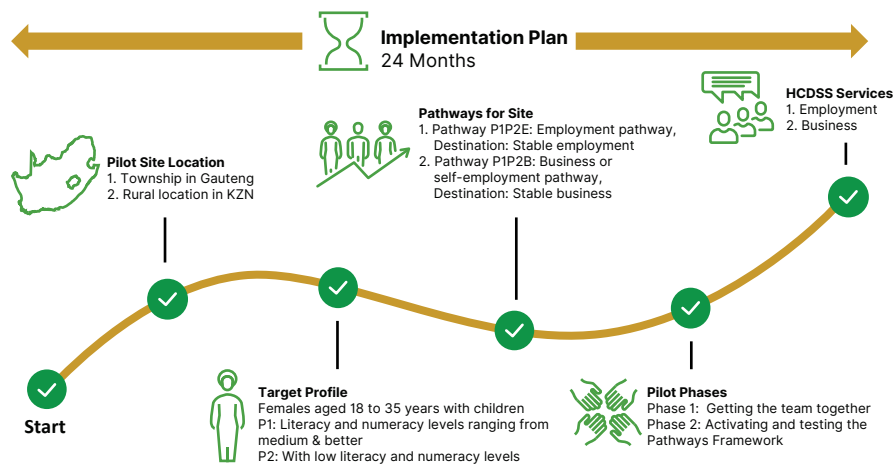


Course-correct any non-conforming deployment elements for future implementations.

5.2 Pilot Overview

Figure 31: Proposed pilot overview below illustrates the proposed pilot overview.

Figure 31: Proposed pilot overview



Source: Team analysis, Intellergy, 2020

5.2.1 Pilot site location

The data in section 5.1 shows that Gauteng and KZN are the provinces with the most social grant recipients, with an almost equal spread between urban and rural areas. As per section 7.3.1 on segmentation, it is recommended that two sites be selected for the pilot, a townships within a local municipal area in Gauteng as well as a rural location in KZN.

5.2.2 Target profile

Target participant: As per the segmentation frame in section 7.3.1 segments P1 and P2 are to be serviced. That is females, between the ages of 18 and 35, with children. P1 with literacy and numeracy levels ranging from medium and better and P2 with low literacy and numeracy levels.

5.2.3 Pathways for site

In this instance, the following two pathways are chosen to be activated for the site:

- Pathway P1P2E: Employment pathway
 - » Destination: The participants are seeking stable employment.
- Pathway P1P2B: Business or self-employment pathway
 - » Destination: The participants are seeking to establish a stable business.

The mapping process should determine the labour force that can be absorbed by the area if the skills demand is satisfied. Those participants who cannot be accommodated within the employment pathway due to oversubscription should be moved to the business or self-employed pathway. The additional criteria to be assessed are presented in Table 4: Additional criteria for target profile.

5.2.4 Pilot phases

It is proposed that the pilot have two phases.

- i. Phase 1: Getting the team together
- ii. Phase 2: Activating and testing the Pathways Framework

Table 4: Additional criteria for target profile

Employment Pathway	Business Pathway
<ul style="list-style-type: none"> • Employment: They are unemployed • Skills deficiency: <ul style="list-style-type: none"> » Their cognitive, socio emotional, and technical skills are not sufficient for them to be employable. » They do not have the job skills demanded by businesses in the area • The academic performance of their children is not satisfactory. • They are struggling to feed their families. • They cannot afford to travel far outside their place of residence for work. 	<ul style="list-style-type: none"> • Employment: They are unemployed • Skills deficiency: <ul style="list-style-type: none"> » Their cognitive, socio emotional, and technical skills are not sufficient for them to be effective in creating a sustainable business through entrepreneurship. • They lack the resources to start their own business. • The academic performance of their children is not satisfactory. • They are struggling to feed their families • They cannot afford to travel far outside their place of residence for work.

5.2.4.1 Phase 1: Acquire project budget and gather team

Phase 1 is about obtaining buy-in to the Pathways Framework approach, determining the pilot location site and constituting the team of service providers that will activate the pilot site. As shown in Appendix F: HCDSS deployment process, this phase relates to action steps 1 to 15 of the HCDSS deployment process.

5.2.4.2 Phase 2: Activating and testing the Pathways Framework

Phase 2 is about activating the pathways at the pilot site through the service providers and activating the service model. Phase 2 of the pilot represents the intervention phase of the pathway. Phase 2 will provide confirmation that the pathway approach can be applied effectively and should also confirm whether it is replicable and scaleable. Phase 2 relates to actions steps 16 to 24 of the HCDSS deployment process.

The pilot implementation plan is shown in Appendix I: implementation plan and the work breakdown in Table 5: Pilot Phase 1 work breakdown and Table 6: Pilot Phase 2 work breakdown.



5.2.4.3 Pilot: Phase 1 Work Breakdown Structure

Table 5: Pilot Phase 1 work breakdown

Work Breakdown Structure (WBS)	HCDSS Deployment Process Reference	Action	Resources	Notes/Description
1.1	Mobilisation			
1.1.1		Obtain project budget	Project lead	Obtain the project budget to fund the pilot and to start acquiring resources
1.2	On board key stakeholders			
1.2.1		Assign pilot lead		The pilot lead is the executive who will lead and direct the pilot effort. The pilot lead could become the head of the Oversight Body.
1.2.2		Obtain buy-in and support from key stakeholders.	Pilot lead	Socialise the Pathways Framework report and obtain buy-in and support from key stakeholders.
1.2.3		Constitute the steering committee	Pilot lead	<ul style="list-style-type: none"> • See section 7.6 • Identify and onboard the first members of the steering committee. The steering committee will be expanded during the pilot.
1.3	Establish technical and project management capability			
1.3.1		Assign technical resource/s	Pilot lead	<ul style="list-style-type: none"> • See section 7.6 • The resource/s will fulfil the functions that the HCDSS Management unit and MER unit would fulfil
1.3.2		Identify and assign project manager.		<ul style="list-style-type: none"> • See section 7.6 • The project manager will fulfil the PMO functions.



Work Breakdown Structure (WBS)	HCDSS Deployment Process Reference	Action	Resources	Notes/Description
1.3.3		Establish collaboration and project management system.	Project manager	<ul style="list-style-type: none"> Determine and acquire the collaboration tools that will be utilised. The utilisation of an online collaboration platform such as Microsoft Teams is proposed. The project management system includes the processes, tools, techniques and methodologies to be applied to manage the project. The collaboration and project management processes should be aimed at making the pilot replicable and scalable.
1.4	Targeting: determine target site			
1.4.1		Technical team develops targeting methodology.	Technical team	Based on guiding principles described in section 7.3.2.
1.4.2		Leverage Socpen.	Technical team	It is assumed that Socpen will have address and contact details of the recipients.
1.4.3		Identify the pilot site.	<ul style="list-style-type: none"> Technical team Project manager 	The technical team and project manager should work together to identify the site location
1.4.4		Establish the pilot site	Project manager	<ul style="list-style-type: none"> The pilot project should be run remotely from a central PMO. The team should decide on whether there will be an on-site project office or whether the pilot will be run completely remotely. The ideal is to be able to manage the site completely remotely. It is, therefore, recommended that completely remote project site management is trialled first to test its viability.



Work Breakdown Structure (WBS)	HCDSS Deployment Process Reference	Action	Resources	Notes/Description
1.5	Mapping: recruit mapping service provider			
1.5.1		Develop preliminary mapping methodology	Technical team	See section 7.3.2
1.5.2		Procure the mapping service provider	Technical team	The Community Development and Sustainable Livelihoods Department could be utilised as a mapping service provider. This was a suggestion from SASSA (41).
1.5.3		Technical team finalises mapping methodology with mapping service provider input	<ul style="list-style-type: none"> • Technical team • Mapping service provider 	
1.6	Map the pilot site			
1.6.1		Obtain available site data and determine data gaps	Mapping service provider	E.g. check what data regarding the enabling environment can be sourced from the local municipality. The mapping service provider should only map the data gaps.
1.6.2		Map the enabling environment	Mapping service provider	
1.6.3		Map the enabling environment	Mapping service provider	<ul style="list-style-type: none"> • See section 7.3.2. • The mapping should focus in particular on the participant education, skills and needs. • Determine gap between skills demand and skills supply in the area.
1.7	HCDSS mapping			
1.7.1		The technical team confirms the participant population	Technical team	



Work Breakdown Structure (WBS)	HCDSS Deployment Process Reference	Action	Resources	Notes/Description
1.7.2		The technical team segments the population as per the segmentation frame	Technical team	See section 7.3.1
1.7.3		The technical team determines the applicable pathways for the pilot site	Technical team	See section 7.1
1.7.4		The technical team determines the suite of services applicable to the site based on the HCDSS	Technical team	The suite of services is the subset of services chosen from the HCDSS system that is a fit for the project site. Appendix E: Human Capital Development Services System (HCDSS)
1.7.5		The technical team maps the pathways to the HCDSS	Technical team	
1.8	Onboard service provider team			
1.8.1		The technical team procure service providers	Technical team	Service providers can be existing programmes within government or the private sector
1.8.2		The technical team maps the service providers to the HCDSS	Technical team	The technical (HCDSS) team needs to ensure that the service providers provide the required coverage of services
1.8.3		The project manager constitutes the project team	Project manager	The project manager brings the project team together and has first project team meeting

5.2.4.4 Pilot: Phase 2 Work Breakdown Structure

The activation phase of the pilot can only be detailed once the following have been established from Phase 1 above:

- Suite of services for the project site has been determined.
- Pathways to be enabled for the site has been determined.
- The potential service providers have been identified.

A high-level view of the WBS for phase 2 of the pilot is, therefore, provided.

Table 6: Pilot Phase 2 work breakdown

Work Breakdown Structure (WBS)	HCDSS Deployment Process Reference	Action	Resource	Notes/Description
2.1	16	Activate pathways.		Collate all information and resources gathered from Phase 1 of the project and close any identified gaps
2.2		Project services team agree collaboration plan.	Technical team Project manager Service providers	<ul style="list-style-type: none"> The collaboration plan takes into account that the services need to be applied in a complementary and timely manner and that there will be handover points where the participant moves from one service provider to another during their pathway journey (see section 7.1).
2.3	17	Brief participants regarding their pathways.	Mapping service provider	<ul style="list-style-type: none"> Pursuant to the recruitment of participants in Phase 1, they will then be briefed regarding the Pathways Framework journey. It is suggested that the briefing be done by the mapping service provider, given that the service provider would have had contact with the participant. However, another service provider can be identified to perform this service. The participant is briefed on what the pathway entails, what they can expect and what is expected of them. The participant is educated on how to adhere to pathway requirements.
2.4		Service providers initiate and provide services.	Service providers	
2.5	18	Ongoing project coordination	Project manager	



1.6		Service handovers	Service providers Project manager	These are the instances where the participant concludes utilisation of one service and begins using the following complementary service. The participant therefore moves from one service provider to another, e.g. participant completes skills development training related to the use of productive assets for their business and then receives a productive asset cash grant to procure the productive assets.
2.6	20	Participants provide feedback re their progression	Pathway participants	<ul style="list-style-type: none"> • Pathway participant will provide regular feedback re their progression. • In particular, changes in income and deprivation should be recorded. • Using a web application for participants to provide the progression feedback is proposed. Yes4Youth's web application could potentially be utilised for this purpose.
2.8	21	The technical team collects the participant feedback and generates progress dashboards	Technical team	<ul style="list-style-type: none"> • A pathway progression dashboard such as Figure 30: Pathway progression dashboard should be generated for each participant • The Pathway progression should be aggregated to a total pilot view
2.9		Pilot is brought to a close by the project manager	Project manager	
2.10		Pilot lessons learned.	Pilot lead Technical team	
		Post intervention monitoring		Where it has not been achieved within the intervention phase, the participant progression towards full economic empowerment and self-reliance should be monitored.



5.4 HCDSS Services and Measurement Criteria

Table 7: HCDSS services for pilot and measurement criteria

Employment pathway	Business pathway	Measurement Criteria
Service: Food distribution		
<ul style="list-style-type: none"> A food collection point to be established in the area. Food parcels, equivalent to the one-month minimum nutritional requirement for the participant and her immediate family, to be provided. 		<ul style="list-style-type: none"> Number of food parcels distributed Reduction in number of participants going without a meal
Service: Skills development training		
<ul style="list-style-type: none"> Education and training provided by Community Education and Training (CET) colleges and Technical, Vocational Education and Training (TVET) colleges in the area Training to focus on: <ul style="list-style-type: none"> Enhancing literacy levels Enhancing numeracy levels Building specific technical skills demanded by businesses in the area The education and training to be provided as a scholarship which will include <ul style="list-style-type: none"> the cost of the training transportation cost to the CET or TVET college 	<ul style="list-style-type: none"> Education and training provided by Community Education and Training (CET) colleges, Technical, Vocational Education and Training (TVET) colleges and incubators Training to focus on: <ul style="list-style-type: none"> Enhancing literacy levels Enhancing numeracy levels Building specific business skills to start, manage, and grow a micro-business. The training to be provided as a scholarship which will include <ul style="list-style-type: none"> the cost of the training. transportation cost to the CET, TVET college or incubator. 	<ul style="list-style-type: none"> Number of participants enrolled in CET and TVET colleges Number of participants enrolled in other formal and non-formal education and training in the previous 12 months Number of new micro-businesses started in the previous 12 months.
Service: Work placement		
<ul style="list-style-type: none"> Utilise Yes4Youth or Harambee to match the graduates from the CET and TVET skills training programmes with businesses in the area. Employment opportunities of at least six months should be created. Employment opportunities should be subsidised where required. 		<ul style="list-style-type: none"> Labour force participation rate. Employment rate. Reduction in unemployment rate. Total hours worked per week.



Employment pathway	Business pathway	Measurement Criteria
Service: Productive asset cash grant		
	<ul style="list-style-type: none"> • This is a cash grant to procure needed assets for the business. • An approved business plan will be required in order to receive the cash grant. SEDA could be leveraged to assist with the development of the business plan and to manage the adjudication process. • The size of the grant will be dependent on the types of businesses to be supported for the area. • Proof of purchase of the assets are to be provided. • SEDA could be leveraged to manage the fund administration process. • SEDA's Micro Enterprise Development Programme (IMEDP) pilot could be leveraged to provide the end to end service. 	<ul style="list-style-type: none"> • Improvement in asset ownership profile • Total value of assets • Return on Investment • Income per capita • Proportion of participants with access to a business loan or line of credit
Service: Non-infrastructure business support		
	<ul style="list-style-type: none"> • Services include: company registration, tax compliance, promotional support, networking, strategic/business planning. • The business support is to be aimed at assisting the start-up and operation of the business. • Leverage SEDA to provide these services. 	<ul style="list-style-type: none"> • Total number of businesses. • Formal vs Informal. • Business formalisation. • Employment of others. • Total early entrepreneurship rate. • Established ownership rate. • Monthly revenue.



Employment pathway	Business pathway	Measurement Criteria
Service: Influencing child education through soft conditioning		
<p>The use of soft conditions is proposed to influence improvements in the numeracy and literacy of the children of participants.</p> <ul style="list-style-type: none"> Mothers with children who are not yet of school going age is to be encouraged to stimulate literacy and numeracy activity through activities that include: <ul style="list-style-type: none"> » Reading books to their children; » Telling stories to their children; » Playing word games; » Showing their children how to write letters or words. » Writing numbers and saying counting rhymes. » Playing games involving shapes and building blocks. Mothers with school going children are to be encouraged to stimulate improved performance in numeracy and literacy of their children by: <ul style="list-style-type: none"> » Encouraging a confident attitude towards mathematics. » Encouraging a confident attitude towards reading ability. » Encouraging their children to like and not fear mathematics. » Ensuring that their children get enough sleep. » Ensuring that their children have at least an 80% school attendance rate. 		<ul style="list-style-type: none"> Literacy and numeracy levels of children of participants. Increased school attendance. Proportion of children under five years of age who are developmentally on track in learning and psychosocial well-being. Increased aspirations and self-confidence.

5.5 Pilot Key Success Factors

Table 8: Pilot Key Success Factors

#	Area	Critical success factors
1	Data availability	<ul style="list-style-type: none"> Availability of required data. Accuracy of available data.
2	Stakeholder participation	Timely and effective participation of all stakeholder members.
3	Programme participation	Getting other programmes in South Africa with similar objectives to collaborate in the pilot.
4	Pathways Framework Participants	<ul style="list-style-type: none"> Willingness of identified participants to take part in the pilot. Retaining participants to ensure they complete the pilot.
5	Pilot Resources	Ensuring that the pilot has enough resources including funding from its inception.
6	Pilot Sponsor	Ensure that the pilot has the right sponsor who has the requisite power to mobilise government and private sector stakeholders.
7	Participant feedback	Participants provide progression feedback as required.
8	Progression monitoring	<ul style="list-style-type: none"> Effective monitoring of participant progression. Dynamic monitoring of participant progression with the ability to make adjustments to the pilot where lack of impact is identified.



#	Area	Critical success factors
9	Acceptable participant progression	<ul style="list-style-type: none"> • The pilot team needs to determine overall progression targets of the pilot site for financial empowerment and self-reliance. • The targets should be based on what the identified starting positions for the site is i.e. the financial empowerment score and the self-reliance score. • Example: Financial score at start of pilot is 34% and the target is to improve that to 60% by the end of the pilot.

8.6 Pilot Cost Estimate

A cost estimate for the pilot has not been included. As noted in section 8.2.4.4 Phase 2 of the pilot can only be detailed at a later stage. Once sufficient detail re phase 2 of the pilot is known a comprehensive cost model can be developed.



6. Project Success Factors and Key Assumptions



6.1 Project Success Factors



Effective coordination and collaboration across government in the deployment of the Pathways Framework.



Developing a consensus on the need to focus on SASSA grant recipients as a key vehicle to address poverty and unemployment given the long-term contact.



A mindset change that recognises the need to balance income support efforts with income generating capability initiatives.



Effective utilisation of the HCDSS mapped dataset as a coordinating tool within government.



Effective utilisation of the HCDSS as a complementary set of services.



Sufficient demographic and psychographic data for the social grant recipient population to enable effective targeting.



Collaborative teamwork at the project site level.



Effective measurement, evaluation and reporting to drive ongoing decision making.



The ability to build and retain relationships with pathway participants.



6.2 Key Assumptions

- The Social Pension System Database (Socpen) has recipient contact and location data.
- The Oversight Body can be set up within SASSA.
- Where relevant, existing functions in SASSA can be leveraged for the Oversight Body.
- SASSA will receive cooperation throughout government when continuing the mapping of the HCDSS dataset.
- For the pilot scenario:
 - » The target site can be effectively mapped.
 - » The key needs in section 8.2.3 are identified for the target site during mapping.
 - » Substantial undernourishment is identified, which necessitates a food distribution programme for the site.
 - » CET, TVET, and incubators exist in the area that can provide the required skills development training.
 - » SEDA can be leveraged in the area to provide required services



7. Appendix A: South African Social Security Agency

The South African Social Security Agency (SASSA) was established in terms of the South African Social Security Agency Act, 2004.

7.1 A Brief History

SASSA was established in terms of the South African Social Security Agency Act, 2004. The act provides a legislative framework for providing social assistance and makes provision for the management, administration, and payment system of social grants. SASSA was given the responsibility for the administration, management, and payment of the social assistance grants on the 1 April 2006 (1).

7.2 The Organisation

7.2.1 Head office

SASSA's Head Office is located in Pretoria and accommodates SASSA's top management, comprising the Chief Executive Officer (CEO), Executive Managers, General Managers, as well as other Head Office components (56).

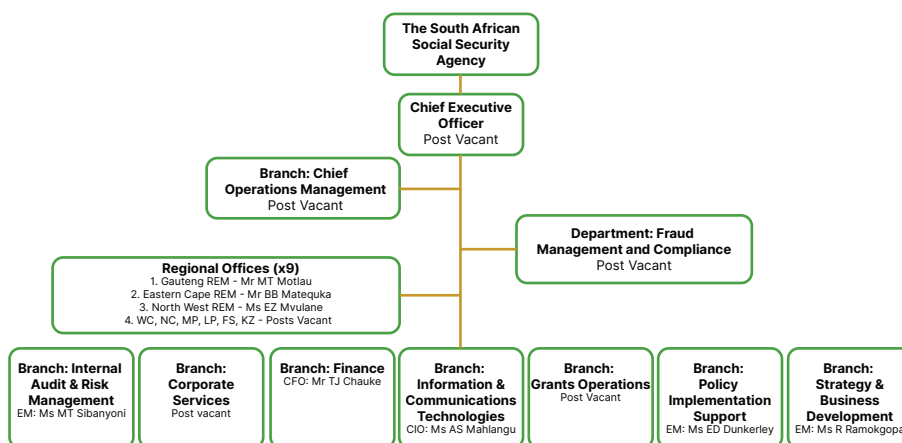
7.2.2 SASSA footprint

SASSA footprint as at December 2018:

- 9 provincial offices.
- 46 district offices.
- 389 local offices.
- 1 163 service points.
- 1 740 pay-points.

7.2.3 Organisational structure

Figure 32: SASSA organisational structure



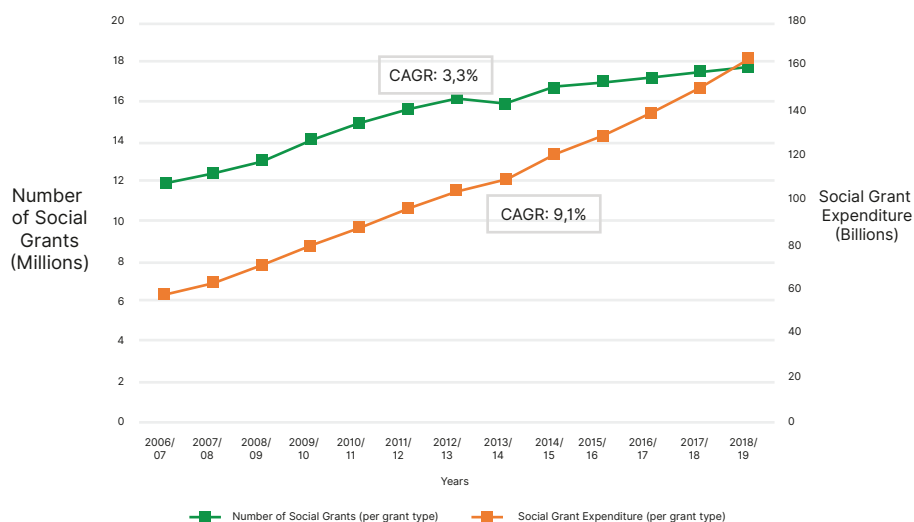
Source: SASSA Annual Performance Report 2018-2019.

7.2.4 Grant dynamics and trends

Figure 33: Number and value of grants distributed shows that both the volume of grants as well as the total value of grants increased substantially over a 12-year period. The number of social grants increased from 12 million in 2006/07 to almost 18 million in 2018/10 – a 3.3% annual growth rate. The value of grant payments almost tripled from R57 billion in 2006/07 to R163 billion in 2018/19 – a 9.1% annual growth rate that is well above the GDP growth rate.

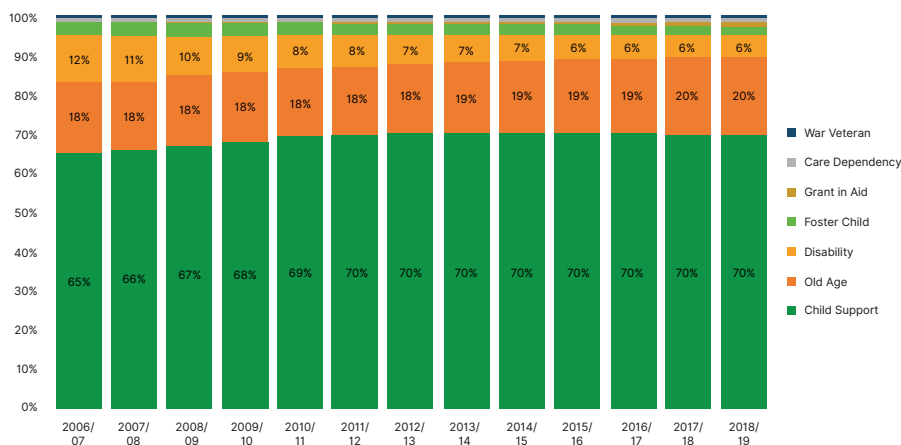
In 2015, spending on social assistance in South Africa was equivalent to 3.0 percent of GDP. This figure places the country within the top 15 percent of countries for which there is data. The SA population in 2018 was estimated at 57.7 million, which implies a grant coverage rate of 31% of the population. The big question is how sustainable SA's social grant programme is. The World Bank Report "Overcoming Poverty and Inequality in South Africa" notes that although poverty reduction in the later part of the 2000s was associated with the expansion of social grants, further expansion in the future is unsustainable due to low economic growth and the slowdown in tax revenues. It recommends that the focus should be on addressing skills gaps and job creation.

Figure 33: Number and value of grants distributed



Source: Team analysis, Intellergy, 2020

Figure 34: Composition of grant volumes

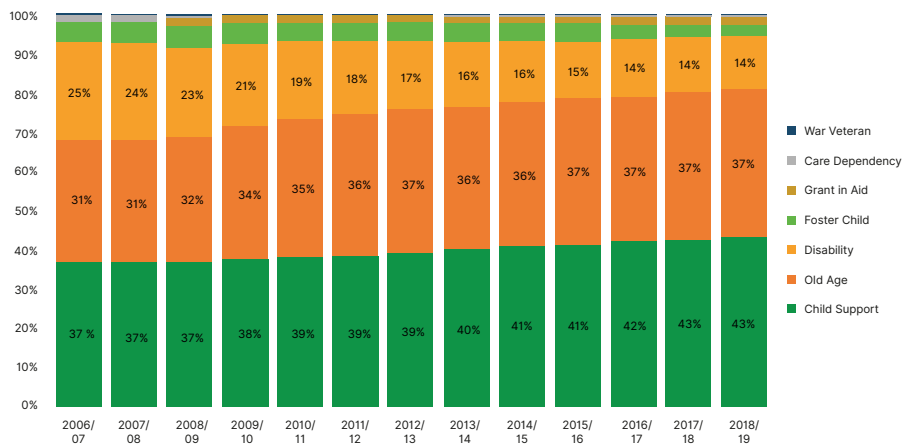


Source: Team analysis, Intellergy, 2020



Figure 35: Composition of grant values show that more than 90% of both the number of grants and the value of grants are contributed by the Child support, Old age and Disability grants.

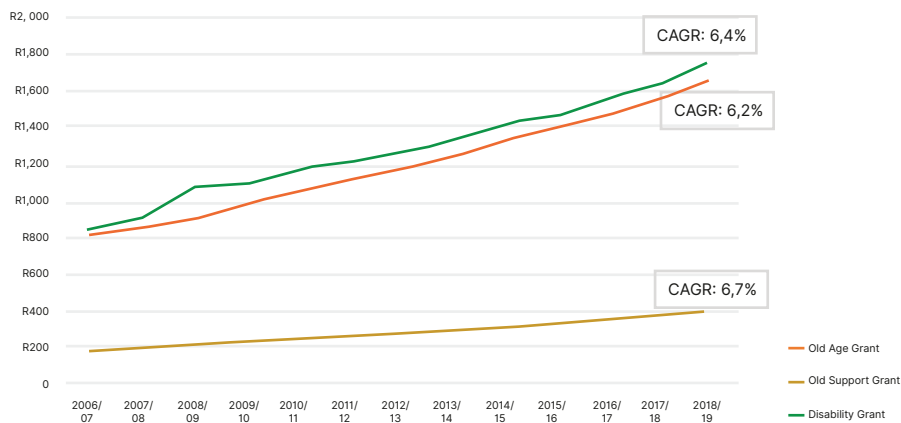
Figure 35: Composition of grant volumes



Source: Team analysis, Intellergy, 2020

Figure 36: Average monthly value of grants shows the average value growth of the three main grant types. Growth in the value of grants paid out has consistently exceeded inflation.

Figure 36: Average monthly value of grants



Source: Team analysis, Intellergy, 2020

8. Appendix B: United Nations Sustainable Development Goals 2030

- Goal 1:** End poverty in all its forms everywhere.
- Goal 2:** End hunger, achieve food security and improved nutrition and promote sustainable agriculture.
- Goal 3:** Ensure healthy lives and promote wellbeing for all at all ages
- Goal 4:** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- Goal 5:** Achieve gender equality and empower all women and girls.
- Goal 6:** Ensure availability and sustainable management of water and sanitation for all.
- Goal 7:** Ensure access to affordable, reliable, sustainable and modern energy for all.
- Goal 8:** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- Goal 9:** Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.
- Goal 10:** Reduce inequality within and among countries.
- Goal 11:** Make cities and human settlements inclusive, safe, resilient and sustainable.
- Goal 12:** Ensure sustainable consumption and production patterns.
- Goal 13:** Take urgent action to combat climate change and its impacts.
- Goal 14:** Conserve and sustainably use the oceans, seas and marine resources for sustainable development.
- Goal 15:** Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.
- Goal 16:** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.
- Goal 17:** Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.



9. Appendix C: United Nations Sustainable Development Goals and Indicators

Goal	Target	Indicator
1. End poverty in all its forms everywhere	1.1 By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	1.1.1 Proportion of the population below the international poverty line by gender and age
	1.2 By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	1.2.1 Proportion of population living below the national poverty line, by sex and age
	1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services	1.4.1 Proportion of population living in households with access to basic services (piped water, flush toilets, electricity)
2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture	2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round	2.1.1 Prevalence of undernourishment
3. Ensure healthy lives and promote well-being for all at all ages	3.8 Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	3.8.1 Coverage of essential health services (defined as the average coverage of essential services based on tracer interventions that include reproductive, maternal, new born and child health, infectious diseases, non-communicable diseases and service capacity and access, among the general and the most disadvantaged population)
		3.8.2 Number of people covered by health insurance or a public health system per 1,000 population



Goal	Target	Indicator
4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all	4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes	4.1.1 Proportion of children and young people: (a) in grades 2/3; (b) at the end of primary; and (c) at the end of lower secondary achieving at least a minimum proficiency level in (i) reading and (ii) mathematics, by gender
	4.2 By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education	4.2.1 Proportion of children under 5 years of age who are developmentally on track in health, learning and psychosocial well-being, by gender
		4.2.2 Participation rate in organised learning (one year before the official primary entry age), by gender
	4.3 By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	4.3.1 Participation rate of youth and adults in formal and non-formal education and training in the previous 12 months, by gender
	4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship	4.4.1 Proportion of youth and adults with information and communications technology (ICT) skills, by type of skill
5. Achieve gender equality and empower all women and girls	5.b Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	5.b.1 Proportion of individuals who own a mobile telephone, by gender



Goal	Target	Indicator
8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	8.5.1 Average hourly earnings of female and male employees, by occupation, age and persons with disabilities
		8.5.2 Unemployment rate, by gender, age and persons with disabilities
	8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training	8.6.1 Proportion of youth (aged 15-24 years) not in education, employment or training
	8.10 Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all	8.10.1 Number of commercial bank branches and automated teller machines (ATMs) per 100,000 adults
		8.10.2 Proportion of adults (15 years and older) with an account at a bank or other financial institution or with a mobile-money-service provider
9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	9.3 Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets	9.3.2 Proportion of small-scale industries with a loan or line of credit
	9.c Significantly increase access to information and communications technology and strive to provide universal and affordable access to the Internet in least developed countries by 2030	9.c.1 Proportion of population covered by a mobile network, by technology
11. Make cities and human settlements inclusive, safe, resilient and sustainable	11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums	11.1.1 Proportion of urban population living in slums, informal settlements or inadequate housing

Source: Global indicator framework for the sustainable Development Goals and targets of the 2030 agenda for sustainable development. United Nations. 2017.

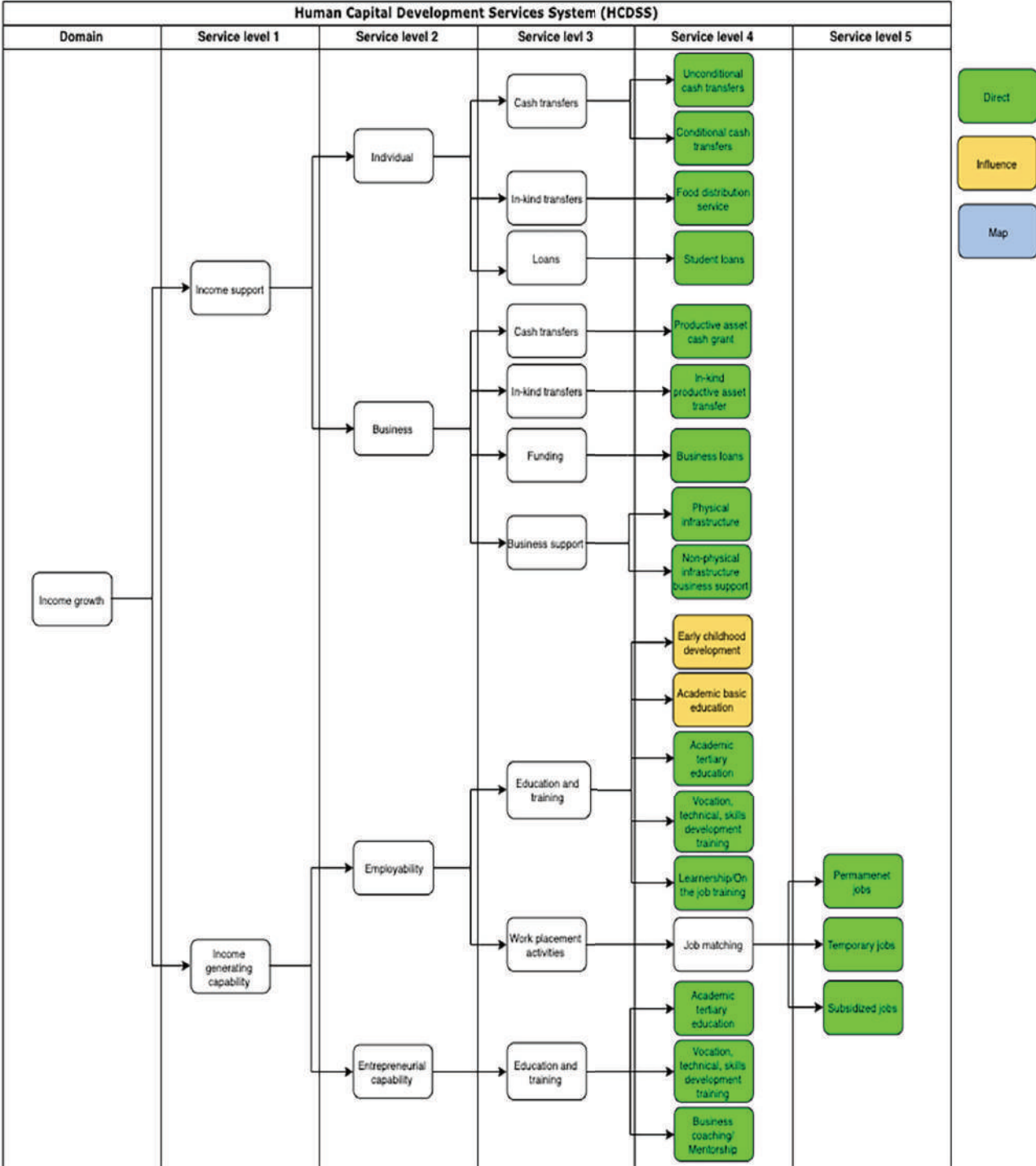
10. Appendix D: Skills Definitions

Definitions of skills types as per the World Bank Report: “Learning to realise education’s promise” (57).

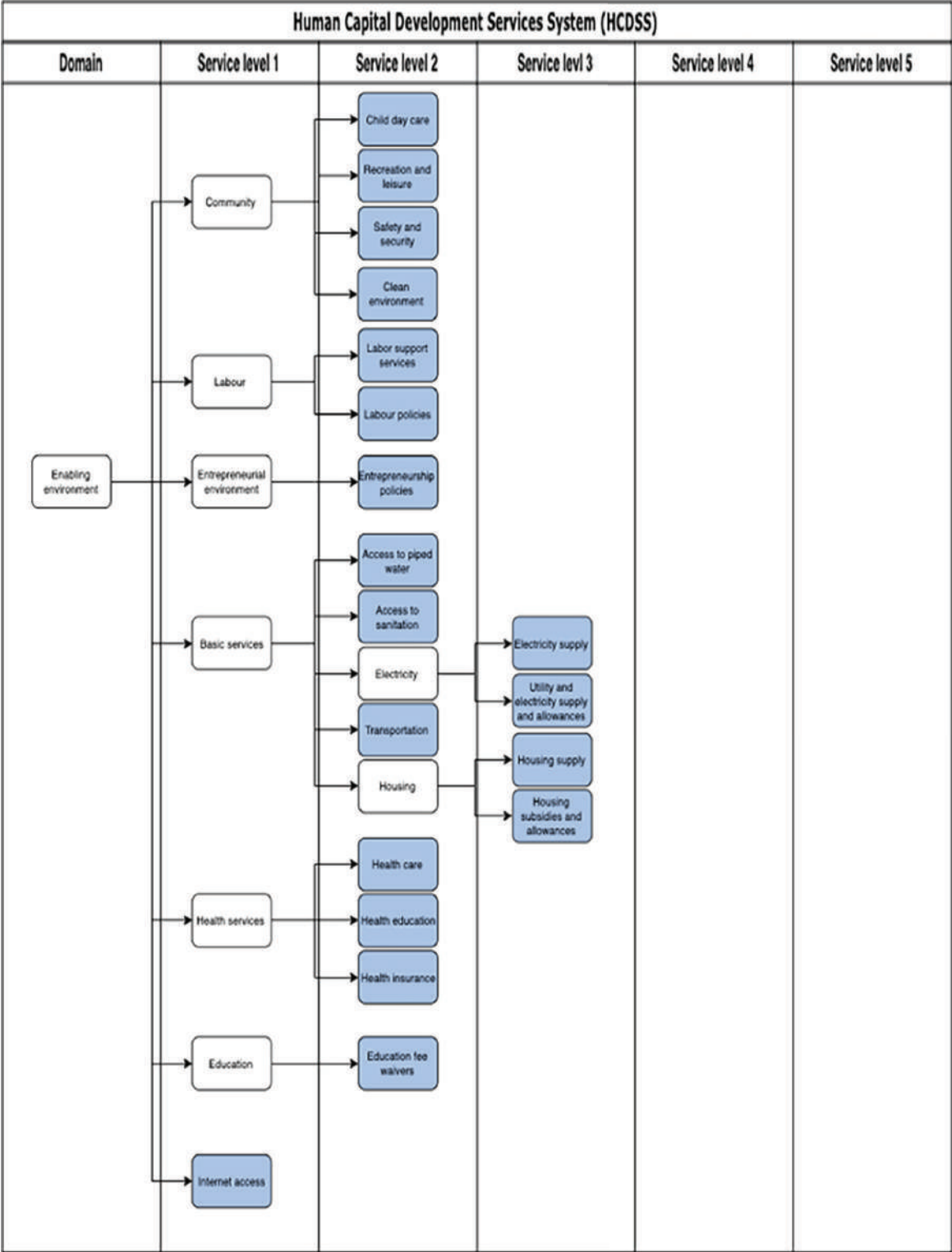
- Cognitive skills refers to the ability to understand complex ideas, to adapt effectively to the environment, to learn from experience, to engage in various forms of reasoning, to overcome obstacles by taking thought. Cognitive skills are needed for learning, personal and professional development, and the development of other types of skills. They can be broken down into foundational skills—which include basic literacy, numeracy, critical thinking, and problem solving—and higher-order skills such as more advanced versions of these cognitive skills and others like adaptive learning.
- Socioemotional skills are the behaviours, attitudes, and values that a person needs to navigate interpersonal and social situations effectively, as well as to deal effectively and ethically with daily tasks and challenges. Self-awareness, leadership, teamwork, self-control, and motivation are socioemotional skills. Sometimes referred to as noncognitive skills, socioemotional skills include so-called personality traits, which reflect enduring patterns in how individuals respond to various situations. Socioemotional skills are transversal skills, meaning they are relevant to a broad range of disciplines. They work together with cognitive skills, in that success in meeting many workplace and life challenges depends on both types of skills.
- Technical skills are the acquired knowledge, expertise, and interactions needed by a worker for competent performance of the duties associated with a specific job. Technical skills require mastery of the knowledge, materials, tools, and technologies needed to do a job.



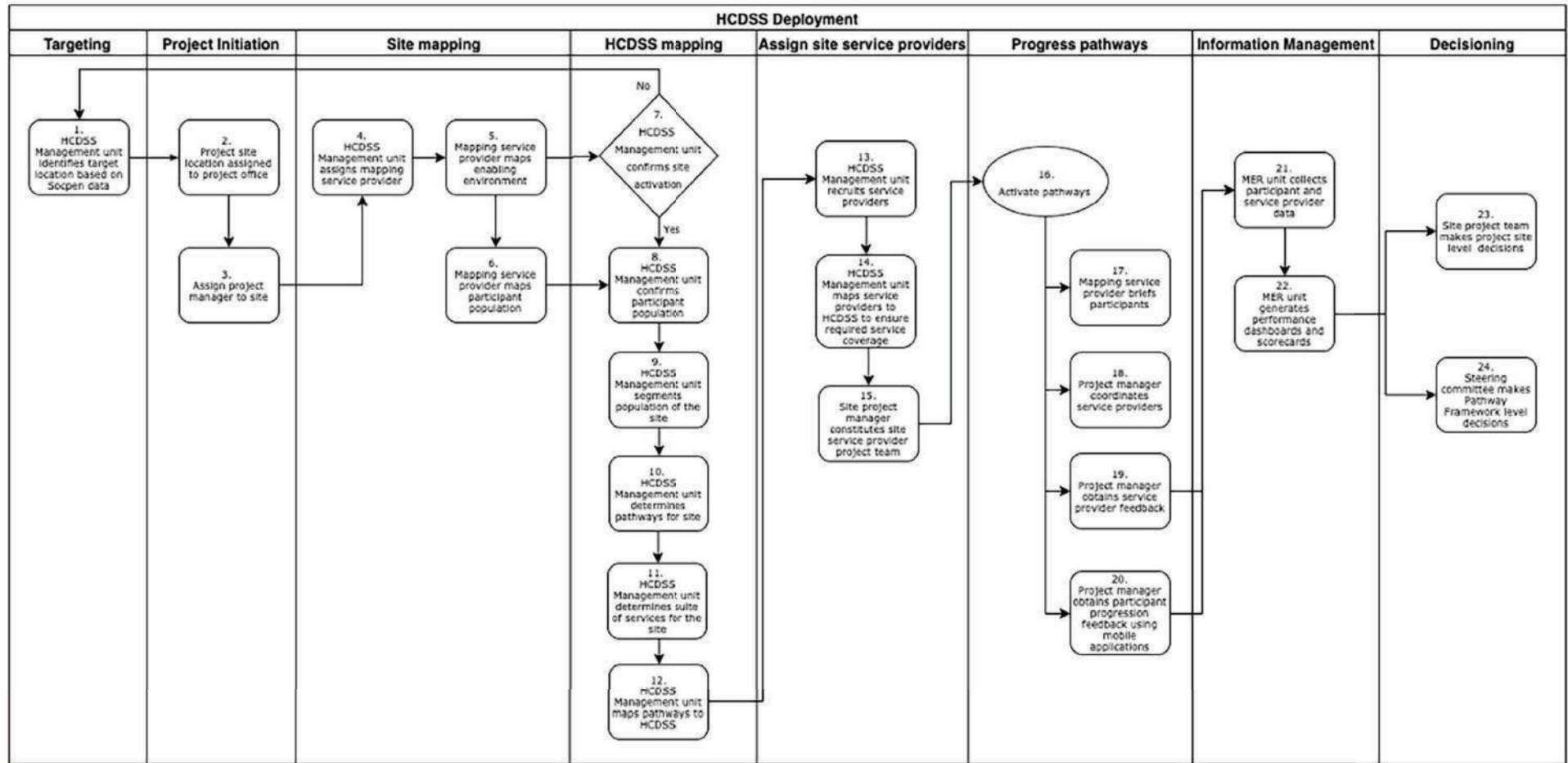
11. Appendix E: Human Capital Development Services System (HCDSS)



12. Appendix F: HCDSS Deployment Process



13. Appendix G: Human Capital Development Services System (HCDSS) Matrix



14. Appendix H: HCDSS Mapped Dataset

Domains	Service dimension level 1	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Social protection category	Service provider	Service provider type	Programme	Sub-programme	Pathway 1	Pathway 2
Income growth	Income support	Individual	Cash transfers	Unconditional cash transfers (UCT)		Social assistance	SASSA	Government agency	Social assistance (grants)	Child support grant		
Income growth	Income support	Individual	Cash transfers	Unconditional cash transfers (UCT)		Social assistance	SASSA	Government agency	Social assistance (grants)	Old age grant		
Income growth	Income support	Individual	Cash transfers	Unconditional cash transfers (UCT)		Social assistance	SASSA	Government agency	Social assistance (grants)	Disability grant		
Income growth	Income support	Individual	Cash transfers	Unconditional cash transfers (UCT)		Social assistance	SASSA	Government agency	Social assistance (grants)	Foster child grant		
Income growth	Income support	Individual	Cash transfers	Unconditional cash transfers (UCT)		Social assistance	SASSA	Government agency	Social assistance (grants)	Grant in aid		
Income growth	Income support	Individual	Cash transfers	Unconditional cash transfers (UCT)		Social assistance	SASSA	Government agency	Social assistance (grants)	Care dependency grant		
Income growth	Income support	Individual	Cash transfers	Unconditional cash transfers (UCT)		Social assistance	SASSA	Government agency	Social assistance (grants)	War veterans grant		
Income growth	Income support	Individual	Cash transfers	Conditional cash transfers (CCT)		Social assistance	SASSA	Government agency	Social assistance (grants)	Child support grant	P1E	P2B
Income growth	Income support	Individual	In-kind transfers	Food distribution service		Social assistance						
Income growth	Income support	Individual	Loans	Student loans								
Income growth	Income support	Business	Cash transfers	Productive asset cash grant		Labour market						P2B
Income growth	Income support	Business	In-kind transfers	In-kind productive asset transfer		Social assistance					P1E	P2B
Income growth	Income support	Business	Funding	Business loans								
Income growth	Income support	Business	Business support	Physical infrastructure								P2B
Income growth	Income support	Business	Business support	Non-physical infrastructure business support								P2B
Income growth	Income generating capability	Employability	Education and training	Early childhood development		Labour market					P1E	P2B
Income growth	Income generating capability	Employability	Education and training	Academic education		Labour market						
Income growth	Income generating capability	Employability	Education and training	Vocational, technical, skills development training		Labour market					P1E	



Domains	Service dimension level 1	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Social protection category	Service provider	Service provider type	Programme	Sub-programme	Pathway 1	Pathway 2
Income growth	Income generating capability	Employability	Education and training	Learnerships/On the job training		Social assistance					P1E	
Income growth	Income generating capability	Employability	Work placement activities	Job matching	Permanent jobs	Social assistance						
Income growth	Income generating capability	Employability	Work placement activities	Job matching	Temporary jobs	Social assistance					P1E	
Income growth	Income generating capability	Employability	Work placement activities	Job matching	Subsidized jobs	Labour market					P1E	
Income growth	Income generating capability	Entrepreneurial capability	Education and training	Academic education		Labour market						
Income growth	Income generating capability	Entrepreneurial capability	Education and training	Vocational, technical, skills development training		Labour market						P2B
Income growth	Income generating capability	Entrepreneurial capability	Education and training	Business coaching/ Mentorship								
Enabling environment	Community	Child day care				Social assistance					P1E	P2B
Enabling environment	Community	Recreation and leisure				Social assistance					P1E	P2B
Enabling environment	Community	Safety and security				Social assistance					P1E	P2B
Enabling environment	Community	Clean environment				Social assistance					P1E	P2B
Enabling environment	Labour market	Labour support services				Labour market						
Enabling environment	Labour market	Labour policies				Labour market			Youth Employment Service		P1E	
Enabling environment	Entrepreneurial environment	Entrepreneurship policies				Labour market						P2B
Enabling environment	Basic services	Access to piped water				Social assistance					P1E	P2B
Enabling environment	Basic services	Access to sanitation				Social assistance					P1E	P2B
Enabling environment	Basic services	Electricity supply	Utility and electricity subsidies and allowances			Social assistance					P1E	P2B
Enabling environment	Basic services	Transportation				Social assistance					P1E	P2B
Enabling environment	Basic services	Housing	Housing subsidies and allowance			Social assistance					P1E	P2B
Enabling environment	Health services	Health care				Social assistance						



Domains	Service dimension level 1	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Social protection category	Service provider	Service provider type	Programme	Sub-programme	Pathway 1	Pathway 2
Enabling environment	Health services	Health education				Social assistance						
Enabling environment	Health services	Health insurance				Social insurance						
Enabling environment	Internet access					Social assistance					P1E	P2B
Enabling environment	Education	Education fee waivers				Social assistance						



15. Appendix H: HCDSS Mapped Dataset

Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Income growth	Income Generating Capability	Activation programme	Employability	Education and Training	Vocational, technical, skills development training		Communications	Government: National	Industry and Capacity Development	Enterprise Development	3	2019_20	Yes	Manages enterprise development; implements policy; manages and supports creative industries and media transformation; compiles skills profiles; and develops skills development programmes, including the development and implementation of broadcasting industry development strategies and plans.	Direct	PIE		R2 112
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Cooperative Governance and Traditional Affairs	Government: National	Community Work Programme	Management: Community Work Programme	4	2019_20	Yes	Provides strategic management and leadership to the programme.	Direct	PIE		R4 024 890
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Cooperative Governance and Traditional Affairs	Government: National	Community Work Programme	Partnerships, Norms, Standards and Innovation	4	2019_20	Yes	Ensures the effective management and coordination of partnerships and special projects for the community work programme.	Direct	PIE		R13 969
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Cooperative Governance and Traditional Affairs	Government: National	Community Work Programme	Programme Coordination	4	2019_20	Yes	Develops frameworks and standard operating procedures, facilitates their implementation, oversees the functionality of programme sites, and monitors the performance of implementing agents.	Direct	PIE		R45 260
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		National Treasury	Government: National	Technical Support and Development Finance	Employment Creation Facilitation	7	2019_20	Yes	Supports innovative and partnership-based approaches to sustainable employment creation, work seeker support and enterprise development through the Jobs Fund, and supports research on employment, income distribution and inclusive growth.	Direct	PIE		R800 073
Enabling environment	Community Development	Activation programme					National Treasury	Government: National	Technical Support and Development Finance	Urban Development and Support	7	2019_20	Yes	Comprises the neighbourhood development partnership grant and the integrated city development grant. It is aimed at strengthening public and private investment in improved living and working conditions in townships, and creating more spatially resilient, efficient and integrated towns and cities. The integrated city development grant is a component of National Treasury's city support programme implemented in partnership with the Development Bank of Southern Africa, and aims to promote accelerated and more inclusive development in major urban areas through better governance and built environment planning, improved human settlements and public transport management, local economic development, environmental sustainability and climate resilience.	Indirect	PIE	P2B	R962 220
Income growth	Income Generating Capability	Supporting programme	Employability	Education and Training	Vocational, technical, skills development training		Planning, Monitoring and Evaluation	Government: National	National Youth Development	Management: National Youth Development	8	2019_20	Yes	Facilitates the development and implementation of national youth strategies and policies.	Direct	PIE		R11 163
Income growth	Income Generating Capability	Supporting programme	Employability	Education and Training	Vocational, technical, skills development training		Planning, Monitoring and Evaluation	Government: National	National Youth Development	Youth Development Programmes	8	2019_20	Yes	Oversees the transfer of funds to the National Youth Development Agency	Direct	PIE		R459 577

Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Enabling environment	Basic services	Activation programme					Public Service and Administration	Government: National	Service Delivery Support	Batho Pele Support Initiatives	10	2019_20	Yes	Manages service delivery complaints and assists departments in designing service delivery charters with citizens and communities. This subprogramme promotes the professionalisation of government employees through change management programmes that institutionalise Batho Pele principles.	Indirect	P1E	P2B	R9 947
Enabling environment	Basic services	Supporting programme					Public Service and Administration	Government: National	Service Delivery Support	Centre for Public Service Innovation	10	2019_20	Yes	Facilitates transfer payments to the Centre for Public Service Innovation, which unlocks innovation in the public sector and creates an enabling environment for improved and innovative service delivery through activities targeted at capacity development.	Indirect	P1E	P2B	R38 437
Enabling environment	Community Development	Activation programme	Clean environment				Public Service and Administration	Government: National	Service Delivery Support	Community Development and Citizen Relations	10	2019_20	Yes	Facilitates and coordinates the implementation of community development programmes, and manages citizen relations through service delivery improvement forums.	Indirect	P1E	P2B	R8 758
Enabling environment	Basic services	Supporting programme					Public Service and Administration	Government: National	Service Delivery Support	Management: Service Delivery Support	10	2019_20	Yes	Provides administrative support and management to the programme.	Indirect	P1E	P2B	R4 348
Enabling environment	Basic services	Supporting programme					Public Service and Administration	Government: National	Service Delivery Support	Service Delivery Improvement Initiatives	10	2019_20	Yes	Manages and supports continual service delivery improvement mechanisms, programmes and initiatives across the public service.	Indirect	P1E	P2B	R15 680
Enabling environment	Basic services	Supporting programme					Public Service and Administration	Government: National	Service Delivery Support	Service Delivery Planning and Operations Management	10	2019_20	Yes	Manages public service delivery planning and operations management through service standards, delivery models and standard operating procedures; and designs toolkits and instruments that support improved service delivery.	Indirect	P1E	P2B	R4 569
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Public Works	Government: National	Expanded Public Works Programme	Expanded Public Works Programme: Infrastructure	11	2019_20	Yes	Aims to ensure that publicly funded construction and maintenance infrastructure projects are implemented using labour-intensive methods to create work opportunities.	Direct	P1E		R1 271 664
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Public Works	Government: National	Expanded Public Works Programme	Expanded Public Works Programme: Monitoring and Evaluation	11	2019_20	Yes	Reports and monitors the outputs of the expanded public works programme, and evaluates the impact of the creation and provision of work opportunities and training for unskilled, marginalised and unemployed people.	Direct	P1E		R59 378
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Public Works	Government: National	Expanded Public Works Programme	Expanded Public Works Programme: Operations	11	2019_20	Yes	Facilitates the creation of work opportunities in the environmental, culture, non-state and social sectors.	Direct	P1E		R1 265 593
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Public Works	Government: National	Expanded Public Works Programme	Expanded Public Works Programme: Partnership Support	11	2019_20	Yes	Coordinates and supports national, provincial and municipal programmes of the expanded public works programme; and provides an enabling environment for training, enterprise development and communication across the 4 sectors of the expanded public works programme.	Direct	P1E		R78 087
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Public Works	Government: National	Expanded Public Works Programme	Expanded Public Works Programme: Public Employment Coordinating Commission	11	2019_20	Yes	Consolidates progress reports on the implementation of public employment programmes such as the expanded public works programme, and produces strategic reports for the interministerial committee on public employment programmes.	Direct	P1E		R6 092

Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Income growth	Income Generating Capability	Activation programme	Employability	Education and Training	Vocational, technical, skills development training		Public Works	Government: National	Property and Construction Industry Policy and Research	Construction Education and Training Authority	11	2019_20	Yes	Provides support to training and skills development across the construction industry.	Direct	P1E		R558
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Women	Government: National	Social Transformation and Economic Empowerment	Economic Empowerment and Participation	13	2019_20	Yes	Provides intervention mechanisms on policies and programme implementation for mainstreaming the economic empowerment and participation of women towards economic transformation and development.	Direct			R4 046
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Women	Government: National	Social Transformation and Economic Empowerment	Social Empowerment and Transformation	13	2019_20	Yes	Provides intervention mechanisms on policies and programme implementation for mainstreaming the social empowerment and participation of women towards social transformation.	Direct	P1E	P2B	R6 300
Enabling environment	Education	Supporting programme					Basic Education	Government: National	Educational Enrichment Services	Care and Support in Schools	14	2019_20	Yes	Manages policies, the provision of meals and the promotion of learner access to public services. This includes interventions aimed at encouraging healthy habits and alleviating poverty.	Indirect			R7 473 665
Enabling environment	Education	Supporting programme					Basic Education	Government: National	Educational Enrichment Services	Partnerships in Education	14	2019_20	Yes	Partners with stakeholders in support of education in an attempt to make education a societal issue; and manages policy, programmes and systems aimed at creating a safe and cohesive learning environment. The goal is to promote holistic learner development through facilitating sports and enrichment programmes in schools; and promote social cohesion, an understanding of human rights, gender equity, non-racism, non-sexism, and democratic and constitutional values in education in public schools and school communities.	Indirect			R31 244
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	Community Education and Training	Community Education and Training Colleges Systems Planning, Institutional Development and Support	15	2019_20	Yes	Provides support to management and councils, monitors and evaluates the community education and training system performance against set indicators, develops regulatory frameworks for the system, manages and monitors the procurement and distribution of learning and teaching support materials, provides leadership for community education and training colleges to enter into partnerships for the use of infrastructure for college site hosting centres and funding these partnerships, maps out an institutional landscape for the rollout of the community education and training system, and is responsible for community education and training infrastructure planning and development.	Indirect	P1E	P2B	R2 329 557
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	Community Education and Training	Education and Training and Development Support	15	2019_20	Yes	Manages and coordinates curriculum development processes; ensures the development of quality learning and teaching materials; monitors and supports the implementation of curriculum statements and assessment regulations; monitors and supports the development of lecturers; provides leadership for community education and training colleges to diversify their programmes, qualifications and curriculum; and provides leadership for colleges to form partnerships and linkages for programme diversification.	Indirect	P1E	P2B	R13 487



Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	Community Education and Training	Programme Management: Community Education and Training	15	2019_20	Yes	Manages the delegated administrative and financial responsibilities, and coordinates the monitoring and evaluation function of the programme.	Indirect	PIE	P2B	R2 844
Income growth	Income Generating Capability	Activation programme	Employability	Education and Training	Vocational, technical, skills development training		Higher Education and Training	Government: National	Direct charge against the National Revenue Fund	National Skills Fund	15	2019_20	Yes	The fund focuses on national priority projects identified in the national skills development strategy, projects related to the achievement of the purposes of the act as determined by the Director-General of the Department of Higher Education and Training, and activities prioritised by the Minister of Higher Education and Training to achieve a national standard of good practice in skills development.	Direct	PIE		R3 751 702
Enabling environment	Education	Activation programme					Higher Education and Training	Government: National	Planning, Policy and Strategy	Social Inclusion in Education	15	2019_20	Yes	Promotes access to higher education and participation by all learners in training programmes; manages the development, evaluation and maintenance of policy, programmes and systems for learners with special needs; and monitors the implementation of those policies.	Indirect	PIE	P2B	R7 458
Income growth	Income Generating Capability	Activation programme	Employability	Education and Training	Vocational, technical, skills development training		Higher Education and Training	Government: National	Skills Development	National Skills Development Services	15	2019_20	Yes	Manages projects identified in the national skills development strategy, and advises the minister on the national skills development policy and strategy.	Direct	PIE		R14 356
Income growth	Income Generating Capability	Supporting programme	Employability	Education and Training	Vocational, technical, skills development training		Higher Education and Training	Government: National	Skills Development	Programme Management: Skills Development	15	2019_20	Yes	Manages delegated administrative and financial responsibilities for the programme, and coordinates all monitoring and evaluation functions.	Direct	PIE		R3 903
Income growth	Income Generating Capability	Supporting programme	Employability	Education and Training	Learnerships/ On the job training		Higher Education and Training	Government: National	Skills Development	SETA Coordination	15	2019_20	Yes	Supports, monitors and reports on the implementation of the national skills development strategy at the sectoral level by establishing and managing the performance of service level agreements with sector education and training authorities, and conducting trade tests at the Institute for the National Development of Learnerships, Employment Skills and Labour Assessments.	Direct	PIE		R238 066
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	Technical and Vocational Education and Training	National Examination and Assessment	15	2019_20	Yes	Administers and manages the conduct of national assessment in the TVET and community education and training colleges	Indirect	PIE		R557 906
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	Technical and Vocational Education and Training	Programme Management: Technical and Vocational Education and Training	15	2019_20	Yes	Manages the delegated administrative and financial responsibilities, and coordinates all monitoring and evaluation functions.	Indirect	PIE		R3 708
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	Technical and Vocational Education and Training	Programmes and Qualifications	15	2019_20	Yes	Manages and coordinates curriculum development processes, ensures the development of quality learning and teaching materials, monitors and supports the implementation of curriculum statements and assessment regulations, monitors and supports the development of lecturers, and provides leadership for TVET colleges to diversify their programmes, qualifications and curriculums.	Indirect	PIE		R17 274



Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	Technical and Vocational Education and Training	Technical and Vocational Education and Training System Planning and Institutional Support	15	2019_20	Yes	Provides support to management and councils, monitors and evaluates the TVET system performance against set indicators, develops regulatory frameworks for the system, manages and monitors the procurement and distribution of learning and teaching support materials, provides leadership for TVET colleges to enter into partnerships for the use of infrastructure and funding resources, and maps out the institutional landscape for the rollout of the TVET college system.	Indirect	P1E		R12 127 333
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	University Education	Higher Education Policy Development and Research	15	2019_20	Yes	Develops higher education policy, supports research and regulates the private higher education system.	Indirect	P1E	P2B	R33 841
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	University Education	Institutional Governance and Management Support	15	2019_20	Yes	Monitors and supports institutional governance management, and provides sector liaison services.	Indirect	P1E	P2B	R31 001 662
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	University Education	Programme Management: University Education	15	2019_20	Yes	Manages delegated administrative and financial responsibilities, and coordinates all monitoring and evaluation functions for the programme.	Indirect	P1E	P2B	R5 934
Enabling environment	Education	Supporting programme					Higher Education and Training	Government: National	University Education	Teaching and Learning Development	15	2019_20	Yes	Promotes, develops, monitors and evaluates the implementation of qualification policies, programmes and systems for the development of high-quality teaching across all education sectors, including pre-schooling, schooling and post-schooling; and ensures effective teaching and learning development in universities.	Indirect	P1E	P2B	R23 357
Enabling environment	Education	Supporting programme	Education fee waivers				Higher Education and Training	Government: National	University Education	University Planning and Institutional Funding	15	2019_20	Yes	Manages planning and funding for the public higher education sector	Indirect	P1E	P2B	R38 459
Enabling environment	Education	Activation programme	Education fee waivers				Higher Education and Training	Government: National	University Education	University Subsidies (NSFAS)	15	2019_20	Yes	Providing loans and bursaries; developing criteria and conditions for the granting of loans and bursaries to eligible students in consultation with the Minister of Higher Education and Training; raising funds; recovering past loans; maintaining and analysing a database of funded students; undertaking research for the better utilisation of financial resources; advising the minister on matters relating to student financial aid and undertaking other functions assigned to it by the act or the minister.	Indirect	P1E	P2B	R42 306 695
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Communicable and Non-communicable Diseases	Child, Youth and School Health	16	2019_20	Yes	Responsible for the policy formulation, coordination, and monitoring and evaluation of child, youth and school health services. The subprogramme is also responsible for the management and oversight of the human papillomavirus vaccination grant, and coordinates stakeholders outside of the health sector to play key roles in promoting improved child and youth health and nutrition.	Indirect	P1E	P2B	R237 608



Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Communicable and Non-communicable Diseases	Communicable Diseases	16	2019_20	Yes	Develops policies and supports provinces to ensure the control of infectious diseases with the support of the National Institute for Communicable Diseases, a division of the National Health Laboratory Service. This subprogramme improves surveillance for disease detection; strengthens preparedness and core response capacity for public health emergencies, in line with international health regulations; and facilitates the implementation of influenza prevention and control programmes, tropical disease prevention and control programmes, and the elimination of malaria.	Indirect	P1E	P2B	R24 058
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Communicable and Non-communicable Diseases	Health Promotion and Nutrition	16	2019_20	Yes	Formulates and monitors policies, guidelines, and norms and standards for health promotion and nutrition. Focusing on South Africa's quadruple burden of disease (HIV and AIDS and TB, maternal and child mortality, non-communicable diseases, and violence and injury), this subprogramme implements the approved health promotion strategy to reduce risk factors for disease, and promotes an integrated approach to working towards an optimal nutritional status for all South Africans.	Indirect	P1E	P2B	R54 196
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Communicable and Non-communicable Diseases	HIV, AIDS and STIs	16	2019_20	Yes	Responsible for policy formulation, coordination, and the monitoring and evaluation of HIV and sexually transmitted disease services. This entails ensuring the implementation of the health sector components of the 2017-2022 South African national strategic plan on HIV, TB and STIs. Other important functions of this subprogramme are the management and oversight of the HIV and AIDS component of the HIV, TB, malaria and community outreach grant implemented by provinces, and the coordination and direction of donor funding for HIV and AIDS, in particular the United States President's Emergency Plan for AIDS Relief, the Global Fund to Fight AIDS, Tuberculosis and Malaria, and the United States Centres for Disease Control and Prevention.	Indirect	P1E	P2B	R22 572 408
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Communicable and Non-communicable Diseases	Non-communicable Diseases	16	2019_20	Yes	Establishes policies, legislation and guidelines, and assists provinces in implementing and monitoring services for chronic non-communicable diseases, disability, eye care, oral health, mental health and substance abuse.	Indirect	P1E	P2B	R65 702
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Communicable and Non-communicable Diseases	Tuberculosis Management	16	2019_20	Yes	Develops national policies and guidelines, sets norms and standards for tuberculosis services, and monitors the implementation of these in line with the vision of achieving zero tuberculosis and HIV and AIDS infections, mortality, stigma and discrimination, as outlined in the 2017-2022 national strategic plan on HIV, TB and STIs.	Indirect	P1E	P2B	R27 748



Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Communicable and Non-communicable Diseases	Women's Maternal and Reproductive Health	16	2019_20	Yes	Develops and monitors policies and guidelines, sets norms and standards for maternal and women's health services, and monitors the implementation of these services. Over the medium term, key initiatives will be implemented as indicated in the maternal and child health strategic plan.	Indirect	P1E	P2B	R20 299
Enabling environment	Health Services	Activation programme	Health Care				Health	Government: National	Health System Governance and Human Resources	Health Information, Monitoring and Evaluation	16	2019_20	Yes	Develops and maintains a national health information system, commissions and coordinates research, implements surveillance programmes for disease notification, and monitors and evaluates strategic health programmes.	Indirect	P1E	P2B	R45 318
Enabling environment	Health Services	Activation programme	Health Care				Health	Government: National	Health System Governance and Human Resources	Human Resources for Health	16	2019_20	Yes	Responsible for the medium- to long-term planning of human resources in the national health system. This entails implementing the national human resources for health strategy, facilitating capacity development for the planning of a sustainable health workforce, and developing and implementing human resources information systems for planning and monitoring purposes.	Indirect	P1E	P2B	R2 971 510
Enabling environment	Health Services	Activation programme	Health education				Health	Government: National	Health System Governance and Human Resources	Nursing Services	16	2019_20	Yes	Develops and oversees the implementation of a policy framework for the development of required nursing skills and capacity, nursing norms and standards, and the facilitation of the development of the curriculum for nursing education.	Indirect	P1E	P2B	R9 438
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Health System Governance and Human Resources	Policy and Planning	16	2019_20	Yes	Provides advisory and strategic technical assistance on policy and planning, and supports policy analysis and implementation.	Indirect	P1E	P2B	R7 713
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Health System Governance and Human Resources	Programme Management	16	2019_20	Yes	Supports and provides leadership for health workforce programmes, key governance functions such as planning and monitoring, public entity oversight and forensic chemistry laboratories.	Indirect	P1E	P2B	R6 220
Enabling environment	Health Services	Activation programme	Health Care				Health	Government: National	Health System Governance and Human Resources	Public Entities Management and Laboratories	16	2019_20	Yes	Supports the executive authority's oversight function and provides guidance to health entities and statutory councils that fall within the mandate of health legislation with regard to planning and budget procedures, performance and financial reporting, remuneration, governance, and accountability. The subprogramme is also responsible for ante- and post-mortem analyses of blood alcohol levels for drunken driving, toxicology analyses of biological fluids and human organs in the event of unnatural deaths such as murder and suicide, and foodstuff analyses.	Indirect	P1E	P2B	R2 037 390
Enabling environment	Health Services	Activation programme	Health Care				Health	Government: National	Hospital Systems	Health Facilities Infrastructure Management	16	2019_20	Yes	Coordinates and funds health care infrastructure to enable provinces to plan, manage, modernise, rationalise and transform infrastructure, health technology and hospital management, and improve the quality of care. This subprogramme is responsible for the direct health facility revitalisation grant and, since 2013/14, the health facility revitalisation component of the national health insurance indirect grant.	Indirect	P1E	P2B	R7 178 830



Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Enabling environment	Health Services	Activation programme	Health Care				Health	Government: National	Hospital Systems	Hospital Systems	16	2019_20	Yes	Focuses on the modernised and reconfigured provision of tertiary hospital services, identifies tertiary and regional hospitals that should serve as centres of excellence for disseminating quality improvements, and is responsible for the management of the national tertiary services grant.	Indirect	P1E	P2B	R13 198 893
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Hospital Systems	Programme Management	16	2019_20	Yes	Supports and provides leadership for the development of national policy on hospital services, including infrastructure management for health facilities and hospital systems.	Indirect	P1E	P2B	R3 418
Enabling environment	Health Services	Activation programme	Health Care				Health	Government: National	Primary Health Care	District Health Services	16	2019_20	Yes	Promotes, coordinates and institutionalises the district health system; integrates programme implementation using the primary health care approach; and coordinates the re-engineering of primary health care.	Indirect	P1E	P2B	R21 413
Enabling environment	Health Services	Activation programme	Health Care				Health	Government: National	Primary Health Care	Emergency Medical Services and Trauma	16	2019_20	Yes	Improves the governance, management and functioning of emergency medical services in the country by formulating policies, guidelines, and norms and standards; strengthening the capacity and skills of emergency medical services personnel; identifying needs and service gaps; and providing oversight to provinces.	Indirect	P1E	P2B	R8 897
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Primary Health Care	Environmental and Port Health Services	16	2019_20	Yes	Coordinates the delivery of environmental health services, including the monitoring and delivery of municipal health services, and ensures compliance with international health regulations by coordinating and implementing port health services in all of South Africa's ports of entry.	Indirect	P1E	P2B	R187 501
Enabling environment	Health Services	Supporting programme	Health Care				Health	Government: National	Primary Health Care	Programme Management	16	2019_20	Yes	Supports and provides leadership for the development and implementation of legislation, policies, systems, and norms and standards for a uniform district health system, and emergency, environmental and port health systems.	Indirect	P1E	P2B	R3 940
Income growth	Income support	Activation programme	Individual	Cash Transfer	Unconditional cash transfers (UCT)		Social Development	Government: National	Social Assistance	Care Dependency	17	2019_20	Yes	Provides income support to parents and caregivers of children who have physical or mental disabilities, and require regular care and support. Parents or caregivers must earn an annual income of less than R213 600 (single) and R427 200 (married).	Direct			R3 429 783
Income growth	Income support	Activation programme	Individual	Cash Transfer	Unconditional cash transfers (UCT)		Social Development	Government: National	Social Assistance	Child Support	17	2019_20	Yes	Provides income support to parents and caregivers of children younger than 18 who earn an annual income of less than R50 400 (single) and R100 800 (married).	Direct	P1E		R64 967 275
Income growth	Income support	Activation programme	Individual	Cash Transfer	Unconditional cash transfers (UCT)		Social Development	Government: National	Social Assistance	Disability	17	2019_20	Yes	Provides income support to people with permanent or temporary disabilities who earn an annual income of less than R82 440 (single) and R164 880 (married), and whose assets do not exceed R1 174 800 (single) and R2 349 600 (married).	Direct			R23 077 574
Income growth	Income support	Activation programme	Individual	Cash Transfer	Unconditional cash transfers (UCT)		Social Development	Government: National	Social Assistance	Foster Care	17	2019_20	Yes	Provides grants for foster parents caring for children in their care.	Direct			R5 080 800



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Income growth	Income support	Activation programme	Individual	Cash Transfer	Unconditional cash transfers (UCT)		Social Development	Government: National	Social Assistance	Grant-in-aid	17	2019_20	Yes	An additional grant to recipients of the old age, disability or war veterans grants who require regular care from another person because of their physical or mental condition.	Direct			R1 237 512
Income growth	Income support	Activation programme	Individual	Cash Transfer	Unconditional cash transfers (UCT)		Social Development	Government: National	Social Assistance	Old Age	17	2019_20	Yes	Provides income support to people aged 60 and older who earn annual incomes of less than R82 440 (single) and R164 880 (married), and whose assets do not exceed R1 174 800 (single) and R2 349 600 (married).	Direct			R76 950 917
Income growth	Income support	Activation programme	Individual	Cash Transfer	Unconditional cash transfers (UCT)		Social Development	Government: National	Social Assistance	Social Relief of Distress	17	2019_20	Yes	Provides temporary income support, food parcels and other forms of relief to people experiencing undue hardship.	Direct			R410 000
Income growth	Income support	Activation programme	Individual	Cash Transfer	Unconditional cash transfers (UCT)		Social Development	Government: National	Social Assistance	War Veterans	17	2019_20	Yes	Provides income support to those who fought in World War II or the Korean War who earn an annual income of less than R82 440 (single) and R164 880 (married), and whose assets do not exceed R1 174 800 (single) and R2 349 600 (married).	Direct			R1 732
Enabling environment	Community Development	Activation programme					Social Development	Government: National	Social Policy and Integrated Service Delivery	Community Development	17	2019_20	Yes	Develops and implements policies, strategies, guidelines and programmes to contribute towards the building of sustainable communities free from poverty and hunger.	Indirect	P1E	P2B	R95 533
Enabling environment	Community Development	Activation programme					Social Development	Government: National	Social Policy and Integrated Service Delivery	National Development Agency	17	2019_20	Yes	Focuses on strengthening the institutional capacity of civil society organisations that provide services to poor communities.	Indirect	P1E	P2B	R212 355
Enabling environment	Community Development	Supporting programme					Social Development	Government: National	Social Policy and Integrated Service Delivery	Registration and Monitoring of Non-Profit Organisations	17	2019_20	Yes	Provides for the registration and monitoring of NPOs in terms of the Non-Profit Organisations Act (1997).	Indirect	P1E	P2B	R40 082
Income growth	Income Generating Capability	Supporting programme	Employability	Work placement activities	Job matching		Social Development	Government: National	Social Policy and Integrated Service Delivery	Special Projects and Innovation	17	2019_20	Yes	Provides for the coordination, incubation and innovation of departmental and social cluster initiatives such as the expanded public works programme.	Direct	P1E		R11 766
Enabling environment	Education	Activation programme					Social Development	Government: National	Welfare Services Policy Development and Implementation Support	Social Worker Scholarships	17	2019_20	Yes	Provides full scholarships for students studying social work.	Indirect	P1E	P2B	R128 462
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Business coaching/ Mentorship		Agriculture, Forestry and Fisheries	Government: National	Trade Promotion and Market Access	Cooperatives and Rural Enterprise Development	24	2019_20	Yes	Facilitates and supports the development of businesses to ensure the transformation of the agriculture, forestry and fisheries sectors.	Direct		P2B	R79 098
Enabling environment	Labour	Activation programme	Labor market	Labor support services			Economic Development	Government: National	Growth Path and Social Dialogue	Growth Path and Job Drivers	25	2019_20	Yes	Monitors and supports the unblocking of job drivers in the new growth path as central to the implementation of the NDP, and engages with the relevant structures.	Direct	P1E		R24 018
Income growth	Income support	Activation programme	Business	Funding			Economic Development	Government: National	Investment, Competition and Trade	Development Investment, Industrial Funding and Entrepreneurship	25	2019_20	Yes	Focuses on unblocking productive investments and overseeing the development finance institutions that fall under the department.	Direct		P2B	R281 039

Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Enabling environment	Community Development	Activation programme					Energy	Government: National	Electrification and Energy Programme and Project Management	Community Upliftment Programmes and Projects	26	2019_20	Yes	Implements, manages and coordinates programmes and projects aimed at mainstreaming, uplifting and empowering disadvantaged and vulnerable groups; and increases public awareness on energy issues. This subprogramme also establishes integrated energy centres, which provide energy services and education to communities.	Indirect	PIE	P2B	R5 494
Income growth	Income Generating Capability	Activation programme	Employability	Work placement activities	Job matching		Labour	Government: National	Public Employment Services	Employer Services	28	2019_20	Yes	Registers work opportunities, facilitates the employment of foreign nationals where such skills do not exist in South Africa, oversees placements, responds to companies in distress, provides a social plan and regulates private employment agencies.	Direct			R124 735
Income growth	Income Generating Capability	Activation programme	Employability	Work placement activities	Job matching		Labour	Government: National	Public Employment Services	Work Seeker Services	28	2019_20	Yes	Work Seeker Services registers work seekers, retrenched workers, work learning, training and income generating opportunities on the Employment Services of South Africa system; and facilitates access to employment and income generating opportunities for the unemployed and underemployed.	Direct	PIE		R184 436
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Business coaching/ Mentorship		Small Business Development	Government: National	Enterprise Development and Entrepreneurship	Enterprise and Supplier Development	31	2019_20	Yes	Manages and facilitates the establishment of new and productive enterprises, and the sustainability and growth of existing enterprises.	Direct		P2B	R889 000
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability				Small Business Development	Government: National	Enterprise Development and Entrepreneurship	Entrepreneurship	31	2019_20	Yes	Provides leadership and oversight on the conceptualisation, design and implementation of the entrepreneurship development framework, and instruments and programmes in support of enterprise development.	Direct		P2B	R7 036
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Vocational, technical, skills development training		Small Business Development	Government: National	Enterprise Development and Entrepreneurship	SMMEs Programme Design and Support	31	2019_20	Yes	Reviews existing programmes, and designs new programmes based on review outcomes and changes in economic conditions and the SMME development environment.	Direct		P2B	R1 384 885
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Business coaching/ Mentorship		Small Business Development	Government: National	Integrated Cooperative Development	Cooperatives Development	31	2019_20	Yes	Manages and facilitates the creation of new cooperatives and the growth of existing cooperatives in order to improve their competitiveness.	Direct		P2B	R9 038
Income growth	Income Generating Capability	Supporting programme	Entrepreneurial capability	Education and training	Vocational, technical, skills development training		Small Business Development	Government: National	Integrated Cooperative Development	Cooperatives Programme Design and Support	31	2019_20	Yes	Reviews existing programmes, and designs new ones based on the review outcomes and changes in the cooperatives development landscape and economic conditions.	Direct		P2B	R105 511
Income growth	Income Generating Capability	Supporting programme	Entrepreneurial capability				Small Business Development	Government: National	Integrated Cooperative Development	Supplier Development and Market Access Support	31	2019_20	Yes	Manages strategic partnerships with the private sector, state-owned entities and public sector with the aim of developing cooperatives to become suppliers of goods and services, and facilitates their readiness to access market opportunities.	Direct		P2B	R13 079
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability				Telecommunications and Postal Services	Government: National	ICT Enterprise Development and Public Entities Oversight	SMME Development	32	2019_20	Yes	Facilitates the growth and development of, and hosts an e-commerce platform for, SMMEs in the ICT sector.	Direct		P2B	R5 003
Enabling environment	Internet	Activation programme	Internet access				Telecommunications and Postal Services	Government: National	ICT Infrastructure Support	Broadband	32	2019_20	Yes	Responsible for developing and facilitating the implementation of the broadband policy, strategy and implementation plan, and ensuring that goals for broadband are achieved.	Indirect	PIE	P2B	R221 389



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Enabling environment	Internet	Activation programme	Internet access				Telecommunications and Postal Services	Government: National	ICT Infrastructure Support	Digital Terrestrial Television	32	2019_20	Yes	Responsible for supporting the conversion from analogue to digital television transmission technology, with the ultimate goal of making the frequency spectrum available for next generation mobile broadband and other applications.	Indirect	P1E	P2B	R277 539
Enabling environment	Internet	Activation programme	Internet access				Telecommunications and Postal Services	Government: National	ICT Infrastructure Support	ICT Support	32	2019_20	Yes	Responsible for the management and protection of South Africa's ICT environment.	Indirect	P1E	P2B	R17 328
Income growth	Income Generating Capability	Activation programme	Employability	Education and training	Vocational, technical, skills development training		Trade and Industry	Government: National	Special Economic Zones and Economic Transformation	Enterprise Competitiveness	34	2019_20	Yes	Fosters and stimulates industrialisation and structural change through the development and deployment of technologies and skills development programmes.	Direct	P1E		R28 299
Enabling environment	Labour	Activation programme	Labor market	Labor policies			Trade and Industry	Government: National	Special Economic Zones and Economic Transformation	Equity and Empowerment	34	2019_20	Yes	Broad-based black economic empowerment (BEE) and the growth of the economy through the black industrialists programme.	Indirect	P1E		R95 146
Enabling environment	Basic services	Activation programme	Access to piped water				Water and Sanitation	Government: National	Water Infrastructure Development	Accelerated Community Infrastructure Programme	36	2019_20	Yes	Provides for rapid emergency interventions related to the refurbishment of wastewater treatment infrastructure, water conservation, water demand management and municipal water supply; and provides support to farmers with access to limited resources.	Indirect	P1E	P2B	R134 474
Enabling environment	Basic services	Activation programme	Access to piped water				Water and Sanitation	Government: National	Water Infrastructure Development	Operation of Water Resources	36	2019_20	Yes	Funds expenditure on water resource management activities conducted by the department or catchment management agencies within water management areas.	Indirect	P1E	P2B	R193 284
Enabling environment	Basic services	Activation programme					Water and Sanitation	Government: National	Water Infrastructure Development	Regional Bulk Infrastructure Grant	36	2019_20	Yes	Provides for the development of new infrastructure, and the refurbishment, upgrading and replacement of ageing infrastructure that services extensive areas across municipal boundaries.	Indirect	P1E	P2B	R5 973 235
Enabling environment	Basic services	Supporting programme	Access to piped water				Water and Sanitation	Government: National	Water Infrastructure Development	Strategic Infrastructure Development and Management	36	2019_20	Yes	Provides for the design, construction, commissioning and management of new and existing water resource infrastructure.	Indirect	P1E	P2B	R2 393 652
Enabling environment	Basic services	Activation programme	Access to piped water				Water and Sanitation	Government: National	Water Infrastructure Development	Water Services Infrastructure Grant	36	2019_20	Yes	Transfers funds to municipalities to provide for the construction of new and the rehabilitation of existing water and sanitation infrastructure. The subprogramme also implements water services infrastructure schemes on behalf of municipalities and transfers infrastructure to water service institutions once construction is completed. The grant allocation prioritises the 27 poorest district municipalities.	Indirect	P1E	P2B	R4 480 465
Enabling environment	Basic services	Activation programme	Housing				Human Settlements	Government: National	Housing Development Finance	Emergency Housing Grant	38	2019_20	Yes	Reflects the allocation of funds related to emergency housing in provinces and municipalities.	Indirect	P1E	P2B	R426 000
Enabling environment	Basic services	Activation programme	Housing				Human Settlements	Government: National	Housing Development Finance	Human Settlements Development Grant	38	2019_20	Yes	Reflects the conditional allocation transferred to all provinces for delivering housing projects as per the national housing code.	Indirect	P1E	P2B	R18 779 815

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Income growth	Income Generating Capability	Activation programme	Employability	Education and Training	Vocational, technical, skills development training		Rural Development and Land Reform	Government: National	Rural Development	National Rural Youth Services Corps	39	2019_20	Yes	Trains rural youth in skills sectors such as administration, agriculture, construction, education, engineering, health and safety, hospitality, renewable energy and transport to match the economic priorities of the communities and provinces from which they were recruited.	Direct	PIE		R411 630
Enabling environment	Community Development	Activation programme					Rural Development and Land Reform	Government: National	Rural Development	Rural Enterprise and Industrial Development	39	2019_20	Yes	Creates an enabling institutional environment for sustainable rural development, and provides for social and economic development and sustainable livelihoods in rural communities. Its functions are based on the social mobilisation of communities to ensure that rural communities take ownership of rural development projects and programmes; establish rural development forums and partnerships; increase food security; promote youth development and social organisation; create jobs through the creation of cooperatives; and develop rural enterprises and industries.	Indirect	PIE	P2B	R534 523
Enabling environment	Community Development	Activation programme					Rural Development and Land Reform	Government: National	Rural Development	Rural Infrastructure Development	39	2019_20	Yes	Facilitates improved access to social and economic infrastructure, and provides opportunities to generate income through improved infrastructure in rural areas.	Indirect	PIE	P2B	R874 988
Enabling environment	Community Development	Activation programme					Civilian Secretariat for the Police Service	Government: National	Intersectoral Coordination and Strategic Partnerships	Community Outreach	41	2019_20	Yes	Community Outreach	Indirect	PIE	P2B	R3 480
Income growth	Income Generating Capability	Activation programme	Employability	Education and Training	Vocational, technical, skills development training		Military Veterans	Government: National	Empowerment and Stakeholder Management	Empowerment and Skills Development	42	2019_20	Yes	Empowerment and Skills Development	Direct	PIE		R80 710
Enabling environment	Community Development	Activation programme					Centre for Public Service Innovation	Government: National	Public Sector Innovation	Enabling Environment	47	2019_20	Yes	Enabling Environment	Indirect	PIE	P2B	R8 711
Income growth	Income Generating Capability	Supporting programme	Entrepreneurial capability				Small Business Development	Government: National	Enterprise Development and Entrepreneurship	SMME Competitiveness	31	2019_20	Yes	Manages and facilitates strategic partnerships that seek to enhance the work of the department in the provision of market access for SMMEs in the supply value chains of corporations, state-owned enterprises and government departments. The subprogramme also works with municipalities to develop, enhance and implement the enterprise development programmes towards improved local economic development.	Direct		P2B	
Income growth	Income Generating Capability	Activation programme	Employability	Work placement activities	Job matching		Cooperative Governance and Traditional Affairs	Government: National	Community Work Programme	Community Work Programme	4	2019_20	Yes	Create income security and work experience for participants, and promote social and economic inclusion by targeting areas of high unemployment.	Direct	PIE		
Income growth	Income Generating Capability	Activation programme	Employability	Work placement activities	Job matching		Public Works	Government: National	Expanded Public Works Programme	Expanded Public Works Programme	11	2019_20	Yes	Coordinate the implementation of the expanded public works programme, which aims to create work opportunities and provide training for unskilled, marginalised and unemployed people in South Africa.	Direct	PIE		

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Enabling environment	Health Services	Supporting programme	Health education				Health	Government: National	Health System Governance and Human Resources	Health System Governance and Human Resources	16	2019_20	Yes	Develop policies and systems for the planning, managing and training of health sector human resources, and for planning, monitoring and evaluation, and research in the sector. Provide oversight to all public entities in the sector and to statutory health professional councils in South Africa. Provide forensic laboratory services.	Indirect	P1E	P2B	
Enabling environment	Health Services	Activation programme	Health Care				Health	Government: National	Communicable and Non-communicable Diseases	Communicable and Non-communicable Diseases	16	2019_20	Yes	Develop and support the implementation of national policies, guidelines, norms and standards, and the achievement of targets for the national response needed to decrease morbidity and mortality associated with communicable and non-communicable diseases. Develop strategies and implement programmes that reduce maternal and child mortality.	Indirect	P1E	P2B	
Income growth	Income Generating Capability	Activation programme	Employability	Work placement activities	Job matching		Yes4Youth	Private: NGO	Yes4Youth	Yes4Youth Services			Yes	The Yes4Youth programme works closely with businesses that creates one-year paid positions for the youth of South Africa aged between 18 and 35 years. These programmes pay individuals a minimum stipend of R3 500 a month	Direct	P1E		
Income growth	Income Generating Capability	Activation programme	Employability	Work placement activities	Job matching		Harambee service	Private: NGO	Harambee service	Harambee service			Yes	Harambee's goal is to solve youth unemployment	Direct	P1E		
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Business coaching/ Mentorship		Tshwane Municipality	Government: Municipal	Incubation programme	Construction Incubation programme			Yes	They recruit emerging contractors with a CIDB (Construction Industry Development Board) level of 1 and 2. At times they recruit level 3 and 4 companies to allow subcontracting to smaller construction companies.	Direct		P2B	
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Vocational, technical, skills development training		SEDA	Government: National	SEDA Programmes	Market Access			Yes	The programme is designed to help small enterprises in South Africa to acquire and apply practical skills in developing their export capabilities.	Direct		P2B	
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Vocational, technical, skills development training		SEDA	Government: National	SEDA Programmes	Specific Support for the Upper-End Market			Yes	Comprehensive range of business growth-oriented programmes, activities and partnerships.	Direct		P2B	
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Vocational, technical, skills development training		SEDA	Government: National	SEDA Programmes	Township and Rural			Yes	Improving emerging enterprises business skills and their access to business support	Direct		P2B	
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Vocational, technical, skills development training		SEDA	Government: National	SEDA Programmes	Entrepreneurial Awareness			Yes	It is an Entrepreneurial Development Education project/programme which is to take place at selected Ster Kenikor cinemas nationwide. The programme targets 12 000 learners from disadvantaged backgrounds.	Direct		P2B	
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability	Education and training	Business coaching/ Mentorship		SEDA	Government: National	SEDA Programmes	General Enterprise Development and Support			Yes	Growth and development of the business and the business owner	Direct		P2B	
Income growth	Income Generating Capability	Activation programme	Entrepreneurial capability				SEDA	Government: National	SEDA Programmes	Technology Transfer			Yes	Provide access to expensive technology	Direct		P2B	
Income growth	Income Generating Capability	Supporting programme	Entrepreneurial capability	Education and training	Vocational, technical, skills development training		SEDA	Government: National	SEDA Programmes	Training and Capacity Building			Yes	Seda's Learning unit is a fully accredited training provider with the Services Seta. Programmes and training courses are sourced and adapted to our environment.	Direct		P2B	

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Enabling environment	Community Development	Activation programme					Synergos	Private: NGO	Synergos Programmes	Social Connectedness			Yes	The programme works collaboratively to strengthen local resources and traditions of care; to identify and promote effective models for enabling meaningful connections for vulnerable children and youth; to influence practices of those who interact with children in a helping role; and to assess the impact of relevant public policies.	Indirect			
Enabling environment	Community Development	Activation programme					Suid Afrikaanse Vroue Federasi (SAVF)	Private: NGO	SAVF Parenting Programmes	Batswadi Parenting Programme			Yes	The programme equips parents with better parenting skills as well as teaches them how to improve on their relationships with their children.	Indirect			
Enabling environment	Community Development	Activation programme	Safety and security				World Health Organisation	Private: NGO	Sinuvuyo caring families programme	Sinuvuyo caring families programme			Yes	A group based parenting programme for families with children ages 2 – 9. The aim of the programme is to reduce the risk for child maltreatment and improve child behaviour in vulnerable families through establishing positive relationships with children.	Indirect			
Enabling environment	Community Development	Activation programme	Safety and security				World Health Organisation	Private: NGO	Sinuvuyo caring families programme	Sinuvuyo Teen Parenting Programme			Yes	Sinuvuyo Teen is a 14-week parenting programme for at-risk families with 10-18-year-old adolescents. The aim of the programme is to reduce the risk for child maltreatment and improve child behaviour in vulnerable families through establishing positive relationships with children.	Indirect			
Enabling environment	Community Development	Activation programme					The parent centre	Private: NGO	Teen Parenting Programme	Teen Parenting Programme			Yes	This programme is run in schools for learners and "out of school" in community venues for teenagers that may have been forced to drop out of school due to parenting responsibilities. Participants voluntarily commit to attending 20 weekly group sessions. The skills are taught in an interactive way that encourages participation	Indirect			
Enabling environment	Community Development	Activation programme	Safety and security				Dee Blackie	Private: NGO	Courage Programme	Courage Programme			Yes	Courage is a powerful toolkit that helps you address the challenges encountered in the protection of our children.	Indirect			
Enabling environment	Community Development	Activation programme					Families South Africa (FAMSA)	Government: National	Parenting programme	Parenting programme			Yes	Trains parents and caregivers of children better parenting skills	Indirect			
Third Dimension - Agency		Activation programme					Business Optimization Training Institute	Private: Company	Assertiveness and self-confidence training	Assertiveness and self-confidence training			Yes	This course is suitable for those who wish to develop the qualities of assertiveness and self confidence to aid performance both personally and professionally.	Indirect			
Third Dimension - Agency		Activation programme					Department of Education	Government: National	Early Childhood Development	Early Childhood Development			Yes	ECD is a comprehensive approach to programmes and policies for children from birth to nine years of age with the active participation of their parents and caregivers.	Indirect			
Third Dimension - Agency		Activation programme					Department of Health	Government: National	HIV Counselling and Testing Campaign	HIV Counselling and Testing Campaign			Yes	This project provides public servants with opportunity to: be counselled, and informed on the nature of HIV/AIDS, STI, and TB, be encouraged to adopt a healthy lifestyle to prevent development of other non-communicable diseases, get tested for HIV and screened for TB and other non-communicable diseases, know that TB can be cured even if you are HIV positive, get treated for AIDS and TB before your immune system is too weak, prevent HIV/AIDS and TB related deaths, prevent new HIV and TB infections and prevent HIV& AIDS and TB related stigma.	Indirect			



Domains	Service dimension level 1	Programme type	Service dimension level 2	Service dimension level 3	Service dimension level 4	Service dimension level 5	Service Provider	Service provider type	Programme	Subprogramme	Vote No	FinYear	In HC service system	Nature of Programme	Impact	Pathway 1	Pathway 2	Expenditure (R' 000)
Third Dimension - Agency		Activation programme					IMAGE	Private: NGO	The image programme	The image programme			Yes	A multi-sectoral partnership addressing poverty and gender inequality to reduce women's risk of HIV and gender-based violence in South Africa.	Indirect			
Third Dimension - Agency		Activation programme					YouthBuild	Private: NGO	Youth Build	Youth Build			Yes	Institution aiming to tackle challenges of employment and social inclusion facing the nation's young people.	Indirect			
Third Dimension - Agency		Activation programme					REPSSI	Private: NGO	Psychosocial Wellbeing For All Children	Psychosocial Wellbeing For All Children			Yes	It is support for the emotional and social aspects of a child's life so that they can live with hope and dignity.	Indirect			

16. Appendix I: Implementation Plan

Figure 37: Pilot Implementation Plan

WBS ID	WBS Action	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11	Month 12	Month 13	Month 14	Month 15	Month 16	Month 17	Month 18	Month 19	Month 20	Month 21	Month 22	Month 23	Month 24
1	Phase 1: Acquiring Project Budget and Gather Team																								
1.1	Mobilisation costs	█																							
1.2	On board key stakeholders	█																							
1.3	Establish technical and project capability	█	█																						
1.4	Targeting: Determine target site			█																					
1.5	Mapping: Recruit mapping service provider			█																					
1.6	Map the pilot site				█	█																			
1.7	HCSS mapping					█																			
1.8	Onboard service provider team						█																		
1.9	Project team constituted							▲																	
2	Phase 3: Activate and test the path framework								█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█	█



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