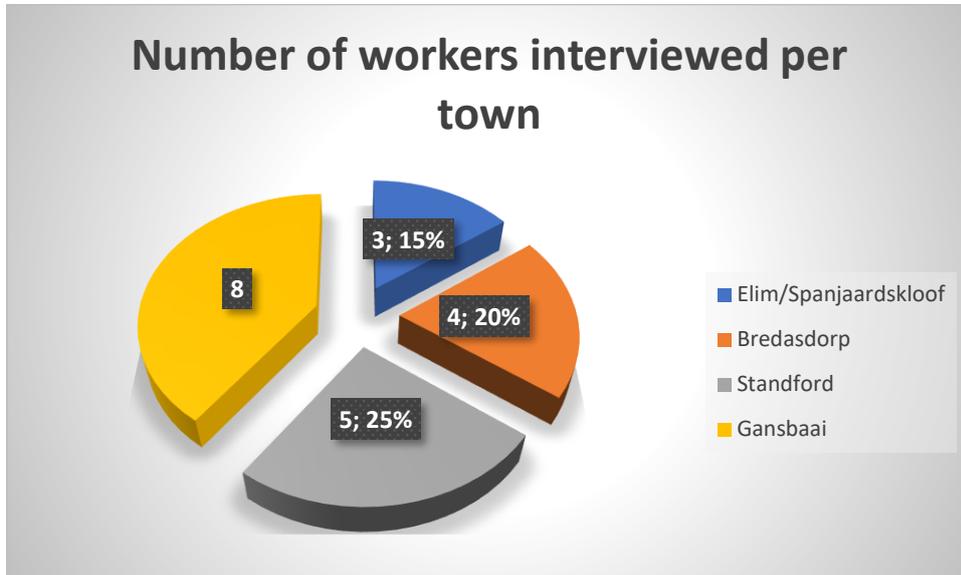
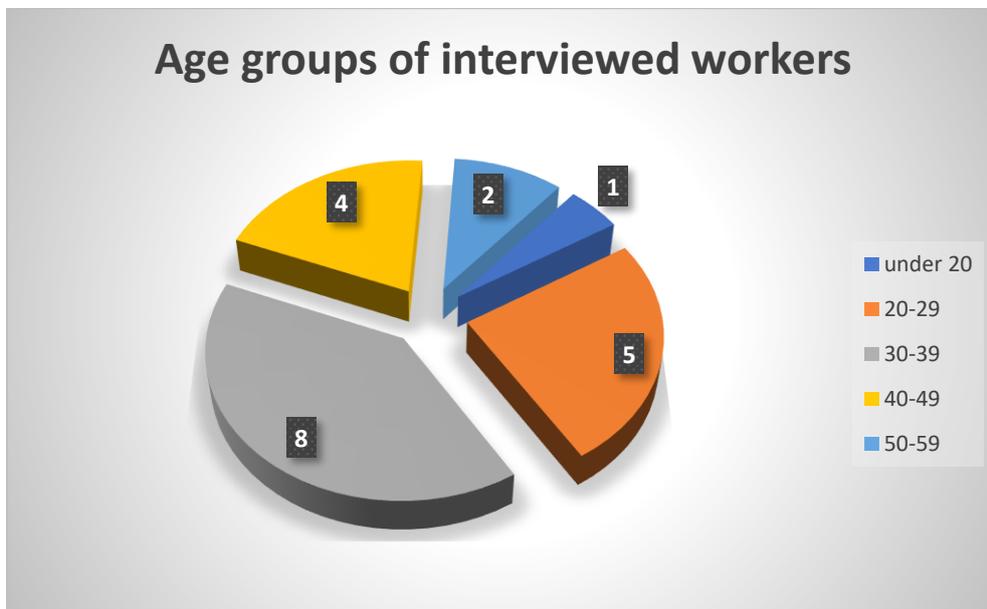


Annexure A: Worker results

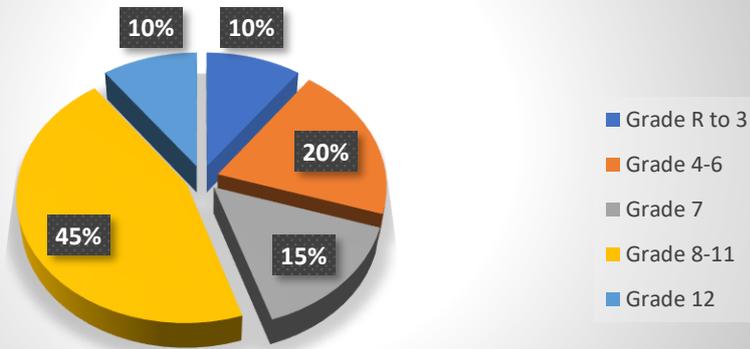
Demographics



20 workers interviewed (9 Coloured, 11 African). 15 were female and 5 males. Average number of dependents is 2.95 per worker.



Formal Education of workers interviewed



Employment history

Employment history of workers:

Previous work experience	50%
No previous work experience	50%

Other work experience:

Administration	1
House keeping	1
Flower picking	2
Farm work	2
Maintenance (building, plumber, road works, electrician, etc.)	6
None	8

Current work situation

Question	Yes %	No %	No response %
Do you currently have a contract to do?	25	65	10
Were there times in the project when you had nothing to do?	60	15	10
Generally did you find work in the times you were not working for the project to earn money?	35	60	5

Most of the workers had to wait between one to six months in between contracts. 90% of the workers enjoy the work they do in the project and 85% of them are proud of the work they do. They also seem to understand the importance of the work that they do and feel that their perception of conservation has changed since working in the project. All the respondents said that they don't want to leave the project, although the fact that their employment is short-time created unhappiness. 70% of the workers also feel that they are able to do other work as well and not just alien clearing. The training and experience they have received is however limited, but they are keen to explore other options such as fire fighting and flower picking.

Background information on the project

Since March 2021 no contractor has a contract. The majority of the beneficiaries are assumed to be either at home or exploring other opportunities in different organisations, hence it was difficult to find participants to interview. This report is therefore based on the information collected from a total of 20 beneficiaries, which represent about 10% of all beneficiaries who participated in the ABI project. The breakdown of age and gender of beneficiaries who were interviewed is provided in Figure 1 below.

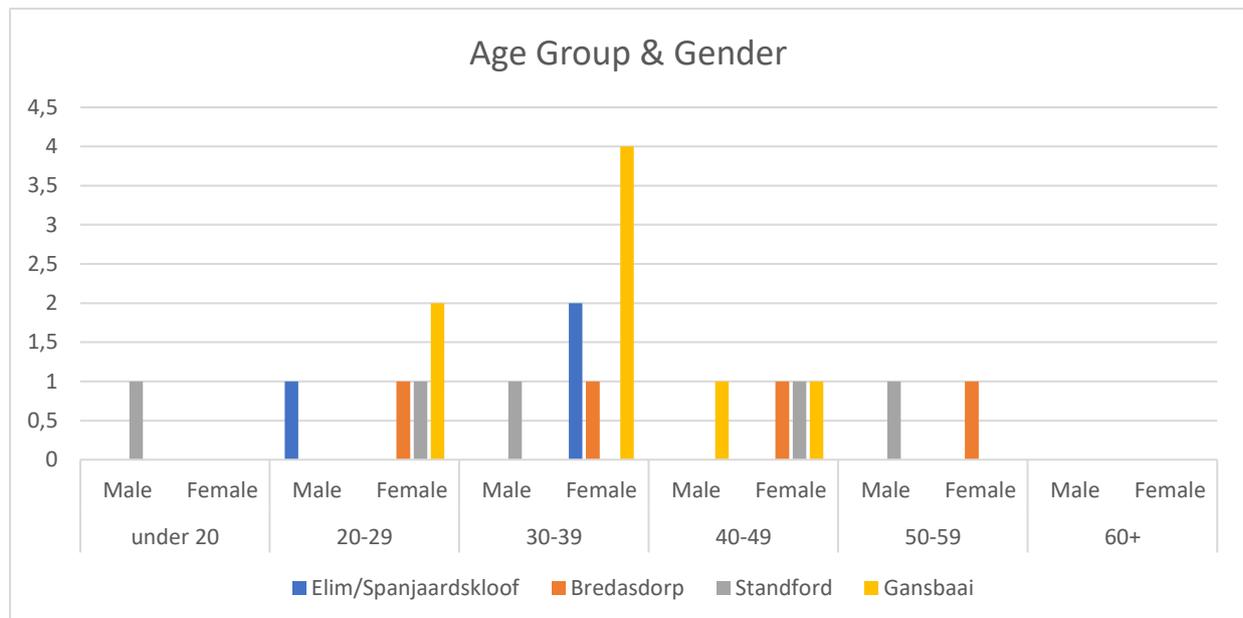


Figure 1: Breakdown of age group and gender for the project beneficiaries interviewed in different towns in the Overberg Municipality.

Number of dependents

From a total of 20 beneficiaries interviewed, only two beneficiaries indicated that they do not have any dependents. Amongst the 18 beneficiaries that indicated they have dependents, the number of dependents varied between one and six per beneficiary. Amongst all beneficiaries interviewed a total of 58 dependents were recorded which gives an average of about three dependents per beneficiary. From a dependency point of view the ABI project possibly impacted on about 850 people either directly or indirectly.

Training

During the implementation of this project several training interventions were provided to the beneficiaries. Training has contributed significantly in equipping the beneficiaries with the skills necessary to perform a range of tasks and to adventure in new opportunities for growth in their careers.

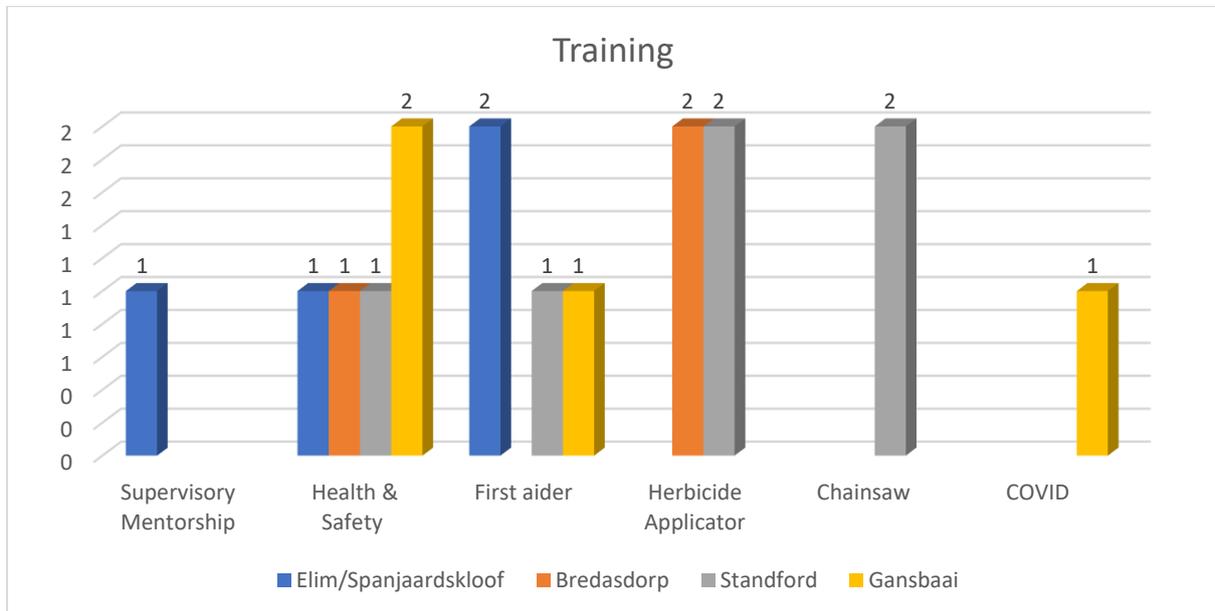


Figure 2: Breakdown of training interventions attended by beneficiaries of ABI project

Through training provided and experience obtained, both had a positive impact in the community, for example, health and safety training raises awareness on safety and hazard identification; and such information can easily be passed on to the next person. Herbicide applicator training combined with field experience increase knowledge on practicing safety, alien plant identification, different types of herbicide and their impact on the plant and ecosystem as a whole. Economically, participants have increased chances of employment combined with the knowledge and experience they got.

Employment history

Ten of the 20 respondents have previous working experience, four with previous knowledge of Working for Water and alien clearing. Ten respondents have no working experience. See Figure 3 below.

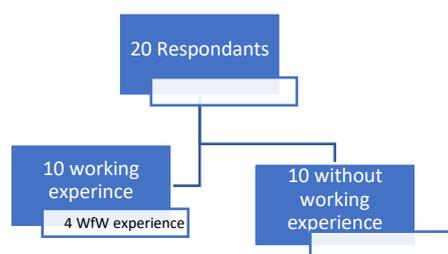


Figure 3: Breakdown of respondents' work experience

Project awareness

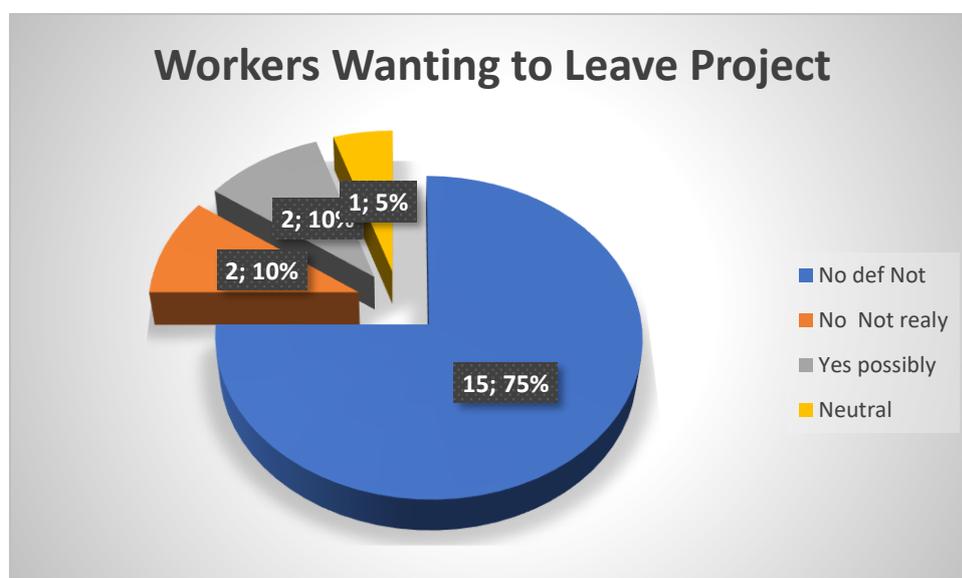
80% of respondents were recruited by the contractor, 15% by friends and family and 5% from employees involved in the project. The project needs enough publicity to reach different communities and effective communication channels to engage with potential beneficiaries are required. Respondents' involvement with the project is based on lack of employment alternatives, tedium and stigma associated with unemployment. Dependability on the project was assessed using the questions below on Table 1.

	Yes	No
Do you currently have a contract to do?	7	10
Were there times in the project when you had nothing to do?	15	4
Generally, did you find work in the times you were not working for the project to earn money?	7	12
Did you look for work in that time?	14	6
Since you have been working on this project, have you done anything to look for other work besides this project?	13	7

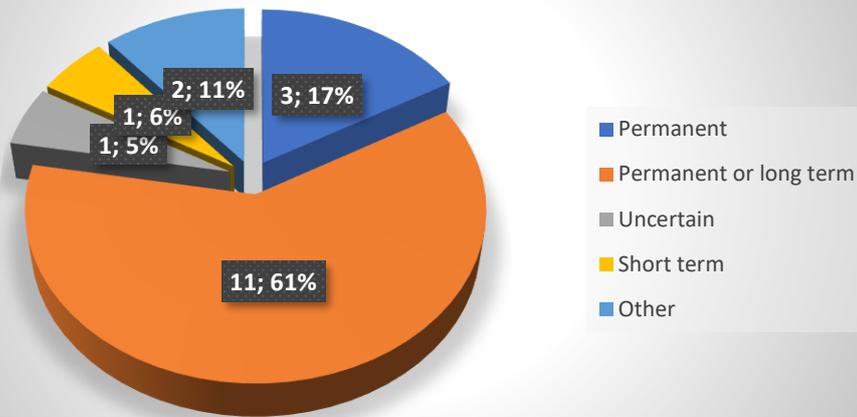
Table 1: Project dependability assessment

Funding constraints, delays in budget approval and generation of orders resulted in several unplanned breaks in the implementation of the project. During project breaks few beneficiaries looked for alternative employment, whilst other beneficiaries waited for the project to resume. Based on interview surveys, 11 showed affection and value towards the project, and indicated the importance of conservation and skills they have acquired. Out of 20 respondents, nine depend on the project for constant employment.

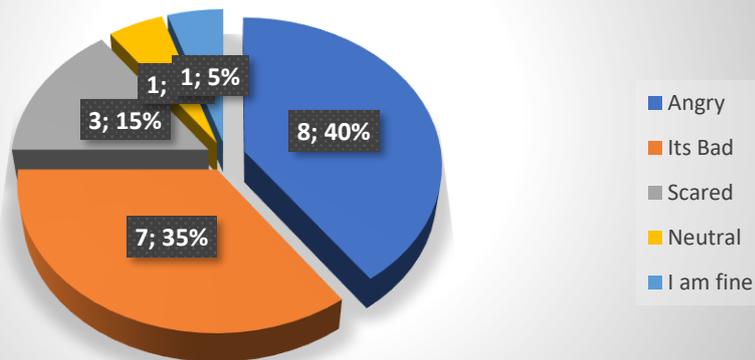
Long term employment



Preferred Employment Length



How workers Feel About the Short term Nature



Discussion

Worker summary

There were 20 workers interviewed from Elim, Bredasdorp, Gansbaai and Stanford. They consisted of nine Coloured and 11 African participants. Their genders were 15 females and 5 males. Their age groups were categorised into under 20 years, 20-29 years, 30-39 years, 40-49 years, 50-59 years and 60 and above. The results are: one under 20 years, five between 20-29 years, eight between 30-39 years, four between 40-49 years and two between 50-59 years. In obtaining the educational history and background of the workers, the results were given five classifications: 1) Grade R-3, Grade 4-6, Grade 7, Grade 8-11, Grade 12, and post-matric qualification. 45% were between Grade 8-11, 20% between Grade 4-6, 15% completed Grade 7, 10% completed Grade R-3 and 10% completed Grade 12. The average number of dependents for each worker was three people. The workers interviewed

filled the following positions: Supervisor, Health and Safety Representative, First Aider, Herbicide Applicator, Chainsaw Operators, Driver and General Worker.

50% of the workers had work experience either from similar work or anything that they had done to earn a living and the other 50% did not have any experience, and so they were either at home with nothing to do, could not find work or were not looking for work. The workers' previous experience ranged from alien clearing (Working for Water), administration, housekeeping, flower picking, farm work and maintenance (building, plumbing, road works, electrician, etc.). 80% of respondents were recruited by the contractor, 15% by friends and family and 5% from employees involved in the project. Project needs enough publicity to reach different communities and effective communication channels to engage with potential beneficiaries. Respondents' involvement with the project are based on lack of employment alternative, tedium and stigma associated with unemployment.

Over 60% of the workers had no current contracts workers and had to wait between one to six months in between contracts. The remaining 30-40% were fortunate to have contracts to do with their respective contractors and either undertook private work on farms or with LandCare. During the times where there were no ABI contracts, some of the contractors would allow the workers to work on their farms as means of providing them an income to get them going while waiting for a new contract. Other contractors would lend their workers money with the hope that a new contract would be coming. 90% of the workers enjoy the work they do in the project and 85% of them are proud of the work they do because they also seem to understand the importance of the work that they do and feel that their perception of conservation has changed since working in the project. The workers now understand the ecological value of indigenous vegetation and the negative impacts that alien invasive plants have on the environment. One of the workers mentioned that before joining the ABI project, she had no idea about alien vegetation, they thought that the infested areas or "forests" were important. Some made several examples that, after clearing, one could see the difference aesthetically and see how the fynbos grows when the aliens have been cleared. One also mentioned that they feel guilty when seeing seedlings of alien invasive vegetation along the road when they walk to town, and they end up uprooting all of them along the way.

All the respondents said that they do not want to leave the project, although the fact that their employment is short-time caused unhappiness. One of the main arguments around the duration of employment was that one must work for three months and wait roughly eight months for a new contract. The respondents argue that the income they get from the project is sufficient for them to put food on the table, pay bills and cover other expenses. But, having to wait that long is not ideal because they return to the situation they were in before joining the project whereas the project's objective is to create jobs, uplift society and alleviate poverty or improve their standard of living. Now this only happens during the times in which they have a contract either with ABI or other projects. As a result, 70% of the workers felt that they can do other work as well and not just alien clearing, but they have not received full exposure to other aspects of veld work. The training and experience they have received is however limited, but they are keen to explore other options such as firefighting and flower picking. During the implementation of this project several training interventions were provided to the beneficiaries. These training events have contributed significantly towards equipping the beneficiaries with the skills necessary to perform their duties but makes it difficult to venture into new opportunities for growth. Through training provided and experience one obtained, both had a positive

impact in the community, for example, health and safety training raises awareness on safety and hazard identification; and such information can easily be passed on to the next person. Herbicide applicator training combined with field experience increase knowledge on practicing safety, alien plant identification, different type of herbicide, their impact on the plant and ecosystem. However, two of the respondents mentioned that the First Aid Level 1 is too low for someone to be employed elsewhere but should rather be improved.

Even though the participants have increased chances of employment combined with knowledge and experience they obtained, this is only limited to this specific line of work. Funding constraints, delays in budget approval and generation of orders resulted in several unplanned breaks in the implementation of the project. During project breaks few beneficiaries looked for alternative employment, whilst other beneficiaries waited for the project to resume. Based on interview surveys, 11 showed affection and value towards the project, and indicated the importance of conservation and skilled they have acquired. Out of 20 respondents, nine depend on the project for constant employment because of their level of education, companies hire internally, many jobs are never public, positions are highly competitive and companies are over-selective (highlight extensive experience, high level of education and a broad range of skills). Few respondents argued that with the current state of the economy it is better to receive money from the government, even though that money would not be sufficient for to address one's situation, but at the end of the day it keeps one going, especially during times where there are no contracts because employment opportunities are very rare in those small towns. As result, most of the respondents were too reluctant to look for work during times where there are no contracts and would rather relocate to search for better opportunities. Some also considered being contractors in the future, but were concerned about their low levels of education, low-literacy levels and lack of personnel management skills.

Key conclusions/findings

- 80% of respondents were recruited by the contractor
- Over 60% of the workers had no current contracts and workers and had to wait between one to six months in between contracts
- The remaining 30-40% were fortunate to have contracts to do with their respective contractors which included private work on farms or with LandCare, during the times where there were no ABI contracts
- All the respondents said that they do not want to leave the project, although the fact that their employment is short time created unhappiness
- One of the main arguments around the duration of the employment was that one must work for three months and wait of roughly eight months for a new contract
- The respondents argue that the income they receive from the project is sufficient for them to put food on the table, pay bills and cover other expenses
- The training and experience they have received is however limited, but they are keen to explore other options such as firefighting and flower picking

- However, two of the respondents mentioned that the First Aid Level 1 is too low for someone to be employed elsewhere and that the quality of training be improved
- During project breaks, few beneficiaries looked for alternative employment, whilst other beneficiaries waited for the project to resume
- From a dependency point of view the ABI project has possibly impacted on about 850 people either directly or indirectly
- The workers now understand the ecological value of indigenous vegetation and negative impacts that alien invasive plants have on the environment.
- Some also considered being contractors in the future, but were concerned about their low levels of education, low-literacy levels and lack of personnel management skills.

Recommendations

- Longer more stable contracts for the workers
- Training on alien plants and biodiversity should be undertaken so as to increase knowledge on their surrounding environment and create awareness of what belongs and disturbs the ecosystem
- Additional training that is useful in communities (e.g., First Aid level 2)
- Project needs enough publicity to reach different communities and effective communication channels to engage with potential beneficiaries
- Provide additional training to access other aspects of the green economy
- Identify individuals who desire further development and develop a long-term growth plan.