

Policy Dialogue: Skills Development and Job Creation:



CSVr
The Centre for the Study of
Violence and Reconciliation

Workshop Summary

(5th ~ 6th September 2007)

Centre for the study of Violence and Reconciliation (CSVr)

Transitional Justice Program

The Centre for the Study of Violence and Reconciliation (CSVR) organized this two-day workshop – Policy Dialogue: Skills Development and Job Creation – as the first of a series of workshops focusing on ex-combatant and military veteran reintegration and demobilization. The goal of the project is to engage a variety of stakeholders and provide opportunities for them to share information and to allow for discussion on policy challenges and the formulation of collaborative strategies.

The specific issues addressed by the project include: skills development and job creation; crime and crime prevention; memorialisation and exhumations; psycho-social support; prosecutions and restorative justice. The project prioritised the issue of skills development and job creation as this is a priority for veterans and a key obstacle to reintegration.

Many liberation movement combatants sacrificed their education to join the liberation struggle. When they were demobilized, their lack of formal qualifications and skills made it difficult to find employment within a civilian labour market. This lack of employment is one of the key obstacles to their successful reintegration into society. They are thus often dependent on their families and others for economic survival. The lack of economic integration and marketable skills has resulted in many veterans facing further social stigmatization, exclusion and marginalization. Although some efforts have been made to re-skill veterans, these initiatives have been on a relatively small scale and have often been contested.

Participants

Twenty-two participants in total attended the two-day workshop on September 5th-6th, 2007 at the CSVR Johannesburg office. There were thirteen organizations including national leadership of military veteran associations, government departments, NGOs and various other organizations involved in addressing ex-combatant reintegration needs in South Africa.

Non governmental organizations (2)	National Peace Accord Trust (NPAT); Centre for the Study Violence and Reconciliation (CSVR)
Governmental organizations (3)	Service Corps; Department of Public Works; Department of Defence (Directorate Military Veterans' Affairs)
Military Veteran Association(4)	MK Military Veteran Association; Azanian People's Liberation Army (APLA); Azanian Liberation Army (AZANLA); Committee of Military Veteran Organizations (former SADF);
Government Funded Organizations (2)	Safety and Security Sector Education and Training Authority (SASSETA) Impophoma - Infrastructure Support Entity of Gauteng Department of Public Transport Roads & Works

Presentations

- Problems and Challenges regarding Skills and Unemployment of Military Veterans/ Ex-combatants

Hugo van der Merwe (Programme Manager, Transitional Justice Programme, CSVN) used two surveys to sketch a scenario of the current situation in which ex-combatants and military veterans experience a high rate of unemployment (approximately 70-80%), and frustrations due to a lack of training opportunities and information about accessing training opportunities. The only two surveys available are that of the *Centre for Conflict Resolution* which interviewed 410 MK and APLA members at the national level, and one done more recently by *Strategy and Tactics* which interviewed 1200 APLA, AZANLA, MK, SADF, SDU and SPU members residing in Gauteng.

- Broad Policy overview of The Military Veterans Affairs Act¹ No.17, 1999

Col. L. Lotsholo (Veterans Administrator, Directorate Military Veterans' Affairs, Dept of Defence) provided an overview of the Military Veterans Affairs Act and the responsibilities of government in respect to this legislation.

- Role of SASSETA in addressing Skills and Unemployment in the Sector

Ramatlapane Solly Ngoasheng (Senior Manager, SASSETA, National Skills Fund) gave an overview about the previous and ongoing SASSETA military veteran projects by introducing project targets, statistics of learners in Phase 1 and 2 and lesson learnt, etc. SASSETA adjusted its training focus from employment driven in 2006 into learner driven with career advice and linked to employment in 2007. In phase 1, SASSETA has trained 2560 learners and SASSETA plans to train another 2000 learners in Phase 2 in 2008.

- Role of Service Corps

Lt Col Bennie Maloy (Service Corps Head Offices in Pretoria) discussed Service Corps' role as a large publicly funded intervention created in 1995. He gave an overview of their previous and ongoing training services for military veterans. Col Malloy also answered many questions from Military Veterans Associations regarding database issues, ongoing training structures, challenges coming out of the training, etc.

- Role of local and provincial government and non-governmental organizations

Emmah Mkhathshwa (Programme Manager, IMPOPHOMA) introduced the *ARTISAN Programme* run by IMPOPHOMA which provides two-year skill training for military veterans. She also shared information about how IMPOPHOMA recruits trainees and the challenges they faced in the process.

¹ Military Veterans Act which is enacted by the Parliamentary of the Republic of South Africa in 1999 mean "to provide for the development of national standards regarding military veterans and their dependant, including their entitlements; for the President to be Patron-in-Chief of all military veterans; for relevant Cabinet Committees to perform certain functions for the purposes of this Act; for responsibilities of the Minister of Defense; for the establishment of an Advisory Board for Military Veterans' Affairs; for an Office for Military Veterans' Affairs; for the development, promotion and implementation of policy; and for matters incidental thereto."

Maggie Seiler (Executive Director, National Peace Accord Trust) shared information about successes experienced in the workshops and skill training programmes run for military veterans by NPAT in collaboration with local government. She expressed her concerns about current training strategies and the lack of communication between stakeholders in this sector. She provided a picture of the outcomes of “Hero’s Journey”, an eco-therapy model run by NPAT.

Way Forward – Recommendations and Suggestions

In the two-day workshop, stakeholders took the opportunity to share information and discuss on the state of state and civil society ex-combatant services at the national level. The following recommendations and suggestions came out of these discussions:

1. Training Strategies and Skills Identification;
 - ✧ Dedicated learnerships for military veterans should be covered in SETA (Sector Education & Training Authority) skills training plan, especially the Department of Defence and SASSETA.
 - ✧ Training needed to be linked to available jobs in both provincial levels and national levels (There should be a commitment from those organizations to finding employment for trainees after finishing training.)
 - ✧ Training must be learner driven and be combined with career advice and psycho-social support. (For example, put different forms of training in a preference list and then ask trainees to choose according to their interests in combination with checking their qualifications.)
 - ✧ Recognition of existing skills – institute processes to convert military skills into civilian skills since most of the military veterans do have skills which they learnt informally.

2. Labour Market Research;
 - ✧ Call for nation-wide and effective networking – For example, build a website for military veterans nationwide regarding job vacancies, available trainings and resources, policy changes, etc. (Service Corps could take initiatives to gather information through their regional offices and put it on this website).
 - ✧ Government should give priority to military veterans companies on government contracts and tenders.

3. Statistics of the trainees and training assessment;
 - ✧ Call for a comprehensive and formal evaluation mechanism to promote accountability, transparency, and the implementation of best practices.

What is the percentage of trainees being employed after receive the training? How effective are the trainings? What further improvements can be made based on lessons learnt?

4. Recruitment for MV skills training;

- ✧ The recruitment should be done through military veteran structures and the regional offices of the Service Corps.
- ✧ Military Veteran Organizations should verify all participants recruited into training programs.
- ✧ Need for impartiality/non-sectarian approach. AZANLA reported that their members have not received skill training due to being left off on the list compiled by Department Defence for training services.
- ✧ Improve efficiency in administration of register of MVs. Considerable delays have been experienced when NGOs seek recruits for trainings.

5. The Official list and the Verification of the official list;

At present, the list is managed by the Department of Defence and is shared with SASSETA who distribute it to NGOs, and Service Corps for recruitment for skill trainings.

- ✧ DOD should compile a consolidated and more inclusive list of all military veterans because there is still a number of ANC and PAC members who claim to have been part of the armed struggle whose names were omitted. In addition, the majority of the Self-Defence Units (SDUs) were left off the list, as were some entire military/ militarized groups like AZANLA.
- ✧ Clear contact information of military veterans. Military Veteran Associations should verify contacts information of military veterans through their regional and local structures. Some NGOs report that it is very hard to trace a military veteran based on the contact information on the list, and sometimes the name and the contact information do not match.

6. Role of military veterans in policy developments;

- ✧ Involve military veterans in policy discussions affecting them
- ✧ Department of Defence should draft a military veterans policy as soon as possible
- ✧ Speed up the formation of national military veteran associations for better coordination

7. Issues related to Military Veteran Act and other regulations

- ✧ Definition of the military veteran. The definition of military veteran in the Military Act is acceptable but fails to define the age issue.
- ✧ Present and future programmes must be designed to also benefit dependents of military veterans.
- ✧ A specific workshop on the Military Veteran Act is needed to clarify its meaning and implementation.
- ✧ Since ex-combatants and military veterans are seen as two different groups which sometimes overlap, the definition of ex-combatants is in need of clarification.

Notes:

Please do not hesitate to contact CSVR for available documents and sources presented on the workshop:

- ✧ Presentation by: MKMVA ([PowerPoint File](#)) and the following documents provided by MKMVA:
 - Military Veterans Affairs Act No 17 of 1999 ([PDF](#))
 - Military Veterans Regulations Act1 ([PDF](#))
 - Military Veterans Regulations Act2 ([PDF](#))
- ✧ Presentation by SASEETA ([PowerPoint File](#))
- ✧ Presentation by Service Corps ([PowerPoint File](#))

Policy Dialogue: Skill Development and Job Creation Workshop

Contact Information

Name	Organization	Position	Telephone/ Fax / Email
Col Colin Doyle	CMVO (former SADF)	Chairman	083 235 6817 / 011 262 6611 coun@dsd.co.za
Lt Col B. Maloy	Service Corps	Employment Officer	084 264 8591 / 012 355 6552 etd@servicecorps.co.za
Major J.B. Ntsele	Service Corps	Training officer	084 264 8591 / 012 355 6552
Phindi Malaza	Aids consortium	Affiliates Advocacy Officer	011 403 0265 / 011 403 2106 phindi@aidsonsortium.org.za

Ike Moroe	M-Technologies	Veteran	083 6291 019 / 086 684 3364
Lt. Col X.P. Mbekeni	DOD (DMVA)		076 160 1383
Col M. Lotsholo	DOD (DMVA)	Veterans Administrator	082 557 6255
A. Garson	Impophoma		012 374 5222 amanda.garson@gauteng.gov.za
Buja George	AZANLA MVA	Deputy chairman	073 382 6464 / 011 333 6681 buyag@amanzi.co.za
Vuyisile Wauchope	AZANLA MVA	Secretary General	072 423 4605 / 011 333 6681
Solloy Ngoasheng	SASSETA	Senior Manager	072 148 2102 sngoasheng@sasseta.org.za
Junior Ntabeni	APLA MVA	Member	083 437 7361 ntabeni@webmail.co.za
Jeffrey Modipane	Dept of Public Works	Deputy Director	012 337 2346 Jeffrey.modipane@dpw.gov.za
Maggie Seiler	NPAT	Executive Director	082 661 4190 npat@mail.ngo.za
Emmah Mkhathshwa	Impophama	Manager	084 288 8335 enakhathshwa@gpg.gov.za
Caris Mangeni	Impophama	Senior Admin Officer	011 933 3665 Dumisani.Mlangeni@grg.co.za
Hugo	CSV	Program Manager	021 447 7104
Happy	CSV	Senior Facilitator	073 586 1190
Rosey Seseinyi	CSV	Finance Admin	011 403 5650
Modiegi Merafe	CSV	Intern	078 612 5802 / 011403 5954 mmerafe@csvr.org.za
Muzi Tshabalala	CSV	Facilitator	011 403 5650 / 011 339 6785 mtshabalala@csvr.org.za
Wei Wang	CSV	Intern	078 287 8525 weiwang@csvr.org.za