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The Comprehensive Rural Development Programme and job creation in Impumelelo

A Research Report by

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Abstract

With the advent of President Zuma's administration, the issue of rural development became one of the key focal areas in South Africa (2009-2014). This is also premised in the South African Constitution (Constitution of the Republic of South Africa of 1996) which provides for planning, coordination and implementation of development (rural development included) as one of the key foundations of a developmental state that South Africa envisages. Previous research found that the poorest people in South Africa live in the rural areas where they are still poor, disempowered, characterised with high dependency and outmigration of the economically active. This research used a mixed method approach where quantitative and qualitative questionnaires were used to collect primary data from 50 heads of household in Impumelelo. It was found that the Impumelelo heads of household generally hold positive perceptions on whether service delivery has improved in Impumelelo since the introduction of Comprehensive Rural Development Programme. However, there has been mixed reactions on whether locals have had access to jobs locally and on the issue of skills development for the youth. The majority of Impumelelo heads of household hold negative perceptions on whether Comprehensive Rural Development Programme has been beneficial to women empowerment, youth empowerment and long term employment in Impumelelo.

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CHAPTER 1: INTRODUCTION

The research focuses on the experiences of Impumelelo households participating in the Comprehensive Rural Development Programme (CRDP). The CRDP Programme aims to create sustainable and vibrant rural communities and turn around such existing conditions in rural areas (Department of Rural Development and Land Reform, 2009). The CRDP is stated as a strategic priority in the current Medium Term Strategic Framework (MTSF) of the South African Government. It comprises rural development, land reform and agrarian transformation to address challenges that rural areas are facing. CRDP is regarded by government as a proactive participatory approach to rural development as opposed to an intervention. Of the three aspects of CRDP mentioned, this research focuses only on rural development because CRDP is broad and the research is undertaken with limited time and resources.

The components of rural development mentioned by the Ministry of Rural Development and Land Reform (2009) include empowering rural communities, with a focus on **women and the youth**, capacity building focusing on technical skills and indigenous systems, **establishing business initiatives for job creation,** and creating social, economic and communication infrastructure for rural areas. Of these initiatives, the proposed research focuses specifically on the establishment of business opportunities for job creation, particularly on the Rural Employment Creation and Skills Training Model.

The Mandate of the Department of Rural Development and Land Reform is to develop rural areas throughout the country. One such example of the rural areas in Gauteng is Impumelelo settlement located in the Sedibeng District Municipality, in the Lesedi Local Municipality. The Comprehensive Rural Development Programme in Impumelelo is a result of pilot engagements that were done in Northern Cape's Riemvasmaak and Giyani's Muyexe Village (Department of Rural Development and Land Reform, 2009).

Research found that the poorest people in South Africa live in the rural areas where they live in the former Homelands which are still poor, disempowered, characterised with high

dependency and outmigration of the economically active (Leahy, 2011). For example in the Lesedi Local Municipality about 14% of dwellings in the municipality are informal structures, mostly shack, and 34% of Lesedi Local municipality is characterized by women headed households and youth below the age of 20. This age group is also understood to have different demands which need to be catered for in the Comprehensive Rural Development Programme. The Census (2011) has also found that unemployment rate among the economically active in the Lesedi municipality is about 25%. The unemployment rate of women remained almost unchanged after declining in Quarter 3, 2013, although among men it has declined for three successive quarters to around 22 % in Quarter 4, 2013 (Statistics South Africa Quarterly Labour Survey, Quarter 4, 2013). In addition, many people in the Lesedi municipality are older than 65 years, which indicates that there might either be retired people who are coming to settle in the area or they could have been there all along.

Some of the significant challenges in the Lesedi municipality apparent from the Census (2011) figures are the pressurised infrastructure. This is a situation where available infrastructure cannot adequately support the available population, likely as a result of migration from rural areas to the urban centres, the continuous emergence of informal settlements and the influx of people into areas where there is not adequate sanitation.

As much as rural areas, such as Impumelelo, are facing the above-mentioned challenges, it is noted from scholarly research and government programmes that there have been three identifiable phases of rural development in South Africa in post 1994. These are “1994-2000 (the Reconstruction and Development Programme), 2000-April 2009 (the Integrated Sustainable Rural Development Strategy) and April 2009-2014 (the Comprehensive Rural Development Programme)” (Olivier, Van Zyl & Williams, 2010, p. 119). It is understood that under the Reconstruction and Development Programme, land reform was a critical aspect of rural development as it was also stated in the White Paper on South African Land Policy of (1997). The Reconstruction Development Programme had other critical aspects that needed attention which were poverty reduction and inequality and these would be achieved through economic growth, the development of human resources and ownership of assets. Throughout these phases, some of the

significant rural development challenges including poverty and unemployment have not been sufficiently dealt with (Olivier, Van Zyl & Williams, 2010)

As part of the CRDP background between 2000 and 2009, the South African government embarked on programmes such as Integrated Sustainable Rural Development Strategy (ISRDS) in 2000, Strategic Plan for South African Agriculture (SPSSA) in 2001, the Integrated Food Security Strategy for South Africa (IFSS) in 2002 and the Drought Management Plan (DMP) in 2005 (Olivier, Van Zyl & Williams, 2010). These programmes are believed to have underperformed when measured against the expected results and this gave rise to a more proactive CRDP to deal with rural poverty and unemployment which are still prevalent in South Africa (Leahy, 2011).

1.1 Problem Statement

According to the Housing Assistance Council Rural Research Brief (2012), there is an increase in the number of rural communities that are experiencing persistently high poverty rates. These communities are in most cases isolated geographically, lack resources and economic opportunities, and suffer from decades of disinvestment and double digit poverty rates. Rural poverty in South Africa is also a concern, and it has similar characteristics as in the rest of South Africa, coupled with high levels of unemployment among the youth and women, higher than the general unemployment rate in South Africa. Furthermore, rural development intervention projects in South Africa have rarely been successful in the long run and they have often failed with “great acrimony and bitterness” (Leahy, 2011, p. 38) to solve rural problems. This failure is partly caused by “uncoordinated policy formulation, planning, implementation and resource allocation with regards to development focused initiatives, including specifically rural development initiatives” (Olivier, Van Zyl & Williams 2010, p. 134). Although South Africa is a signatory and an implementing authority of international and regional agreements, there is non-enforceability at domestic level in dealing with rural development and sustainable development (Olivier, Van Zyl & Williams, 2010). Moreover, the perspective of rural recipients in South Africa is often missing from the research on rural development programmes. This perspective may reveal the major challenges for the poor success rate of such projects and as such constitutes an important research topic.

1.2 Purpose Statement

The purpose of this research is to describe, quantitatively and qualitatively, the perceptions of the rural heads of households in Impumelelo of the Comprehensive Rural Development Programme for generating business initiatives aimed at job creation. The research will describe Impumelelo rural dwellers' perceptions of service delivery, youth and women empowerment, which are all critical aspects in current global development issues. This research will also provide insight into the situation in rural areas and thus potentially may provide baseline indicators for more detailed and representative research in future.

1.3 Research Questions

The primary research question of the study is:

To what extent do Impumelelo heads of households perceive that the Comprehensive Rural Development Programme has contributed to generating business initiatives for job creation and a sustainable economic future in line with global development trends?

Sub-question 1

What opportunities are available to women and youth as a direct result of the Comprehensive Rural Development Programme in Impumelelo?

Sub-question 2

What effect does the Comprehensive Rural Development Programme bring to Impumelelo service delivery?

These sub-questions are again explored from the perspective of Impumelelo heads of households.

Conclusion

This first section has presented the introduction and background of the Comprehensive Rural Development, problem statement that has necessitated the need for research, and purpose of conducting this research, the questions that has been used to gather data and propositions to be tested.

This research paper comprises five chapters. Chapter 1 outlines the problem statement, purpose statement and research questions. Chapter 2 is the literature review on the rural development programmes globally, regionally and locally in South Africa. It also elaborates on the theoretical and analytical frameworks that have been used to analyse data collected for this research. Chapter 3 outlines the research methodology used to conduct this research. Chapter 4 analyses the data that was collected from Impumelelo heads of household on their perceptions of the CRDP programme in Impumelelo. Two types of questionnaires which are quantitative and qualitative were used to collect data in Impumelelo (see Appendix C). Chapter 5 provides the conclusion and recommendations that have been proposed following the findings and data analysis.

CHAPTER 2: LITERATURE REVIEW

This chapter focuses on reviewing the literature on the impact and perceptions of rural development programmes on rural livelihoods. Global, continental, regional and South African perspectives of rural development will be discussed. This literature review has used literature from the University library books and University databases. Three major search engines have been used which are Google Scholar, Science Direct and EBSCOhost web which provided most of the academic Journals used in this research report.

This literature review will start by providing the historical and geographical context of the Lesedi Local Municipality in which Impumelelo is based. Issues of poverty and rural livelihoods, youth unemployment, South Africa's unemployment by sex and rural development are discussed in this section. These are issues of concern in rural development and they therefore form part of the research questions for CRDP research in Impumelelo. After a discussion of the above issues, the literature review proceeds to discuss global, regional and local perspectives of rural development and provide the key learnings from other regions which may be tailored to the South African context. This literature review also discusses the theoretical frameworks in which CRDP can be located. A number of options have been identified however, the project management and public policy implementation is the most relevant. The chapter also identifies analytical frameworks that the research will utilise to analyse the findings of this research to ensure that all the important aspects are covered. The research questions have also been grouped and put under the analytical frameworks.

The purpose of the literature review is to study research done to date on the progress of the South African Comprehensive Rural Development Programme in achieving sustainable and vibrant rural communities which is its main objective. The main focus is on Impumelelo rural area in Lesedi Local Municipality.

The research is necessary as poverty remains high in rural areas and female-headed households make up a large proportion of single parent families and such families often

suffer the highest levels of poverty, (HAC Rural Research Brief, 2012; Harmse , 2010) In addition, it has also been as a result of South Africa's past history in rural development programmes, which achieved little or have failed to improve the condition of rural areas (Leahy, 2011) .The argument from government is however, that the new Comprehensive Rural Development Programme has taken into consideration lessons learnt and is better placed to achieve that goal of improving rural areas to become sustainable and vibrant (Olivier, Van Zyl & Williams, 2010).

The term rural areas refer to those parts of the economy which are believed to have been affected the least by the process of urbanisation and seem to be associated more with dispersed patterns of population and distribution of economic activities (Barbara, Jan & Tanja, 2012). A major finding that is emerging from literature is that most of Southern Africa is characterized by extreme poverty and inequality, especially regarding income and earning opportunities. In South Africa, the Gini coefficient, which is a measure of inequality, has remained relatively high to the extent that some scholars like Van der Berg (2010, p.124) put it at 0.74. The World Bank (2014) report has however, indicated that the Gini coefficient for South Africa has improved to 0.63. The issues highlighted in this section affects the Lesedi Local Municipality and specifically Impumelelo.

2.1.1. Historical and geographical context of Lesedi local municipality

Lesedi Local Municipality is situated in the Sedibeng District Municipality of Gauteng, South Africa. The seat of this municipality is Heidelberg, which, at one stage, served as capital of the Republic of South Africa from 1880 to 1883. The 2011 census in South Africa is the third since the democratic elections in 1994. It found that there has been a steady increase in Gauteng's population since the first census in 1996 which stood at approximately 7.8m, with a steady increase in 2001 to 9.4 million and in 2011 the population stood at 12.3 million (Statistics South Africa, 2014). With this situation we can also assume that the demand for jobs may have increased among the economically active including those in rural areas such as Impumelelo.

Lesedi Local Municipality (LLM) is primarily a rural and agricultural area by description. Impumelelo is found on the eastern side of the municipality and it is a significant rural

settlement. The spatial coverage of Lesedi is about approximately 1 430 square kilometers, which is mostly rural, with only two small towns found within it, namely Heidelberg, known as Ratanda in the western part, and Impumelelo on its eastern side. According to Census (2011), the population of Lesedi is estimated at 99 520, which indicates a population increase of approximately 27 652 as compared to the 2001 records (Statistics South Africa, 2014)

The racial composition of Lesedi Local Municipality geographically reflects that most of the African black population is found in Impumelelo and Ratanda settlements. The largest population group is Blacks which accounts for approximately 77% of the population in the municipality. Whites account for 20% of the population while the Asian and Coloureds account for approximately 1% each of the total population (Statistics South Africa, 2014). A highly skewed distribution of income and wealth also exists in the Lesedi Local Municipality. The unemployment rate, according to Census (2011) in this community is approximately 26%. This however, indicates an improvement of 10% as compared to 36% in 2001 unemployment statistical reports. The Gross Geographic Product (GGP) of Lesedi Local Municipality is based on manufacturing (39%), community services (29%) and financial services (19%), (Statistics South Africa, 2014).

With regards to the state of the Local Economic Development (LED) planning in the Sedibeng, the region remains poor with few, if any plans and strategies having been reviewed in recent times (Sedibeng District Local Municipality IDP, 2014/15). It has been noticed that the Local Municipalities depend solely on Sedibeng Growth and Development Strategy (GDS) as a basis for their economic planning (Sedibeng District Local Municipality Integrated Development Plan, 2014/2015).

In the Lesedi Local Municipality, the Socio- Economic Analysis, as revealed by the Lesedi Local Municipality Integrated Development Plan 2014/2015, shows that there are still huge socio-economic disparities in the municipality, which still needs a lot of government intervention to be addressed. These previously disadvantaged rural dwellers have very low income, very low skills and educational levels and mobility. As a result, they are faced with high unemployment, low wages and poor basic health. The economic analysis in the

Lesedi Local Municipality shows a depressed local economy that relies heavily on the agricultural, manufacturing and government and a limited opportunity for growth in the formal economic sector is anticipated (Lesedi Local Municipality Integrated Development Plan, 2014/2015).

Following on the above literature regarding South Africa's growing inequality and Lesedi Local Municipality's poor living conditions, this research argues that South Africa's economic development may mean little if economic growth cannot provide opportunities with which people can actively engage in economic activities that improve their living conditions. It is therefore, necessary that the South African government should seek to develop rural areas to alleviate poverty and reduce inequality. It is known and the literature informs us that rural people are poor and depend mostly on agricultural activities with limited land or space, poor health facilities, poor education and weak municipal service delivery. In the end, it is children who suffer the most as they cannot adequately attend to their own needs. Research suggests that children living multiple years with unhealthy food, substandard housing, and unsafe living environments, suffer the negative effects of this environment and in the long term have reduced economic prospects. (HAC Rural Research Brief, 2012; Janvry, Murgai & Sadoulet, 1999).

Global experience has, however shown that in highly unequal countries there are many social problems that affect issues like the level of trust, social mobility, imprisonment rates, teenage pregnancies, life expectancy and infant mortality rates and such societies are likely to be more violent (Pickett & Wilkinson, 2010). It is further understood from these authors that social problems are as a result of the scale of material differences between people in society, in other words, inequality. In analysing this global experience, this research notes that South Africa is no exception and it shares the same characteristics that are as a result of inequality in society. It is highly unequal, with a Gini coefficient of 0.63 as reported by the (Word Bank,2014), the Lesedi Local Municipality's unemployment is 25% (Census, 2011), and in addition issues of increasing teenage pregnancies especially in schools and increases in crime statistics have been reported in media.

Literature on rural development shows that improved rural areas or developed economic capacities in rural areas do not only help to improve rural people's living conditions and reduce unwanted social challenges, but has also have a major effect on decreasing the pressures that are usually felt in the urban areas and ultimately will help to generate favourable conditions for the development of healthy and safe cities (Cameron & North, 2000). It is further noted that rural poverty has negative external effects when people migrate to urban areas, rural poverty in a way is displaced to urban slum settlements which add pressure on urban welfare budgets. Moreover, on the rural areas themselves, poverty has negative effects on both national and global spheres in the form of deforestation, desertification and loss of biodiversity with serious consequences on climate change (Janvry, Murgai & Sadoulet, 1999). There are however, competing views in literature that are discussed in section 2.4.

2.1.2. Poverty and livelihoods in rural South Africa

Within the context of this research, it is useful to provide a brief outline of rural poverty within South Africa. Despite South Africa being regarded as a middle income country, with a wealth of natural resources, a large number of South Africans are still living in poverty, especially those in the rural areas as defined above (Anseeuw, Mathebula & Perret, 2005). However, the actual numbers always differ in time and space depending also on definition and measures that have been used by different researchers. The most common finding in research is however, that there is widespread poverty in South African rural areas especially among black people as a result of apartheid policies (Anseeuw, Mathebula & Perret, 2005).

Poverty, as defined by May (as cited in Anseeuw, Mathebula & Perret, 2005, p. 8) is, "*the inability to attain a minimal standard of living measured in terms of basic consumption needs or the income required to satisfy them*". However, there are many dimensions that are linked to poverty, which include among them malnutrition, illiteracy, powerlessness, low life expectance, and low self-esteem (IFAD, 2001). In addition, poverty also relates to frustrated capabilities because of asset deprivation which include land, markets, information and credit, amongst other things (Anseeuw, Mathebula & Perret, 2005).

Furthermore, poverty has serious consequences for those that it affects and it leads to alienation from the community, to crowded households, food insecurity, joblessness, inadequate and unsafe forms of energy and family fragmentation (Anseeuw, Mathebula & Perret, 2005).

The above definition of poverty can be illustrated, in the case of South Africa, where one does not readily see famine but households depend a lot on social grants for a minimum livelihood. It has been repeated for some time as well that black rural people have long been denied access or ownership of land and basic social services during apartheid. However, standards of living for rural people have steadily improved since the new political dispensation in South Africa after the 19994 general elections; people have seen improving service delivery and infrastructural development (Hemson & Owusu-Ampomah, 2005).

However, despite the improvements mentioned above that came as a result of the new political dispensation in South Africa, development policies have not been able to effectively and sustainably improve rural people's lives and take them out of poverty (Leahy, 2011). As a result, South African rural dwellers have always been tempted to go into the well-developed, non-agricultural and non–rural labour market (Anseeuw, Mathebula & Perret, 2005). The critical consequences for such processes have meant that there is a vicious circle of sustained rural poverty and dependence in South Africa and rural people, who are primarily women and youth, are caught up in a poverty trap. This is due to the significant migration of adult males in search of work, which means that rural households are now headed by women and pensioners, in other places there has been a major collapse of African peasantry and households depend mainly on remittances and welfare grants as livelihoods (Anseeuw, Mathebula & Perret, 2005).

2.1.3. Youth unemployment in rural South Africa

The government of South Africa recognizes that youth unemployment is a significant challenge in the country and this is an issue that the department of rural development and land reform seeks to tackle as part of its 2014-2019 Strategic Plan. The Midterm Review of the Comprehensive Rural Development 2012 also recognizes that there is a high level

of unemployment among the South African youth, coupled with the lack of vocational skills which magnifies the problem among this group against the backdrop of limited job opportunities. Lesedi Local Municipality alone has a general unemployment rate of about 30% according to the Midterm Review report (2012). The department recognizes that rural people are faced with limited access to government services as well as basic service delivery. In response to these challenges among the youth, the department of rural development and land reform in September 2010 implemented the National Rural Youth Service Corps which exposes the youth to character building programmes, training on soft and hard skills with the intention of the youth to engage in rural infrastructure development projects (Midterm Review of the CRDP, 2012).

Gauteng's population, where Impumelelo is located, has steadily increased since the first census in 1996 from 7 834 125 to 12 272 263 based on 2011 census figures and Gauteng's unemployment rate is currently 26,8% (Statistics South Africa 2015). This situation also means that the demand for jobs has increased among the economically active, including those in rural areas such as Impumelelo. According to Census (2011), the current population of Lesedi is estimated at 99 520, which indicates a population increase of approximately 27 652 as compared to the 2001 records, (Lesedi Local Municipality Integrated Development Plan, 2014). Following a discussion of youth unemployment, Section 2.1.4 below focuses on unemployment by sex but with a special focus on women.

2.1.4. South Africa's unemployment by sex

In South Africa, it has been found that the number of employed black Africans and coloured populations are dominant in the semi-skilled occupations for men (Statistics South Africa, 2015). In the same survey it was reported that, black African women remain vulnerable with approximately 44% employed in low-skilled occupations as compared to only 1, 0% of white women and 3% of Indian/Asian women. On the contrary, white women employed in skilled occupations constitutes about 57% compared to only 17% and 19% of black African and coloured women respectively (Statistics South Africa, 2015)

The situation is not any better for rural women in South Africa who are still highly vulnerable in the labour market (Statistics South Africa 2014). The unemployment of women remains higher than that of men. Consequently, the South African government seeks to develop rural areas to alleviate poverty and reduce inequality through the Comprehensive Rural Development Programme with a special focus on women and youth. Literature however, proposes that South Africa needs a sustainable rural livelihoods policy that brings out the "much needed analytical awareness and understanding of the African rural population's complex work portfolios arising from two decades of trial- and- error income diversification" (Bryceson, 2004, p. 626). Following Bryceson's views, the South African government however, posits that the CRDP has considered lessons learnt and it will improve rural areas to become sustainable and vibrant, which is its ultimate goal (Olivier, Van Zyl & Williams 2010).

2.1.5. Rural development

Various definitions of rural development have been proposed by development think tanks, institutions and others. In this literature review, rural development will be understood through the following definitions: the transformation of rural areas in a manner that each component of the countryside life changes in a desired direction in line with the other components (Singh & Verma, 2010). Rural development can be a process of achieving a desired future by those living in the countryside and it aims at achieving improved living standards for rural areas (Caliskan & Kahraman, 2012). A common aspect about the development of rural areas which has also emerged from literature is the improvement of economic infrastructure in rural areas such as transport networks, rural electrification, availability of water and rural shopping malls, including any economic development that also brings opportunities to the countryside. It is not only limited to that, but again covers improved social infrastructure which includes social mobilization that enables those who live in rural areas, to take initiatives and engage in economic activities like starting up savings clubs and local cooperatives, leadership training, improved education, health and social cohesion (Olivier, Van Zyl & Williams, 2010).

In international experience it is observed that rural development ideas have been developed across different disciplines. These ideas have ranged from modernization in the 1950s to sustainable livelihoods, good governance, social protection and poverty eradication in the 2000s (Biggs & Ellis, 2001). However, understanding rural development has been uneven, but nevertheless there have been dominant themes of rural development the world over. Major transitions in rural development practice that have been observed include the focus on community development 1950s, the promotion of small farms with integrated rural development (1970s), the shift from government led rural development programmes in the 1970s, to market liberalisation focus of the 1980s, participation and empowerment focus in the 1980s and 1990s. In the 1990s, sustainable development, as a guiding principle, also emerged as an integrating framework, while in the 2000s some influential ideas of mainstreaming rural development strategies in the poverty reduction strategies emerged (Biggs & Ellis, 2001). However, Chambers (2013) warns of the role of outsiders in rural development programmes and he argues that outsiders under-perceive rural poverty against what the rural dwellers themselves experience. He further argues that rural development experts, government officials at national and local headquarters are attracted to and trapped in urban cores and they, in most cases, generate and communicate their own sort of knowledge while rural peripheries are isolated and neglected. The direct rural experience they often have as outsiders is limited to the brief and quick visits from urban centres of rural development tourism.

Having said the above, the development of rural areas in the South is regarded as a fundamental determinant of underdevelopment. It is estimated that about 1.3 billion people in the world, who live under the poverty datum line per day, live in the rural areas. It is also estimated that despite migration of people to urban areas, the poor and the underfed of the world will remain in rural areas for the coming several decades. This is a result of public underinvestment in rural areas, which is combined with higher costs of delivery, the state of basic needs facilities such as health, education, clean water, and sanitation (HAC Rural Research Brief 2012; Janvry, Murgai & Sadoulet, 1999). It emerges also from Bryceson that most rural areas in South Africa are poorly placed with regard to market knowledge, which is critical for domestic trade, and therefore international trade

seems highly impossible. With transport costs in rural areas higher and the rural market purchasing power depressed, this provides the rural areas with serious development challenges (Bryceson, 2004).

In the fight against rural poverty therefore, education and training has a significant role to play by contributing to the development of rural areas in the form of health improvement, employment creation, food security, welfare improvement and the protection of environmental conditions amongst other things (Adanacioglu, Gumus & Olgun, 2010).The South African government wants to create rural communities that are vibrant, equal and sustainable (Seaman & Toerien, 2011). It is noted as well that education and training are some of its priorities to make life enjoyable and affordable for those that live in the countryside. With transport costs in rural areas higher and the rural market purchasing power depressed, this provides the rural areas with serious development challenges (Bryceson, 2004).

Rural development should however, be seen as a participatory process where rural people take control of their own future. This they can do by initiating self-help programmes that will be supported by properly managed and integrated broad based agrarian transformation programmes together with strategic investment in economic and social infrastructure to benefit rural communities as a whole (Biggs & Ellis, 2001; Lekoko & Van der Merwe, 2006; Olivier, Van Zyl & Williams, 2010).

The analysis of the above definitions and literature on rural development is in line with the South African government's objective to develop rural areas through encouraging the establishment of business initiatives for job creation in rural areas. This initiative is critical for sustainable human development where vibrant communities take control of their own future. An important aspect is also the government's desire to invest in economic and social infrastructure which will ensure the free movement of goods and people as well as the availability of critical basic services to the people.

The section below, elaborates the aspect of rural development as it was implemented globally in other countries. Sustainable rural development programmes were

implemented in Taiwan and Ecuador and these will be discussed below. Lessons learnt will be provided at the end of the section.

2.2. Global perspectives of rural development

The global experiences such as those from Taiwan and Ecuador have noted that progressive land distribution, access to markets and knowledge of market skills are critical elements in rural economic and social transformation in the global context (Cameron & North, 2000). In Europe, for instance in England and Wales, the activity of rural development implies amongst others, the redefinition, recombination or reconfiguration of the resources that are found in rural areas in order to contribute to a new development direction for the rural economy. This also includes changing relationships between land and society at large (Banks, Bristow & Marsen, 2002). It is stressed, in Europe, that the rural economy is not a standalone part of the economy, but rather belongs to both national and global economies. Agriculture is also perceived to be central to sustainable rural economies and sustainable development at large and as such, rural development responses have been centred on cooperative management, high quality production, economic farming, organic farming, and regional specific products amongst others (Banks, Bristow & Marsen, 2002; Beckmann & Dissing 2004).

South Africa seems to have learned from this global experience by reviewing rural development success stories for instance in Taiwan's Salinas and Ecuador's Palileo provinces (Cameron & North, 2000). These authors attributed the success of rural development in both Taiwan and Ecuador to the ability of responsible authorities to engage in land reforms, making access to credit available, expanding educational opportunities, constructing basic required infrastructure for rural areas, promoting decentralized rural agro-industrial diversification and savings from participatory social organisations such as Farmers Associations in the case of Taiwan and Savings and Credit Cooperatives in Ecuador.

The same seems to be followed here by the South African government when it emphasises agrarian transformation programmes, strategic investment in economic and social infrastructure that benefit rural communities (Olivier, Van Zyl & Williams, 2010).

The objective of creating rural business initiatives and rural job creation in South Africa is therefore, a global experience. In Ecuador what was important is that the new economic activities were based on ethical principles, for instance, the establishment of a local economic framework with subsidies at the same time that allowed flexibility in learning and experimenting (Cameroon & North, 2000).

Rural development policies in Taiwan however, focused on appropriate institutional arrangements, mainly the grass-root based enterprises, to fit within the broader macro-economic policies, micro regional and national levels. It is understood that Taiwan's rural development was made possible by the state taking an interventionist approach and being proactive in the implementation of land reforms, the development of rural infrastructure, promotion of agriculture training and research, protection of local producers and promoting conditions for increasing rural employment and self-employment (Cameron & North, 2000).

In the case of Salinas and Palileo, land reform and agrarian reform was critical for rural development and, most importantly, there was a development of mutually interlinked small enterprises that were collectively owned which included sausage and cheese plants, weaving cooperatives, mushroom drying and carpentry projects. For instance, the cheese plants would then provide an already existing market for the emerging milk producers while the spinning mill would provide a market for local wool producers and this alone provided significant local employment (Cameron & North, 2000).

Following the above discussion, what seems to be the key learning coming from international experiences for South Africa is that the government has to take an interventionist role to make rural development achievable especially in key programmes of land reform, agrarian transformation, provision of basic infrastructure and access to markets and access to credit. These are critical aspects for developing business initiatives and achieving rural job creation in South Africa. However, it is encouraging that the Minister of Rural Development and Land Reform in 2014 indicated that the fight against the three serious challenges in South Africa, those of poverty, inequality and unemployment starts with land restoration. In addition, the President of the Republic of

South Africa has signed the Restitution of Land Rights Amendment Act of 2014 and the Property Valuation Act of 2014 into Law.

African states should be responsible for other key areas of skills development, policy coordination and also, over all, the sense of purpose when dealing with issues of rural development (Bryceson, 2004). If rural transformation programmes, strategic investment in economic and social infrastructure is properly coordinated, this can lead to meaningful employment creation in rural areas and make rural development possible as it was experienced in Taiwan and Ecuador. However, what is important especially, for South Africa, is also to ensure that there are appropriate institutional arrangements to support rural local enterprises so that they are not standalone projects, but rather they should be able to fit in the broader micro and macro- economic policies at both regional and national levels. If this is missing, then all efforts, for instance, access to credit may just be a loss of revenue by government.

It is however, important also to note that as much as Taiwan and Ecuador progressed impressively by developing local economic activities for rural areas promoting agro-industrial diversification, grassroots based enterprises which supported each other; South Africa is faced with a different dynamic. The wholesale and retail market is heavily dominated by corporate players which have many vested interests in the industry than any other country in the region and as a result, rural entrepreneurs have less room to enter this market (Bryceson, 2004). In consideration of this, there are negative consequences for government efforts in trying to promote business initiatives for job creation in rural areas that the CRDP seeks to achieve. These challenges are also further compounded by research that in South Africa, the rural-urban link is strongly established and there is a strong belief that better employment is necessarily in urban areas. As a consequence, there are strong social identities which lead to rural areas losing “autonomy and vitality” (Bryceson, 2004, p. 625). Nevertheless, government need to intervene with programmes such as the CRDP.

Having discussed some global experiences and how sustainable rural development came about, the following section discusses rural development in South Africa, what it seeks to achieve and how it is going to be done.

2.3. Rural Development in South Africa

This section provides an overview of the aspects of rural development in South Africa. It also provides background to the Comprehensive Rural Development Programme which includes the Reconstruction Development Programme, Integrated Sustainable Rural Development Programme, the Strategic Plan for South African Agriculture (SPSSA), the Integrated Food Security Strategy for South Africa (IFSS) and the Drought Management Plan (DMP) which all lay the foundations of the CRDP although some of these projects have not been so successful.

Under the leadership of President Zuma, rural development has again become a key priority from 2009-2014. Reference has been made to the South African Constitution this time so that it calls for the need to establish a society with such characteristics as social justice, the improved living conditions and fundamental human rights. In addition, Section 152 of the South African Constitution has four key objectives of local government that relate to rural development in the country which includes (i) the sustainable provision of services to community, (ii) the **promotion of economic** and social development, (iii) encouraging communities to be involved in the matters of local governments that govern them and also (iv) the promotion of healthy and safe communities. In other words, municipalities are expected to promote and prioritize community's basic needs and its social and economic development (Olivier, Van Zyl & Williams, 2010).

South Africa however, has a history of not being successful in intervention programmes as understood in Harmse (2010). It now seems to have changed its intervention pattern to follow international experiences of implementing rural development programmes. Rural poverty is a major challenge in South Africa and the unfortunate reality is that intervention projects in the past have rarely succeeded in the long run and these often failed with "great acrimony and bitterness" (Leahy, 2011, p. 38). Although South Africa signed to implement international and regional agreements that relates to the Millennium Development Goals, the African Constitutive Act and Southern African Development Community, what seems to be missing is the enforceability at domestic level of such

agreements in line with sustainable development, rural development and other current aspects of development (Olivier, Van Zyl & Williams 2010).

Three identifiable phases of rural development in South Africa in post 1994 are: “1994-2000 (the Reconstruction and Development Programme), 2000-April 2009 (the Integrated Sustainable Rural Development Strategy), and April 2009-2014 (the Comprehensive Rural Development Programme)” (Olivier, Van Zyl & Williams, 2010, p. 119). It is understood that under the Reconstruction and Development Programme, land reform was a critical aspect of rural development as it was also stated in the White Paper on South African Land Policy of 1997. The Reconstruction Development Programme had other critical aspects that needed attention which were poverty reduction and inequality and these would be achieved through economic growth, the development of human resources and ownership of assets.

The development of human resources and ownership of assets was also at the centre of Smith’s (1994) writing when he posited a question on how and why development should happen. It is understood that development should be accumulation of physical capital that should increase productivity and other factors of production and this capital includes, amongst others, land and labour (Smith, 1994). Development should also be about improving human condition and so should give priority to human resources. Smith (1994) further noted that development should happen with increase in food production, industrial and technological change, international relationships and also government and markets specifically focusing on efficient allocation of resources by both government and markets. In line with international relationships, Burkey (1998) also argued that rural people are affected by national and international policies, economic and political conditions which in most cases they do not have control over.

Between 2000 and 2009 the South African government embarked on programmes such as the Integrated Sustainable Rural Development Strategy in 2000, the Strategic Plan for South African Agriculture (SPSSA) in 2001, the Integrated Food Security Strategy for South Africa (IFSS) in 2002 and the Drought Management Plan (DMP) in 2005 (Olivier, Van Zyl and Williams, 2010). These programmes however, are believed to have underperformed when measured against the expected results and this gave rise to the

need of another programme which was more proactive, namely, the Comprehensive Rural Development Programme (CRDP). The CRDP includes aggressive implementation of land reform, stimulation of agriculture to improve food security, rural livelihoods, improved service delivery, improved quality of life, development of rural transport, skills development and the development of cooperatives amongst others (Biggs & Ellis, 2001; Leahy, 2011; Olivier, Van Zyl & Williams, 2010).

In light of the above projects, it can also be argued that rural development in South Africa has not been divorced from Human development since the attainment of independence in 1994 and the Comprehensive Rural Development Programme is no exception. In the current CRDP programme, the youth and women are targeted for computer literacy programmes, sewing and leadership programmes. This shows that the government is following the path of human development, which should lead to individual development with self-respect, self-confidence and self- reliance, cooperative and tolerant of others which in the end should lead to a positive change. It is crucial that the Comprehensive Rural Development Programme also focuses on rural job creation for the purposes of sustainable human development. In addition, the introduction of information technology is crucial for the correct utilization of such technology is expected to bring scientific achievements to rural communities (Chenari, Fathinia, Sadatmousavi & Langeroudi, 2014).

Brown (2010) argues that sustainable human development is development that will achieve the lasting satisfaction of the human needs and improvement of their quality of life. In addition, Morgan (1994) argued further that sustainable human development should begin and end with the people, should focus on outcomes instead of inputs, should be capable of yielding high returns, requires sustained government involvement, should improve the paradigm of poverty alleviation, should attach greater importance to the growth patterns, should empower the poor and women and should always come back to the issue of sustainability. These are all key aspects that the Comprehensive Rural Development Programme should consider in its quest to establish business initiatives and rural job creation for Impumelelo. The jobs created should be sustainable and be able to impact positively on rural people's income challenges especially women and the youth.

Importantly, Binns & Nel (2000) noted that intervention for development purposes in Africa need to focus more on local self-help and community self-reliance programmes. Binns further notes that structural adjustment programs and top down approaches have failed and forced large numbers of African populations to look inward, especially with the focus on their resources and skills. These should include more indigenous technical skills and knowledge to be able to cope with the realities of the current global economy.

The Republic of South Africa however has international obligations to fulfil which relates to Sustainable development as a global objective and also to reduce the widening inequalities of income in the developing countries. South Africa agreed to implement the United Nations Millennium Development Goals referred to as MDGs, the African Union Constitutive Act which identifies “sustainable development at the economic, social and cultural level”, Southern African Development Community’s (SADC) “sustainable and equitable growth and socio-economic development” and “self-sustaining development” as some of its objectives (Olivier, Van Zyl and Williams, 2010, p. 107). The said clauses in the various agreements also relate to rural development as well and also covers critical issues of land reform, land redistribution and agrarian change that will be discussed below.

In the above discussion, the key learnings are that for any development agenda to be successful, there should be focus on human resources development because development itself is about developing human conditions. People should have access to physical and capital assets that will increase productivity in food production, technological change and relationship improvement. The mentioned assets relate to land and labour. However, important is the development of rural infrastructure such as roads, electricity, hospitals, clinics and schools. These all work together for the achievement of poverty alleviation and reduction of inequalities in the country, especially between the urban and rural communities. More importantly, in the event that local job opportunities are created, such infrastructure is crucial for movement of goods and services, easy accessibility and for people to be able to engage in business.

Although the previous rural development intervention programmes in South Africa underperformed, government is confident that there will be an improvement in the current

Comprehensive Rural Development Programme. One major challenge that South Africa is faced with is that it subscribes to International and regional agreements which are not enforceable at home which are under the Millennium Development Goals, African Union and Southern African Development Community as discussed.

Following the discussion of the background, lessons learnt and what CRDP seeks to achieve, the section below discusses land reform and job creation which are key aspects of the South African CRDP. These issues are also key issues of the research questions.

2.4. South African Land Reform for job creation in comparison to global and regional experiences

This section discusses two critical issues of rural development - land reform and job creation. It is important to establish how these two aspects are linked and how they contribute to rural economies and consequently to the national economy.

The establishment of business initiatives and job creation in South Africa's rural areas also depends on the availability of land which has also been seen as a challenge from the earlier discussions. Land Reform is a critical aspect of the Comprehensive Rural Development Programme in order to de-racialise and ensure equality in the rural economy. There is need to capitalize on specific commodities whose demand is known to address both shortages in the country and exports. These include the creation of commodity or economic belts such as poultry and goats in Gauteng (The Department of Rural Development and Land Reform, 2012). The identified projects however, will depend on the availability of land. However, the review noted that land reform projects have contributed significantly to the beneficiaries improved livelihood through crop production and improved buying power that has been derived from employment and income generated from the farming enterprises.

The Midterm Review of the Comprehensive Rural Development Programme (2012) has indicated that as a direct consequence of land reform in South Africa, 3 326 jobs have been created where 1 033 are permanent jobs 1 149 temporary and 1 144 are seasonal jobs.

Rural development in South Africa illustrates the need for land reform which includes accelerating the speed of the redistribution of land, improving land tenure reform, settling outstanding land restitution claims and meaningful effective support for programmes through land and planning information (Driver, 2007; Logan, Petja & Tengbeh, 2012). Land reform occupies the centre stage of rural development debates currently and it is understood that it is an effort to rearranging and reconfiguring the existing tenure relationships so that land can become a marketable means of production. Land tenure emphasises the need for property rights which have also been seen as a main contributor to the failure of land reform efforts in the 1960s and 1970s but it has experienced the least progress (Driver, 2007; Khan, 2004).

However, land reform encompasses land redistribution, improved land tenure and dealing effectively with land restitution claims. Out of these, land redistribution has received more attention than the others in most of the countries where land reform has happened and as a result the research at this point will focus more on it.

Since the mid-1990's there has been increasing attention given to land reform because of the significance of land in achieving economic growth and poverty alleviation. Three key areas also emerged as key areas of focus in order to reduce global poverty which are, (i) promoting opportunity, (ii) facilitating empowerment and (iii) security enhancement. As a result, Land Reform has been seen as a key element in promoting 'opportunities', security of tenure as key aspect in facilitating 'empowerment' especially by making legal systems respond to the needs of the poor (Driver, 2007 & Kinsey, 2002).

The concept of redistributive land reform refers to a public policy that seeks to transfer property rights from large private land owners to the small farmers. These include landless farm workers and, in the formerly colonized countries these people are usually referred to as the formerly disadvantaged (Borras, 2006). In Boras (2005), redistributive land reform is about redistribution of wealth and changes in relative shares among different groups in the society including power redistribution as well. The true redistributive land reform should bring about changes in ownership and control of the land resource from those that currently control land to the landless (Boras, 2005).

The widely accepted belief that land reform is critical for correcting the resource ownership imbalances that were brought about by colonialism, environmental management, avoiding resource based civil conflicts and poverty alleviation in rural areas (Lodhi, 2007; Logan, Petja & Tengbeh, 2012), has been recently criticized. Recent arguments against the focus on land reform proposes that it is no longer significant that the land owners are prosperous in rural areas neither are the landless labourers poor. Moreover, no longer should the development of agriculture be seen as a catalyst for the development of rural areas and rural development itself as a means of achieving improved rural incomes and livelihoods (Rigg, 2006). Rigg proposes that focusing on redistributive land reform does not solve rural poverty anymore because of the direction of growth that rural areas have taken over the years. The direction has progressively removed the main role of land in rural livelihoods and therefore land redistribution can only have a significant effect if a considerable amount of land is given to the landless in order to sustain livelihoods at an acceptable level. The current reforms unfortunately seem to still consign rural dwellers to rural poverty, but this time on their own land.

The promotion of pro-poor growth in the rural areas may have less to do with land redistribution and policies that support agricultural development, but more to do with skills development that will help those in the countryside to move out of farming. Supporting agriculture and farming may create problems of inequality in rural areas because agricultural resources may be concentrated among small and wealthy groups of the rural population, this is the view of Adams (2002).

As much as Boras (2005) stated that land redistribution has a special focus on wealth distribution among groups of society, he also concluded that where land redistribution has occurred, it may not lead to the intended redistribution of wealth because land owners may find it more attractive and tempting to give up their land that was given to them, especially when it is exchanged at market value.

The debate on land reform can be concluded by considering the views of Rigg, (2005) where he stated that rural areas have developed in a different way and most of the people that live in rural areas may never become or want to be rural entrepreneurs. It is therefore important to consider rural futures characterized by different and not simple avenues of

achieving sustainable livelihoods that are more likely not to be based spatially and occupationally on the land. In support of this view, Kinsey (2002) observed small scale commercial farming in Zimbabwe and identified that early land reform efforts continue to have some potential, but evidence suggests that there is more livelihood diversification for survival than for the expected growth.

Contrary to these views not to promote small holder agriculture, (Khan, 2004) observed that small holder farming and labour intensive agriculture can be modern, scientific and profitable as in Punjab, Taiwan, Burgundy and Japan. In fact, he further proposed that such labour intensive agricultural production is ideal for South Africa in regions where it is economic to do so, rather than focusing on capital intensive agriculture that suits white farmers. They further noted that South Africa has an abundance of rural labour that can be utilized, instead of following capital intensive agriculture that suits countries like United States, Canada and Australia which South Africa has long looked to as their models. As a result, agriculture and rural areas in this country have not been regarded as potential generators of additional employment in the country to reduce poverty.

Following the above discussion, there are critical issues that the South African government needs to consider. Land reform is critical for job creation through promoting economic activities such as agriculture and some progress has been registered around South Africa in the rural areas. Mhone (1997) argued that other African countries, such as Malawi, engaged in agrarian transformation that seemed prosperous in the 1960s and 1970s which was based on small scale agriculture for cotton and tobacco. However, the strategy quickly reached its labour absorption limit because it lacked an industrial strategy. Fertile land was also quickly exhausted because it was a one sided strategy with no supporting employment opportunities and as a result this led to a depressed economy which is more informal. In Tanzania, cooperative agriculture in rural areas failed again because of a rural transformation strategy that was not linked to a strategy for industry. The Tanzanian strategy may have succeeded in terms of the active role of government but there was no impact on living conditions and productivity for rural areas.

This paper will however, argue that the failure of land reform programmes, especially in Sub-Saharan Africa, is due to the models that governments have been using. Land reform

programmes disengages the landless poor, who are supposed to be part of the programmes, as they are only viewed as programme targets. Governments tend to use national templates in seeking a solution to land reform and job creation problems. In relation to exclusion of the landless in the process, Driver (2007) observed that the World Bank funded titling programmes in Kenya saw herders and farmers being expelled from land that they had occupied in order to pave the way for government to establish parks and game reserves.

Market forces have been given too much space to address colonial imbalances when governments know well that markets have failed to correct such problems. As has been observed by (Logan, Petja & Tengbeh, 2012) that empirical evidence from Asia, South America and Africa, has shown that such models have failed and led to such upheavals as seen recently in Zimbabwe. The poor have been excluded and have been unable to participate in the market economy. They also did not succeed in making capitalism work in their favour because of bureaucracy and a legal system that does not necessarily recognize their assets, such as land. As a result, there is a barrier created for them not to take maximum advantage of land to create working capital, increase income and improve living standards (Driver, 2007). In Driver's view, there is need for drastic legal reforms so that such informal assets as ownership of land can be brought in the formal system and the huge hidden capital that it has can be unlocked. Such capital is referred to as dead capital by De Soto (2000) and in developing countries it amounts to huge amounts. For instance, in Haiti it represents about 5.2 billion dollars, Peru 74 billion dollars and in Philippines it is about 133 billion dollars.

The Market Assisted Land Reform in South Africa has been criticized, firstly because of its slowness and the government is unable to meet its set targets. Secondly It is ideologically wrong and ethically incorrect for the victims of apartheid to pay for the land. Market based land reform therefore does not assist the poor in society because it is based on global capitalism (Driver, 2007). Market led land reforms have also been mostly criticized by Borras (2005) because of the fact that the voluntary land transfers does not actually take away land lord based investments and credit. As stated earlier, this view is supported by Driver (2007) that global capitalism and may not be fair. In actual fact the

landlords and investors benefit more than the poor who are the supposed beneficiaries. In other words they do not promote the redistributive reforms.

A summary of the above gives us the understanding that the South African land reform programme is based on three pillars which are; (i) land redistribution, (ii) improving land tenure and (iii) improved settlement of land restitution claims. Of the three pillars, land redistribution has received more attention than the others, however there is still more to be done to ensure the success of land redistribution in the country. The literature indicates that land distribution has been slow, ideologically and ethically incorrect . However, those that have managed to get land, still face barriers that are based on bureaucracy and legal systems that do not recognize their land as a key asset in the formal economy and hence the huge capital this land represents has not been unlocked. There is therefore a need for major changes in the legal systems to ensure that such informal assets are brought into the formal system in order for this capital to work for the poor as well. Land reform is therefore, as well, a critical aspect of creating business initiatives and sustainable rural job creation in South Africa.

Having looked at the issues of land reform, job creation and competing ideas, the section below discusses sustainable rural development for South Africa and how the South African government intends to implement sustainable rural development.

2.5. Rural development and Sustainable Development in South Africa

Sustainable rural development is a major concern the world over and many governments are making efforts to curb this challenge which has profound economic, social environmental and political consequences (Beckmann & Dissing, 2004). Sustainable development is the development that seek to meet the needs of the present generation without disadvantaging the future generation to also meet their own needs (Olivier, Van Zyl & Williams, 2010). Sustainable development harmonizes human society and our environmental natural systems because there is conflicting factors that humans and the natural system need to balance due to complex realities of the world (Huang, Li, Nie, Qin & Sun, 2009).

The Republic of South Africa has international obligations to fulfil which relates to Sustainable Development, which is a global objective and also to reduce the widening inequalities of income in the developing countries. The challenge in South Africa, like in any other country in the developing world has been to reverse the rural out- migration, to alleviate rural poverty, to stimulate employment and equality of opportunities following the legacy of apartheid, and to meet the growing requests for quality health, leisure and personal development amongst others (Beckmann & Dissing, 2004).

Issues of Sustainable development should however, be seen in the context of the implementation of rural development in South Africa and in particular, for the purposes of this research, in the Impumelelo community in Gauteng. Sustainable development should be a critical aspect to any development intervention because it means that success will last long, to be enjoyed by all members of the community. Crucially for South Africa and the rest of the world is the commitment to implement international and regional agreements, such as Millennium Development Goals and the concept of Sustainable Development, that enhances rural people's lives. The European Union however, has since made sustainable rural development a key issue and has called for rural development policies to 'support the diversification of economic and social activities that focuses on providing the framework for self-sustaining private and community based initiatives and decentralizing the rural development policy as much as possible' (Beckmann & Dissing, 2004, p. 138).

The South African government's move to create rural business initiatives for rural job creation can be seen in the same light as that of Europe, which has been more successful in implementing sustainable rural development. The major challenge that South Africa faces regarding sustainable rural development is that there is little commitment when there is no domestic enforcement law for implementation, which is currently the case in South Africa. The country agreed to implement many of the international and regional agreements with many of the clauses in the said agreements also relating to rural development.

It is argued that as much as these are all relevant to South Africa, there is no domestic law at home that enforces the implementation of these agreements by government

(Olivier, Van Zyl & Williams, 2010). This means that good ideas may never be implemented or adhered to because citizens do not have the basis to hold government responsible in the event that sustainable development and the Millennium Development Goals are not met.

2.6. Rural Development in Gauteng

The research seeks to study the perceptions of rural dwellers of Impumelelo on the progress of the Comprehensive Rural Development Programme in the Impumelelo Community since its inception. The Comprehensive Rural Development identifies that the Mandate of the Department of Rural Development and Land Reform is to improve the conditions of rural areas throughout the country (Olivier, Van Zyl & Williams, 2010). Impumelelo is a rural settlement in Sedibeng District Municipality in Gauteng and it is located 56 km southeast of Springs. Research has found that the poorest of the poor in South Africa live in the rural areas, where, in most instances they live in the former Black reserves or Homelands. These areas are “characterized by severe poverty, disempowerment, dependency and outmigration of the able” (Bennis, 2000, p. 369). Impumelelo community is no exception to the above conditions of rural areas.

As highlighted in section 2.1, there is a highly skewed distribution of income and wealth exists in the Lesedi Local Municipality where Impumelelo is located. The unemployment rate according to Census (2011) in this community is approximately 26%. This however, indicates an improvement of 10% as compared to 2001 unemployment statistical reports. The Gross Geographic Product (GGP) of Lesedi Local Municipality is based on manufacturing (39%), community services (29%) and financial services (19%), (Statistics South Africa, 2014). The statistics above indicate that there is need for rural development encompassing land reform and rural job creation in Impumelelo.

To most scholars and development practitioners, the poor people are largely in the rural areas and their livelihoods are mostly based on agriculture, which ultimately means that land becomes a critical resource (Rigg, 2006). The Department of Rural Development and Land Reform envisages that key to its agrarian reform is the process of increasing

production and the sustainable usage of natural resources, improving livestock farming, cropping, establishing and supporting rural livelihoods, food security and improved quality of life in rural areas (Olivier, Van Zyl & Williams, 2010). These are not the only aspects they will look at, as there are other issues that will be considered as outlined below.

Rural development, which is the first pillar of CRDP identifies improved economic infrastructure in rural areas which, includes transport networks, rural electrification, and availability of water and rural shopping malls amongst others in such places as Impumelelo. Rural development also covers improved social infrastructure which includes social mobilization that will enable people in rural areas to take initiatives such as participating in savings clubs and local cooperatives, leadership training and social cohesion. The second pillar of CRDP is agrarian transformation which is also seen as a key aspect of rural development. The third pillar is land reform which stipulates the need to speed up the redistribution of land, improvement of the land tenure reform, settling outstanding land restitution claims and providing effective support for programmes through land and planning information (Olivier, Van Zyl & Williams, 2010).

The key issue about rural poverty in South Africa is that it is entrenched in the former homelands where unemployment has also been found to be as high as 60% and showing no signs of decreasing in the near future (Leahy, 2011, p. 37). Leahy argues further that rural poverty is experienced as food insecurity, which in the year 2000 had about 35% of the population suffering from it needing to the stunted development of 27% of young children (Leahy, 2011, p. 38).

The extent of poverty in South Africa however, is a point of concern and it has been found that there is a high degree of both relative and absolute poverty in the country (Harmse, 2010). In the year 2000, it was estimated that about 8 million South Africans were “surviving on less than the International dollar per day poverty line and 18 million were surviving on less than two dollars a day” (Harmse, 2010, p. 430).

Reviewing the literature above gives the understanding that rural areas in the Gauteng province are poor and are characterized by migration of the able. There are little economic activities for rural areas that generate employment and income and people are

disempowered. Little progress has been made by government policies focusing on poverty alleviation and reduction of inequality. To improve these rural areas, as discussed, the government has a three pronged approach of rural development, land reform and agrarian transformation. These will also cover development of economic and social infrastructure to make rural areas sustainable and vibrant.

2.7. Theoretical Framework in which the Comprehensive Rural Development can be located

2.7.1. Sustainable Development Approach

On the one hand, Sustainable Development seeks to meet the needs of the present generation without disadvantaging the future generation to also meet their own needs (Olivier, Van Zyl & Williams, 2010). On the other hand, sustainable development also harmonises human society and our environmental natural systems because there are conflicting factors that humans and the natural system need to balance due to complex realities of the world (Huang, et al., 2009). The Republic of South Africa has international obligations to fulfil which relates to Sustainable development, a global objective and also to reduce the widening inequalities of income in the developing countries. Also key in this debate is that South Africa has signed to implement the United Nations Millennium Goals referred to as MDGs, the African Union Constitutive Act and SADC which all identify Sustainable development at the centre of development (Olivier, Van Zyl & Williams, 2010, p. 107).

Issues of Sustainable development should however, be seen in the context of the implementation of rural development in South Africa and in particular, for the purposes of this research, in the Impumelelo community in Gauteng. Sustainable development should be critical to any development intervention because it means that success will last long to be enjoyed by all members of the community. Crucial to South Africa and the globe is the commitment to implement international and regional agreements that enhances people's. There is little commitment to these agreements when there is no domestic enforcement law for implementation as is currently the case in South Africa. This means that good ideas may never be implemented or adhered to because citizens do not have the basis to hold government responsible in the event that sustainable development and millennium development goals are not met.

South Africa has considered land reform and agrarian reform as part of sustaining rural development as a way of dealing with widening inequalities of income in South Africa. South Africa has committed to sustainable development, by virtue of being a signatory of the MDGs and sustainable development, the African Union Constitutive Act and SADC which all identify Sustainable development at the centre of development.

Land Reform: Land reform is a priority for most of the developing world governments and in the case of South Africa it is entrenched Section 25(4) of the South African Constitution. In the rural areas of South Africa, land is a basic need and currently a driving force in rural development programmes (Olivier, Van Zyl & Williams, 2010). In addition, land has an economic importance and it is regarded, not only as a source of food in rural areas but also a source of income (Olivier, Van Zyl & Williams, 2010). Land reform seeks to address the injustices that were caused by the land dispossession during the colonial era which was racially biased. It encompasses the need to improve security of land tenure, sustainable land use, registration and recording of all property rights and the public administration of the land resource (Olivier, Van Zyl & Williams, 2010). Land tenure has both “formal and informal rights and obligations associated with particular categories of individual and groups in relation to land and its products. These rights and obligations concern, acquisition, use, preservation and transfer of land and its products” (Haugerud, 1989, p. 62).

Land reform in South Africa, has however, had its own challenges to date. In Moyo (2013), the main objective of land reform in South Africa has been to grow the economy and to alleviate poverty. Even the Department of Land Affairs in 1997 then stated that land reform “would contribute to economic growth through giving households the leeway to engage in productive land use and by increasing employment prospects through greater rural economy investment” (Moyo, 2013, p. 5157). However, a number of criticisms have also been voiced in land reform implementation especially with regards to women who are the majority in the communal areas where the ownership and control of land is a serious challenge for women (Moagi, 2008)

Agrarian reform: Agrarian transformation is one of the three key pillars of rural development in South Africa and it seeks to change the power relations that currently

exist between land and resources and community. The strategy encompasses, but is not limited to establishment of business initiatives in rural areas that includes cooperatives, agro- businesses and other local markets, improving livestock farming and value chain development, improving cropping and value chain development. It also focuses on improved food security, quality of life and the dignity of rural people (Olivier, Van Zyl & Williams, 2010).

2.7.2. Local Economic Development Approach

The rise of globalization, with its intensity of global communications, increased international trade and all the investment flows meant economic development has become an increasingly local phenomenon (Philander & Rodgerson, 2001). The reason for this is that national governments have been found wanting to improve and match their ability to intervene in country matters, that are increasingly being affected by global forces which are influencing investment decisions. As a result, focusing on the sub-regional and local levels has become important (Philander & Rodgerson, 2001). “Local level actors, in particular local governments, increase in importance as the principle delivery mechanism for state policies, assuming new responsibilities for welfare provision and for social and economic development that traditionally have been the primary domain of national governments” (Philander & Rodgerson, 2001, p. 74).

At the local level, LED allows local government departments to effectively manage their resources, entering into partnership with local stakeholders with the aim of job creation and enhance economic activity locally (Agholor & Obi, 2013). The objective of LED is to find local solutions to local challenges and in the area of poverty alleviation and job creation, with some success stories have been recorded in South Africa (Nel, 2001).

Local Economic Development however, offers two paths that governments can follow according to (Philander & Rodgerson, 2001). One is the *market–led approach of business development.* The broad objective of this approach is to “enable local economies to adjust more successfully to macro-economic reforms which emphasises, as well the achievement of goals that promote individual self-reliance, entrepreneurship, market expansion, competitiveness, reducing unemployment and sustainable growth. The second approach is a more bottom up approach; the market critical approach of

community development. The goals of this approach are local self-reliance, empowerment participation, local cooperation, redefining work and sustainability. However, both approaches share the responsibility of dealing with unemployment (Philander & Rodgerson, 2001). The CRDP rural job creation model can be placed in this approach because it seeks to achieve job creation and economic development for rural areas, from the bottom up, which is important in the LED thinking.

2.7.3. Sustainable Livelihoods Approach

The rural livelihoods approach emerged following the implementation of the Structural Adjustment Programmes and economic liberalization in Africa and the rest of the world. The theory is related to the studies of survival and coping mechanisms in drought prone areas of the Sahel region. Following the implementation of SAPs in Africa and other regions of the world, the concept of livelihood approach evolved taking on board that the farming households were seen increasingly establishing income diversification strategies to secure their economic needs (Bryceson, 2004). Establishing and supporting rural livelihoods is an important focus of the Comprehensive Rural Development Programme. The livelihood perspective has been central to rural development thinking and practice for many years (Scoones, 2009). Various definitions of livelihoods have been given by scholars that include Chambers, (1993), Scoones (2009) and the general understanding is that livelihoods are different means of living by people from different places based on their resources and activities. Livelihood brings different perspectives together and allows conversation, provides a bridging function that links people, different professions and different practices in new ways (Scoones, 2009).

The livelihood perspective also involves an open ended view that takes into consideration assets and activities that are necessary and constitute viable livelihood strategies for rural families (Ellis & Biggs, 2001). It has been found from research that farming activities constitute up to 40 to 60% of the livelihood package for rural households in South Asia and Sub-Saharan Africa (Ellis & Biggs, 2001, p. 445). A livelihood is sustainable if it is able to cope and recover from stresses, shocks and able to maintain its capabilities and assets without undermining the natural resource base (Scoones, 2009).

The sustainable livelihoods approach acknowledges structural changes in the case of rural areas but its main weakness has been its lack of analysis of the depth of the current trajectory and policy scope that is required to deflect rural poverty (Bryceson, 2004). For instance, throughout the 20th century, Africa was highly agrarian, characterized by large peasantries, a situation that was natured by colonial governments. Post-colonial governments initially pursued policies that extended peasant agricultural production with many of them interested in modernizing this particular form of agriculture to improve living standards. However, with more than a century of trying the above, many governments have embarked on de-agrarianisation and de-peasantisation, which makes the livelihoods approach a challenge (Bryceson, 2004).

The argument regarding agriculture or farming in rural areas has been given credit by authors such as (Ellis & Biggs, 2001) who also posited that a new paradigm of rural development will likely to see agriculture taking its place with the support of other potential rural and non-rural activities working together to construct rural livelihoods that are viable. They further argue that a multi-occupational diversity of the rural livelihoods may be needed as a cornerstone of the rural development policy. Critical to rural livelihoods is however, their sustainability in the face of Africa's de-peasantisation and de-agrarianisation direction (Bryceson, 2004). It also emerges that South Africa's retail and wholesale market is dominated by corporate interests which makes it difficult for rural entrepreneurs which the government is trying to encourage as part of rural development (Bryceson, 2004). This poses a real challenge for policy makers in rural development and this means that there is need for highly creative thinking and political will.

It is however, important to note that although the focus on livelihoods approach has been revisited lately, it had fallen out of favour before. The reasons for its failure relates to four key aspects which have been given by (Scoones, 2009) that argue the livelihoods firstly lack engagement especially with the process of economic globalisation which has been argued that there was not enough economic thinking in the sustainable livelihood thinking, too complicated and not compatible with actual world challenges. Secondly, the issue of sustainable livelihoods has not been linked well with issues of power, politics and governance in development debates. The third aspect was that in the 1990s and 2000s

there was more focus on climate change, which was felt was an emergent issue to deal with and could not be ignored before sustainable livelihoods. The fourth aspect is also critically important as it argues that livelihood studies failed to deal effectively with the debates about long term shifts or changes in rural economies and other key questions on agrarian reform which is a key aspect of rural development debates.

2.7.4. Project Management and Public Policy Implementation

For the purposes of this research, the CRDP model will be located in the Project Management and Policy Implementation Theory. Project management in this research will be taken to mean the process that is involved to bring a project to successful completion. A Policy according to (Van Baalen & De Coning, 2000) is a detailed statement of government's objectives in a sector that also encompasses the methods by which those objectives should be achieved. The research will not entirely separate project management from policy implementation because of the strong linkages between the two related theories.

To begin with, national goals, including those that are covered under the main objectives of CRDP, for instance job creation and poverty alleviation, are implemented through the various policy instruments of government and they do affect society as well through sequential feedback linkages. Policies are implemented through programmes, which themselves consist of different activities of the government which are also implemented through activities and projects (Van Baalen & De Coning, 2000). To further understand the sequential linkages described above in relation to policy and projects, a policy is known as,

> *"a detailed statement of government objectives in a sector and a general statement of the methods to be used in achieving those objectives. Details of the objectives come in the programme and project plans that are adopted to carry out the policy. Policy is thus a formulation of concepts and ideas for action. It provides guidelines within which programmes are formulated and projects designed"* (Van Baalen & De Coning, 2000, p. 192).

In light of the above, the CRDP model as it is applied in Impumelelo is seen in this paper as providing the framework that will guide the performance of the economy once it is rolled out throughout the country. A number of programmes are also included for implementation in the CRDP which include, amongst others, empowering vulnerable groups of society, that is, women, the unemployed, the youth, the disabled, HIV/AIDS infected persons, the elderly and child-headed households and appropriate coordinated planning (Olivier, Van Zyl & Williams, 2010).

Analysing the rural areas job creation model of the Department for Rural Development and Land Reform (2009) also shows that the model targets 900 households per site, where one individual per household will be selected to undergo targeted training and development. After the training, the individual will be contracted for two years, with continuous on the job training with certification and accreditation also granted to the individual. The terms and conditions also require the individual, under observation, to contribute to the household 50% share of their earnings. At the end of the process, a cost benefit analysis of the model will be carried out to establish mainly, economic feasibility, identification of success and failure factors, technical and opportunity cost. The intended social impact of the model will finally be analysed which include among others, the reduction of HIV infection, reduction in the dependence of society on social grants, delayed child pregnancy by at least two years and reduced crime, especially domestic violence and petty crime.

As a result, the paper will consider the CRDP model to be more appropriate to the project management and policy implementation theory than, the other three discussed above even though they too can, to some degree be applied. The CRDP model is considered as a long term development programme that is implemented by the Ministry of Rural Development and Land Reform “whose production and or service delivery objectives and impact goals derive from indigenous policy choices” (Van Baalen & De Coning 2000, p. 192). This paper therefore, understands the CRDP model in Impumelelo as a project, a “building block” (Brinkerhoff, 1991) of government programmes that lay down the rules which also guide policy implementation (Kellerman, 1997).

Development projects come in two forms. The first form of development projects focuses on outputs of projects, that is, “the facilities that are created to bring about developmental change by consciously implementing the project targets and projected outputs of project plans” (Van Baalen & De Coning, 2000, p. 203). This type of project extends its scope beyond conventional projects by;

- *“Encouraging and helping beneficiary communities to actively participate in the actual project and encouraging them to take ownership as much as possible of the outputs created, that is, the assets.*
- *It maximizes the short term, medium term and long term benefits of the project to alleviate poverty in a sustainable and replicable manner.*
- *It uses the project as a vehicle for training and capacity building for the local community.*
- *It enhances employment opportunities by using labour intensive technology and*
- *It minimizes negative environmental impact, as a result enhancing sustainability”* (Van Baalen & De Coning, 2000, p. 203)

The second type of project is known as the social development project. This type of project combines the project outputs deliverables with the mobilization of local people to take control of their own development. This type of projects also focuses on capacity building and empowerment of community members and the sustainability of outputs through participation and social learning of the management of projects (Chambers, 1993; Rondinelli, 1993).

An analysis of the above types of projects shows that the CRDP model that is being implemented by the South African government in Impumelelo and other implementation sites belongs in the project management theory, because it seeks, amongst other things, to reduce poverty and food insecurity in rural areas in South Africa, building sustainable rural communities, skills development, institutional capacity development, access to improved quality education, reducing poverty and unemployment and building economic and social infrastructure (Olivier, Van Zyl & Williams, 2010).

The following section provides an analytical framework according to which the research data collected from Impumelelo field visits will be analysed. The Analytical Framework will always be referred to or linked to the discussed Theoretical Frameworks above, in this case Project Management and Public Policy Implementation. There are a number of analytical frameworks that have been identified to help analyse the CRDP in Impumelelo. These include rural development, job creation and service delivery; sustainable rural livelihoods; land reform; women and youth empowerment and sustainable development. These have been used as analytical frameworks because they dominate as key issues of the CRDP and research questions have therefore been generated based on these identified key issue. It is therefore important to analyse what results have been achieved in these important areas of CRDP.

2.8. Analytical framework

2.8.1. Rural development, job creation and service delivery

Rural Development in Sub-Saharan countries is regarded as a fundamental determinant of underdevelopment. It is estimated that about 1.3 billion people who live under the poverty datum line per day live in the rural areas and despite migration of people to urban areas, the poor and the underfed of the world will remain in rural areas for the coming several decades. In addition, the majority of Sub Saharan countries have poor infrastructure that require considerable attention, as well as the recurring issue of food insecurity in most parts of the region (Janvry, Murgai & Sadoulet, 1999; Chakazunga, Louw & Ndanga, 2008). The major cause has been found to be public underinvestment in rural areas leading to a lack of economic opportunities. This is combined with higher costs of delivery, the poor state of basic needs facilities such as health, education, clean water, and sanitation and also leading to diseases (Chakazunga, Louw & Ndanga, 2008; Janvry, Murgai & Sadoulet, 1999). One also needs to look at the role of agriculture in poverty reduction, socioeconomic development, income redistribution, food security, and regional integration in Sub Saharan Africa, all of which cannot be underestimated. In addition, agriculture significantly contributes to the GDP of many Sub Saharan States and agricultural exports are a significant source of foreign currency with vital forward and backward linkages to other key sectors of the economies (Chakazunga, Louw & Ndanga, 2008).

As it is already discussed above, rural development focuses on enabling people in the rural areas to have control of their destiny in order to deal effectively with rural poverty. Under the Comprehensive Rural Development Programme, rural development encompasses, but is not limited to the improvement and development of economic infrastructure, which is; rural electrification, improved transport networks like roads and railways, communication networks like telephone landlines, cellular phones, television and radios. It also includes construction of shopping malls in rural areas, post office availability, internet connections, irrigation schemes, community gardens, dipping tanks, agricultural fencing and the establishment of savings clubs and cooperatives for creating wealth and productive use of resources (Haugerud, 1989; Olivier, Van Zyl & Williams, 2010). The improvement and development of social infrastructure is also a major objective of rural development which encompasses improving the availability of sanitation facilities like toilets, showers, ablution systems to ensure improved health. Social infrastructure includes community halls, skills development centres, access to health clinics that are well resourced, sports and recreation facilities, schools and rural libraries to enable the reading nation to dream (Olivier, Van Zyl & Williams, 2010). It is also agreed that a healthy and properly educated labour force is much productive and contributes positively to the potential growth of the economy (Hall, 2010).

2.8.2. Sustainable rural livelihoods

The Sustainable rural livelihoods framework focuses on helping rural people to reduce their vulnerability by making use of their own available resources and strengths (Bryceson, 2004). Rural livelihoods in most developing countries are based on agriculture where farming is predominant. Small holder farming that includes cropping and livestock dominates in most rural areas and research shows that farming activities constitute up to 40 to 60% of the livelihood package for rural households in South Asia and Sub-Saharan Africa (Ellis & Biggs, 2001, p. 445). The Comprehensive Rural Development Programme seems to suggest that rural livelihoods should include savings clubs and cooperatives that generate wealth and help to use resources productively (Olivier, Van Zyl & Williams, 2010). These livelihoods are regarded as sustainable if they are able to cope and recover from shocks and stresses and maintain their capabilities and assets without undermining the natural resource base (Scoones, 2009).

2.8.3. Land reform and Job creation

The establishment of business initiatives and job creation in South Africa's rural areas also depends on the availability of land which has also been seen as a challenge from the discussions earlier. Land Reform is a critical aspect of the Comprehensive Rural Development Programme in order to de-racialise and ensure equality in the rural economy. The Department of Rural Development and Land Reform has indicated that there is need to capitalize on specific commodities for which their demand is known to address both shortages in the country and exports. These include the creation of commodity or economic belts such as poultry and goats in Gauteng. The Midterm Review of the Comprehensive Rural Development Programme (2012) has indicated that as a direct consequence of land reform in South Africa, 3 326 jobs have been created where 1033 are permanent jobs 1 149 temporary and 1 144 are seasonal jobs.

Land reform is a priority for most of the developing world governments and in the case of South Africa, it is entrenched in the South African Constitution Section 25(4). In the rural areas of South Africa, land is a basic need and currently a driving force in rural development programmes (Olivier, Van Zyl & Williams, 2010). In addition, land has an economic importance and it is regarded both as a source of food in rural areas and also as a source of income (Haugerud, 1989).

2.8.4. Women and Youth empowerment

As already indicated in section 2.1.3, on the one hand, black African women remain vulnerable in the labour market with approximately 44% employed in low-skilled occupations if compared to only 1% of white women and 3% of Indian/Asian women. On the other hand white women employed in skilled occupations constitutes about 57% compared to only 17% and 19% of black African and coloured women respectively (Quarterly Labour Force Survey Quarter 2, 2015).

The South African government also recognizes that youth unemployment is a significant challenge in the country and this is an issue that the department of rural development and land reform seeks to tackle as part of its 2014-2019 Strategic Plan. The global recession also caused the unemployment rate among youth to rise from 32% in 2008 to 36% in 2015 (Quarterly Labour Force Survey Quarter 2, 2015). Another crucial finding from the

2015 survey is that more than one out of every two (56%) young people who are unemployed and looking for work only has education level below matric. This finding is crucial for government and the Department for Rural Development to consider if they need to bring sustainable rural development to Impumelelo where people are poor and the level of education is low. The youth in the communities with similar characteristics need to be empowered in order to participate in the key pillars of CRDP that include land reform and agrarian reform. If they are not empowered through education, the attainment of sustainable rural development may remain elusive.

Agrarian transformation is one of the three key pillars of rural development in South Africa and it seeks to change the power relations that currently exist between land and resources and community. The strategy encompasses, but is not limited to establishment of business initiatives in rural areas that includes cooperatives, agro- businesses and other local markets, improving livestock farming and value chain development, improving cropping and value chain development. It also focuses on improved food security, quality of life and the dignity of rural people (Olivier, Van Zyl & Williams, 2010). However, as already discussed, the objective of agrarian reform to change power relations may remain elusive and a myth if women and youth are not empowered, for instance, through education and training. Skills development and training are key aspects of the CRDP, but they need to be emphasized for youth and women empowerment to be achieved.

Having discussed the need for empowerment of youth and women, the section below addresses the need for sustainable development and job creation that can also not be separated from women and youth empowerment to improve their living conditions.

2.8.5. Sustainable development and job creation

The major objectives of most rural development programmes around the world according to literature have been to alleviate poverty and inequality and to ultimately improve the conditions of people living in the countryside. However, unless the chosen strategies are fiscally, economically and ecologically efficient and sustainable, these objectives may not be achieved. Development interventions need therefore to be sustainable if any results are to be achieved in the long run. Development that is sustainable will therefore directly address the problem identified in this research, namely, development interventions in

South Africa in the past failed to achieve the intended results (Leahy, 2011) and there is need now to approach rural development needs in a sustainable manner. For South Africa, sustainable development is encompassed in the United Nations' Millennium Development Goals, African Union's Constitutive Act and SADC constitution (Olivier, Van Zyl & Williams, 2010).

2.9. Conclusion

This chapter reviewed the literature on the impact of Rural Development Programmes on rural livelihoods. This literature review was conducted using sources in the university library, search engines recommended by the university such as Science Direct, Google Scholar Google Scholar and EBSCOhost web which provided most of the academic journals used in this research report. The literature review provided amongst others the background, aims and significance of the CRDP in South Africa. It also provided strategies that have been used in South Africa before CRDP to deal with issues of rural development, global perspectives and experiences of rural development, lessons learnt from within and outside South Africa and also the theoretical frameworks in which the CRDP can be located.

The theoretical frameworks in which the CRDP can be located were also discussed and the project management and public policy implementation has been used in this research. Analytical frameworks that have be used to analyse both primary and secondary data collected from Impumelelo have been discussed and will be elaborated more when the research discusses the findings and analyse them.

The Global, continental, regional and South African perspectives of rural development were discussed and a major finding that emerges from literature is that most of Southern Africa is characterized by extreme poverty and inequality of income and earning opportunities. South Africa is one of the most unequal countries in the region with a Gini coefficient of 0, 63 as updated by (Word Bank, 2014). It has also been found in literature that rural people's livelihoods depend mostly on agricultural activities where they are faced with challenges of limited land, poor health facilities, poor education and service delivery (Janvry, Murgai & Sadoulet, 1999).

Global experience has also shown that highly unequal countries are faced with several social problems that affect the level of trust among people and government, social mobility, imprisonment rates, teenage pregnancies, low life expectancy and infant mortality rates and such societies are likely to be more violent (Pickett & Wilkinson, 2010). As a result, the South African government's objective with the Comprehensive Rural Development Programme is to create sustainable rural communities that are vibrant and equitable (Seaman & Toerien, 2011) addressing inequality, alleviating poverty and social problems that the rural people are faced with.

The major reasons for rural development are also based on the findings that improved rural areas or developing economic capacities in rural areas enhance rural people's lives and reduce destabilizing social problems. This results in decreased pressures that are usually felt in the urban areas and ultimately will help to generate favourable conditions for development of healthy and safe cities (Cameron & North, 2000). Moreover, rural poverty is found to have negative external effects due to migrants that end up in urban areas searching for better opportunities. These people end up in urban slum settlements. It has been argued that rural poverty is displaced to urban slum settlements and add pressure on urban welfare budgets.

As a result of the mentioned reasons for rural development, the key themes that emerged from the literature include sustainable rural livelihoods, sustainable development, land reform, agrarian reform and rural development which focus also on improving education, health, transport networks and economic development. It also emerged that rural development is crucial aspect of the South African constitution, but the implementation has not been successful, although various programmes have been tried since 1994. Competing views on rural development have also been identified with some scholars advocating for rural development with a land reform focus while other scholars like Rigg (2006) arguing that the land reform focus needs to be challenged because it misses the development trajectory that many rural areas have gone through so far.

Having reviewed the literature above and taking into consideration the various scholarly arguments and the South African government's objective of the Comprehensive Rural Development Programme, it is expected that Impumelelo households will have positive

experiences of the Comprehensive Rural Development Programme and job creation. The positive experiences are also expected to include women empowerment owing to job creation, youth development through skills transfer and local employment and improved service delivery since the beginning of the Comprehensive Rural Development Programme.

Accordingly, the propositions and hypotheses for this research are presented below. Propositions involve abstract concepts and constructs while hypotheses involve concrete defined variables that is, hypotheses use operationalised constructs (Van de Ven, 2007). Furthermore, hypotheses are used for the quantitative responses only.

2.10. Propositions and hypotheses

Research Proposition: Impumelelo households have positive experiences of the Comprehensive Rural Development Programme and job creation.

Sub-proposition 1: Impumelelo residents perceive that women have been empowered through jobs created through the Comprehensive Rural Development Programme

Hypothesis 1: Impumelelo residents perceive that women have been empowered through jobs created through the Comprehensive Rural Development Programme as measured by the responses to women empowerment items on the quantitative questionnaire.

Sub-proposition 2: Impumelelo residents perceive that the youth have been developed through the Comprehensive Rural Development Programme

Hypothesis 2: Impumelelo residents perceive that youth have been developed through the Comprehensive Rural Development as measured by items on the quantitative questionnaire.

Sub-proposition 3: Impumelelo residents perceive that local jobs have been created through the Comprehensive Rural Development Programme

Hypothesis 3: Impumelelo residents perceive that local jobs have been created through the Comprehensive Rural Development Programme as measure by items on the quantitative questionnaire.

Sub Proposition 4: Impumelelo residents perceive that local service delivery has improved through the Comprehensive Rural Development Programme

Hypothesis 4: Impumelelo residents perceive that local service delivery has improved through the Comprehensive Rural Development Programme as measure by items on the quantitative questionnaire.

CHAPTER 3: RESEARCH METHODOLOGY

The methodology for conducting the research is presented in this chapter. It describes the research strategy, design, method, procedure, sampling methods, data analysis, the questionnaires used, the validity and reliability of the research, the significance of the study and its strengths and limitations. Before presenting these sections the location of the research is presented using aerial view in Figure 1 and 2 (Google Maps, 2014). Figure 2 present the Impumelelo CRDP side divided into four clusters from which research was conducted in Cluster D which is more densely populated (see section 3.4-sampling for more detail)

In line with the propositions developed for the study, the researcher expected to find that Impumelelo residents perceived the Comprehensive Rural Development Programme positively in terms of rural development and poverty reduction.

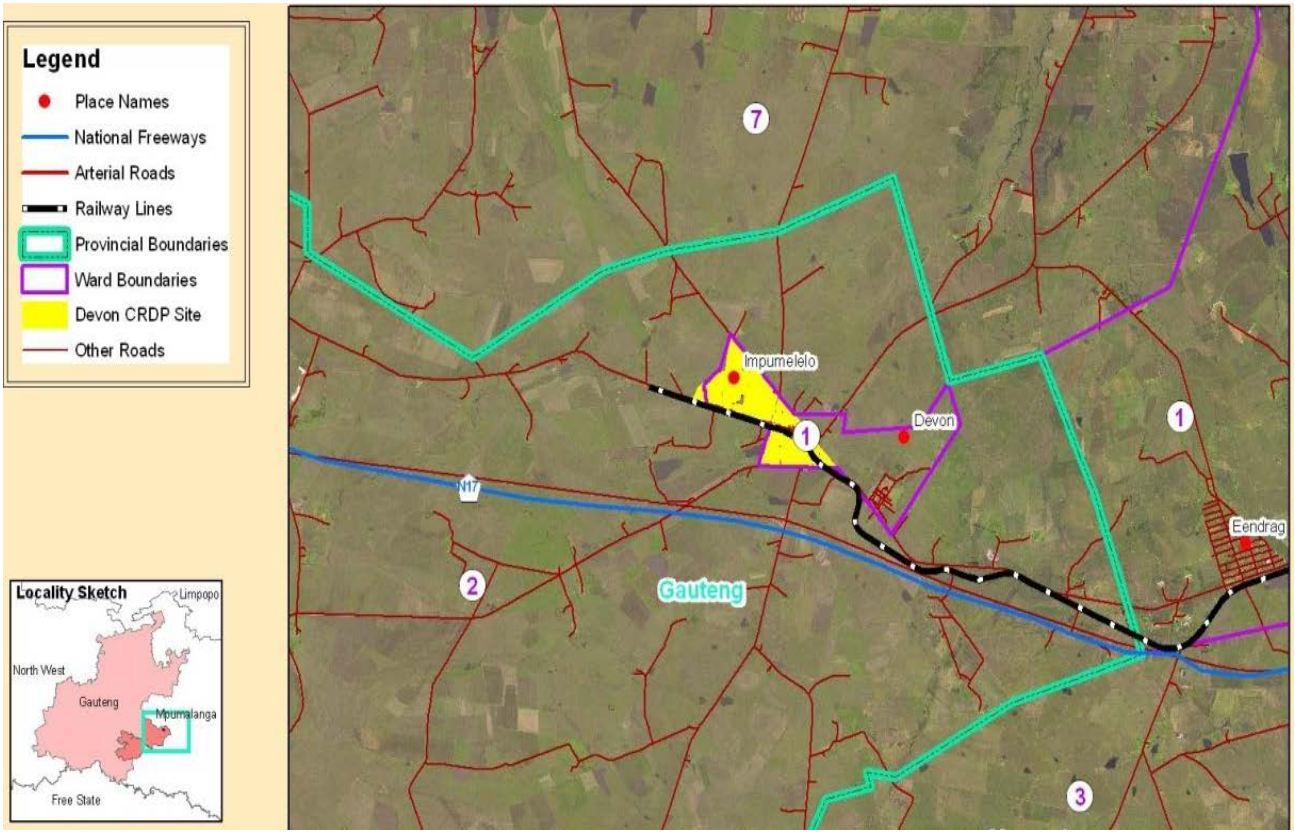


Figure 1: Impumelelo CRDP site adapted from the Status Quo document of the Department of Rural Development and Land Reform 07.07.2010

3.1. Research Strategy

A research strategy is an approach to social investigation according to Bryman (2012). The theories reviewed guided the research strategy, design and methods for data collection. There are three research strategies, namely, quantitative, qualitative and mixed research strategy. These differ in theory, epistemological considerations and ontology.

This research took a mixed research approach as indicated above in analysing the perceptions of Impumelelo households of rural development. A mixed research strategy collects and analyses both quantitative and qualitative data in a single study to understand a research problem more completely (Nebraska, 2002). A mixed method research strategy was adopted for this research where an administered questionnaire was used and five qualitative interviews were conducted. Using both quantitative and qualitative research strategies was meant to ensure that the two strategies complement each other's strengths and weaknesses and in this way overcome the limitations of a single strategy. Below is a description of both strategies mentioned above and how they have complemented each other in this research.

In quantitative research, data collection and analysis is based on numbers for consistency, validity, repeatability purposes. Theory is regarded as the starting point and this means that it is concerned with testing theories rather than the generation of theories (Neuman, 2011). Quantitative research is based on theoretical considerations in a particular field where a researcher will deduce a hypothesis that must be put to empirical testing (Bryman, 2012). As a result, an expectation was deduced and framed in the form of a research question to be tested and answered by the research in Impumelelo as follows: "**To what extent do Impumelelo heads of households perceive that the Comprehensive Rural Development Programme has contributed to generating business initiatives for job creation and a sustainable economic future in line with global development trends?**" Based on literature review and having gained the understanding, significance and objectives of CRDP, the researcher expected to find that Impumelelo residents perceive the Comprehensive Rural Development Programme positively in terms of creating job opportunities and a sustainable future for the local

residents. The propositions as outlined in **Section 2.10** were therefore anticipated and they were also tested as hypotheses**.** A quantitative questionnaire was designed and was used to collect primary data in Impumelelo. The numbers and statistics have been analysed in Chapter 4 using SPSS 22.

On the other hand, a qualitative inquiry was employed to explore/expand on the quantitative findings in which five respondents were interviewed using a qualitative questionnaire in Appendix C. Every 10th respondent was asked to be interviewed using this questionnaire which comprised of eight items which were all open ended questions to help explain the quantitative findings. However, the research strategy was quantitatively dominant as it comprised a strong quantitative component with the qualitative questionnaire in Section D used to explore the findings of the quantitative research items. The qualitative questionnaire was asked of five of the 50 household heads, as described previously.

3.2. Research Design

Research Design according to Bryman (2012) is a framework that is used for collecting and analysing data. There are a number of designs that are mostly used and these are Experimental or Quasi experimental; Cross-sectional survey; Longitudinal survey; Case study and Comparative study (Bryman 2012). This research design was a Cross-sectional survey design. A cross-sectional design collects data on more than a single case at a time to come up with a body of quantitative or quantifiable data for two or more variables which will be then studied to identify patterns of association or their relationship (Bryman, 2012). This research therefore, collected data in relation to job creation, youth development, women empowerment and service delivery in Impumelelo since the introduction of the CRDP. This was analysed to identify and understand association or relationship of the aspects with CRDP.

3.3. Research Method

A Research Method is a technique for collecting data. In this study closed-ended questionnaires were used to gather data, complemented by one-on-one interviews (Bryman, 2012). This research used an administered questionnaire to collect primary data

from 50 head of households in Impumelelo. Since the research used a mixed method research, quantitative and qualitative questionnaires were used. The researcher also took pictures of the research site and construction that was happening onsite. The data was analysed and compared with secondary analysis of official statistics such as Census (2011) and other literature for the integrity of conclusions and findings of this research.

3.4. Research Procedure

The research was conducted in Impumelelo rural settlement in Sedibeng District. However, before going to Impumelelo, the researcher designed two types of questionnaires to be administered and read secondary official statistics for Impumelelo on service delivery, youth development, women empowerment and job creation programmes. This provided the researcher with background information on issues of poverty and rural development in Impumelelo. The researcher also sought permission from the university to conduct an academic research on the topic approved following university procedures. A letter of confirmation was granted to the researcher prior to conducting field work. Consultations were also undertaken with the Department of Land Reform and Rural Development in Pretoria and the local leadership in Impumelelo to conduct interviews with Impumelelo households. Only five participants were interviewed using a qualitative questionnaire, because the research had a more quantitative orientation and the qualitative research was meant to explore quantitative findings. The 50 respondents including two government official in the local leadership were all given a letter of consent that sought permission from them to be participants and this letter covered confidentiality issues and anonymity for respondents who did not want to be identified by their real names in the research. However, no actual names were used for this particular research since Impumelelo is poverty stricken and the researcher was cautioned by the department that the site was politically sensitive. As a result, the researcher was also allocated two local people by the Impumelelo local leadership to assist with translation and ensure that the research was conducted in line with its academic objectives. The researcher conducted research with the Impumelelo heads of households, analysed data, made conclusions and presented the findings in the form of a research report on Impumelelo to the University.

3.5. Sampling

The research used probability sampling. The research sample was selected from a densely populated area within Impumelelo. As the map (Figure 2 below) indicates, the Impumelelo CRDP site was divided into clusters and then a sample was selected from cluster D using systematic random sampling (Bryman, 2012), by selecting every 10th respondent.

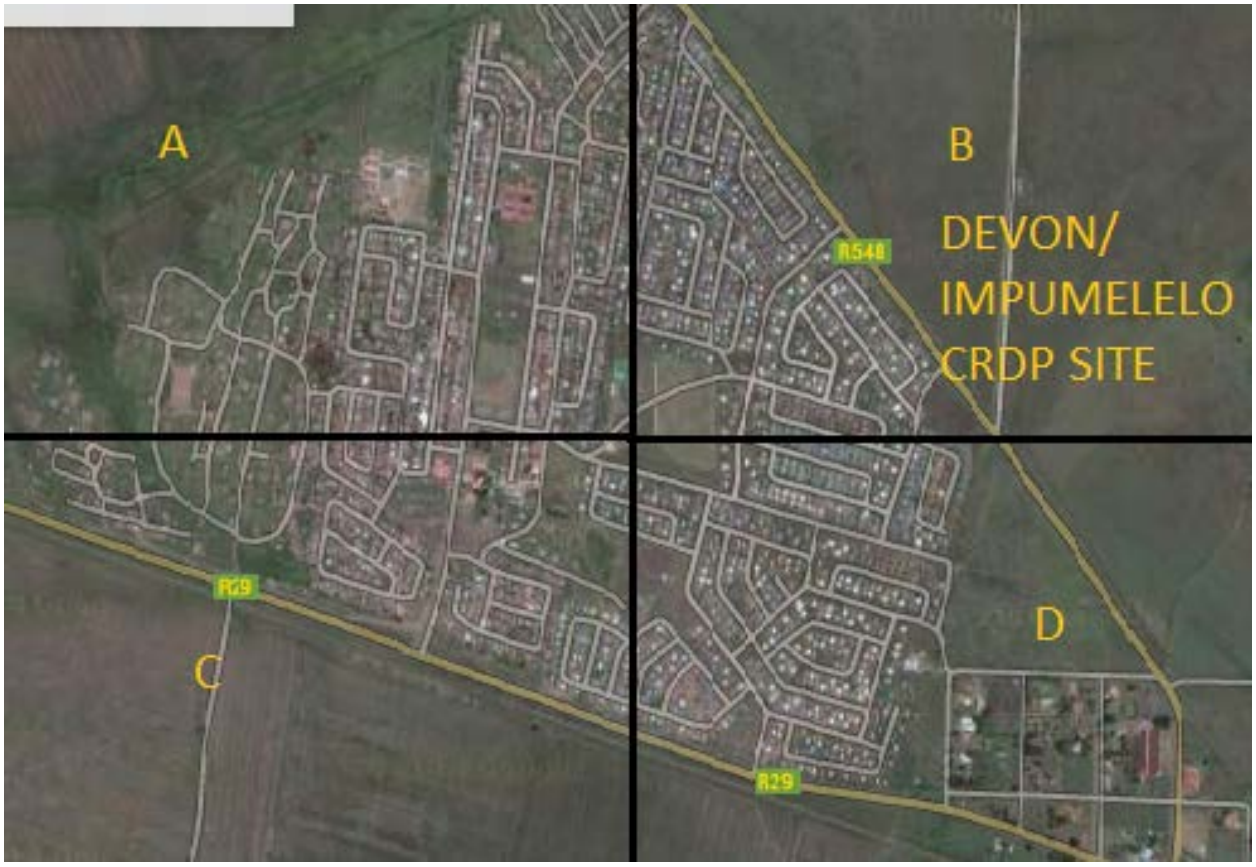


Figure 2: Map of Impumelelo CRDP site divided into 4 Clusters. Adapted from Google Maps 2014

The researcher selected to conduct research in Cluster D as it is densely populated. The selection is based on the advantages of probability sampling which can importantly generalise findings that are derived from one sample to the population. Probability sampling also enables the researcher to apply probability theory and it reduces bias in the selection of samples (Bryman, 2012). The strategy is based on the critical review of the research reviewed previously. The reason for choosing this strategy was to reduce the sampling error which is defined as an error in the findings in research as a result of

the difference between the sample and the population from which the sample has been selected. Reduced sampling error contributes towards a representative sample which was also one of the important aspects of this research (Bryman, 2012).

In addition, the sampling method was chosen in this case because there are not many places where the Comprehensive Rural Development Programmes are implemented and gathering data from Impumelelo is ideal as findings generated could provide a springboard for further research to be undertaken. This research may contribute to the community if the findings may be found relevant to be used in the implementation of Local Economic Development (LED) policies. The research is envisaged to identify opportunities and weaknesses within Impumelelo from the perspective of Impumelelo residents which might be useful for local economic development.

3.5.1. Population

The target population for this research is people who live in rural Impumelelo community who are heads of households and older than 18. The population was selected from sampling frame area D (Figure 2) which is easily accessible from the main road R29, it is densely populated and also houses the offices of the local leadership which was easy to access. This area was also recommended by the local leadership because there are a number of cooperatives which are participating in CRDP, there was road construction and other economic activities which resulted from CRDP. In addition, the two assistants allocated to the researcher had good knowledge and relationship with the people.

3.5.2. Sampling frame and sampling method

A sampling frame refers to a list of elements from which a sample is drawn (Cooper & Schindler, 2003). The sampling frame for this research was households' heads in Impumelelo Cluster D is where the Comprehensive Rural Development is being implemented. Systematic random sampling discussed above was used to conduct this research (Bryman, 2012). As indicated in Figure 2, the Devon/Impumelelo CRDP site was divided into four clusters of which the researcher conducted research in Cluster D which is densely populated. During the time of research, the researcher was provided with two local people who were mandated by the local leadership to accompany the researcher so that in the case of any language barriers and possible misunderstandings they could help.

It also emerged that a number of people did not know about the CRDP programme and the assistants provided by local leadership helped to explain to the people which of the projects in Impumelelo were CRDP. As a result of this, the researcher was then guided by the two assistants to meet with people who were involved in CRDP projects and from these people there were in some cases also referrals. In the case of the qualitative questionnaire, every 10th respondent was interviewed as stated in the paragraph below to explore the findings of the quantitative findings.

The target sample size was 50 households to complete a closed-ended quantitative administered questionnaire. A qualitative questionnaire was prepared for interviews with five randomly selected heads of households to explore the quantitative findings. The researcher also interviewed two senior members of the local leadership. The reason for doing this exercise was to balance the subjectivity for this research as rural development can be perceived differently by those living in the rural area and those who implement it. The researcher however, did not expect much reluctance from the participants. The questions were short and a covering letter was provided with reasons for this research clearly stated.

The researcher interviewed 36 females and 14 males. These numbers were consistent with the findings in the literature review which stated that rural areas are characterised by high economic dependency and the outward migration of the economically active (Leahy, 2011), also referred to as the outward migration of the able by Bennis (2000) in the literature review. It was also confirmed that in Impumelelo there was significant outmigration of adult males which meant that rural households were headed by women and pensioners (Bennis, 2000).

In conducting this research, 34% of respondents were in the age group 19-29, 12% represented the age group 30-39, 22% were in the age group of 40-49 and 32% were above 50 years of age. As expected, it emerged that many households in Impumelelo were headed by youth and pensioners in line with Bennis (2000) comments. Approximately a third of the households interviewed were found to be headed by people

between 19-29 and another third over 50 years of age. At the time of literature review, the Lesedi Local Municipality was also found to have 34% of households headed by women and youth below the age of 20. As already indicated in the research, these different groups of people have different demands which need to be catered for in the Comprehensive Rural Development Programme.

Figure 3 presents the Impumelelo head of household's respondents by income group. The groups were divided into six categories as illustrated below to identify the level of household incomes in Impumelelo. The findings are as below;

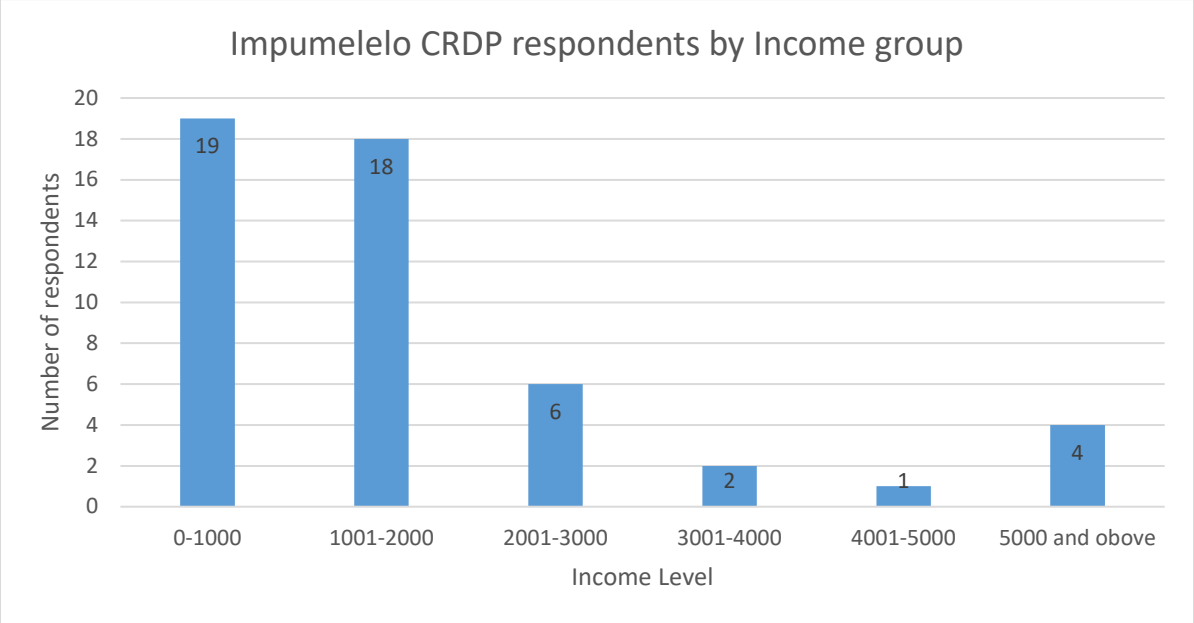


Figure 3: Impumelelo CRDP respondents by income group

Approximately three-quarters of the respondents had a gross household income less than R2000 a month which was consistent with theory and literature reviewed which found that most parts of rural Southern Africa are characterised by high levels of poverty and inequality especially regarding income and earning opportunities (Van der Berg, 2010). It also emerged from literature that there is a highly skewed distribution of income and wealth in Lesedi Local Municipality (Census, 2011). The Lesedi Local Municipality's Socio- Economic Analysis as revealed in the Lesedi Local Municipality Integrated Development Plan 2014/2015 has huge socio-economic disparities, which still need a lot

of government attention to be addressed. The previously disadvantaged rural dwellers, as the Plan states, have very low income, very low skills and educational levels and mobility. As a result, they are faced with high unemployment, low wages and poor basic health. As Figure 4 shows, over 70% of people involved in CRDP projects earn 2000 South African rand per month or less and only 8% earn 5000 rand and above.

3.6. Data

This research used both primary and secondary data. Primary data was collected through an administered questionnaire with the heads of households in Impumelelo and through the five randomly selected interviewees for the qualitative questionnaire. Secondary data used was in two forms, namely, secondary data collected by other researchers such as academics and secondary data that was collected by government and other institutions for example official statistics (Bryman, 2012). This data included that which is provided by Statistics South Africa, census and data on municipal information. Secondary data was used to support and compare the findings of the research obtained from primary research through the administered questionnaire. Secondary data such as Census 2011 on service delivery, Statistics South Africa 2014 & 2015 figures on unemployment and service delivery and the Quarterly Labour-force Survey 2014 and 2015 were used as credible independent sources of information for the validity check on the perceptions of Impumelelo head of households in this research. These research documents have been carried by a well-resourced South African government with bigger population samples which can have high possibilities to give accurate results. The policy documents from the Department of Rural Development and Land Reform on CRDP were used to compare the findings of the research and the objectives that CRDP intended to achieve. The policy documents were also a good source of validity check since this research was placed in the Project Management and Policy Implementation Theory as discussed in Section 2.7.4.

3.6.1. Research instrument

A closed-ended questionnaire was administered to collect quantitative primary data from 50 heads of households for this research. A qualitative questionnaire (Section D) in Appendix C was also used to interview five heads of household (five interviews) that were

selected randomly in order to explore/expand more on the findings of the quantitative data. The qualitative questionnaire had eight open ended questions on living conditions, job creation and service delivery which were directly designed from the three sections of the quantitative questionnaire, which also covered the same issues.

Designing the qualitative questionnaire from the quantitative research process was meant to further explore and gather information on the quantitative issues. The respondents for the quantitative questionnaire did not see the qualitative questionnaire at all, so that an objective comparison could be done by the researcher. The quantitative questionnaire started with four demographic questions in Section A, followed by Section B with 11 questions on perceptions about living conditions and job creation, skills development for youth and women. Section C had five questions on service delivery. Section D was the qualitative questionnaire, with eight open ended questions. The 5-point Likert Scale was used to measure the perceptions of the respondents on rural development and poverty in Impumelelo.

3.6.2. Reliability of the quantitative questionnaire

The Cronbach's alpha, which has an assumption of single underlying dimension, was used. As already defined, the Cronbach's Alpha is a measure of internal consistency reliability and it varies between 1 and 0 as defined above. Following the interviews in Impumelelo, the Cronbach's alpha coefficient was used to check internal consistency on items measuring single constructs. The Cronbach's alpha was used in order to determine any variations in the responses obtained (Bryman, 2012).

Reliability refers to the consistency of a measure of a concept (Bryman, 2012). On the other hand, validity relates to whether an indicator or set of indicators devised to measure a concept really measures that concept (Bryman, 2012). On the basis of ensuring that the two concepts are covered in this research, a 5-point Likert Scale was used to measure the perceptions of the respondents on rural development, job creation and poverty in Impumelelo. A Likert Scale was used "to measure intensity of feelings about these areas in question" (Bryman, 2012, p. 166). To ensure that the respondents' answers can be relied upon, the scale was a multi-item and the research questionnaire was made up of 3

sections comprising a number of items or statements in each section in which the respondents were asked to indicate their strength of agreement or disagreement on a 5-point scale. These items were arrived at through literature review and also engaging with the supervisor. In addition, the research questions and propositions were devised from theory that is relevant to CRDP and hence the propositions developed for the study were based on theory and background of CRDP. The researcher expected to find that Impumelelo residents perceive the Comprehensive Rural Development Programme positively in terms of rural development and poverty reduction, which was then put to test by conducting research and analysing results.

Perceptions that were measured include that women have been empowered through jobs created by CRDP, youth have been developed through CRDP, local jobs have been created through CRDP and local service delivery has improved under CRDP.

The Cronbach's alpha was used to measure reliability, and the views of rural development experts who are familiar with CRDP served as a measure of both the content and face validity of the measurement scale (Bryman, 2012, p. 171).

The Cronbach's Alpha was chosen as a measure of internal consistency reliability because it is commonly used and accepted. It has been therefore considered for this research, which was carried out with limited time and resources. The Cronbach's Alpha "calculates the average of all possible split-half reliability coefficients and it varies between 1 and 0 where 1 represents a perfect internal reliability and 0 indicating that there is no reliability" (Bryman, 2012, p. 170). Using both the Cronbach's alpha and the Inter-item correlation, it emerged that the internal consistency of the scale in all four propositions was high and therefore reliability was good (Table 10).

In examining proposition 1 and hypothesis 1 on whether women have been empowered through job creation by the CRDP, the three quantitative items analysed showed that the Cronbach's alpha, which is a measure of reliability, that determines the internal consistency of related items as a group was (α =.70) and the Inter-item correlation was .40. In both cases it was evident that the internal consistency level of the scale was high and acceptable.

Proposition 2 and hypothesis 2 on whether youth have been developed through CRDP were also analysed and the four quantitative items measuring the perceived effect of CRDP on youth development. Once again it was found that the Cronbach's alpha for the four-item scale was good (α=86) and the Inter-item correlation was .67. The internal consistency of the scale was therefore found to be reliable.

Proposition 3 and hypothesis 3 on whether local jobs have been created as a result of CRDP revealed that the Cronbach's alpha for the seven quantitative items was (α =.82) and the Inter-item correlation was .40. It was also accepted that the internal consistency of the scale comprising the seven items was good and therefore could be used to test the proposition and hypothesis.

Finally proposition 4 and hypothesis 4 were based on the analysis of the five quantitative items on whether local service delivery has improved as a result of CRDP. It was found that the Cronbach's alpha was high (α =.84) and the Inter-item correlation was .54. Thus the internal consistency reliability of the scale comprising these items was high.

The researcher also assessed face validity by presenting the findings of research to the supervisor and selected rural development experts. They acted as judges to determine whether the scale appears to measure the perceptions of household heads about the Comprehensive Rural Development Programme and job creation in Impumelelo. Face validity is concerned with whether an indicator appears to reflect the content of the concept in question (Bryman, 2012, p. 711). Informal discussions were conducted with a Programme Manager for a CRDP site during which the researcher shared his research questions with the CRDP Programme Manager for Impumelelo. The experts' input into the research questions was also considered.

3.6.3. Secondary data

The secondary data from official statistics collected and compiled by government and other institutions, as already stated, was used. This data was important because it was initially used to build a case for this research and was to an extent compared with the findings of this research for validity purposes. Secondary data, according to Bryman (2012) and Biggam (2012), has numerous advantages which may not all be discussed

here, but secondary data cost less and saves time and a researcher has access to good quality data for less with regard to time and resources.

Census 2011 data was regarded as high quality because it was collected through rigorous sampling processes, by a well-resourced government department of South Africa. Research such as the Quarterly Labour force Survey 2014 and 2015 have been carried out using samples that are close to being representative and mostly national samples. Since data collection was more time consuming, using secondary data from Census 2011, Quarterly Labour Force Surveys and departmental researches meant that more time was spent on data analysis and, furthermore, this reanalysis may lead to new interpretations which are critical for research (Bryman, 2012).

3.7. Data Analysis

The data was presented in Chapter 4 and analysed with theory. This research analysed and interpreted data using the theoretical framework of project management and policy implementation. Five analytical frameworks (Section 2.8) were used to frame the analysis of the data.

3.7.1. Analysis Techniques

The 5-point Likert scale was used to measure the perceptions of the respondents on rural development and job creation in Impumelelo. The Likert Scale is used “to measure intensity of feelings about the area in question” (Bryman, 2012, p. 166) and it is therefore relevant for the research. Frequency analysis was used to describe the respondents’ characteristics and their other variables. Research findings for this paper are presented in Chapter 4 in tables. Hypotheses testing was also conducted using the Statistical Package for the Social Sciences (SPSS 22).

In this research, it was proposed that heads of households in rural Impumelelo hold positive perceptions of the creation of local job opportunities, service delivery, living conditions, women and youth empowerment in relation to the overall Comprehensive Rural Development Programme. This research is based on one main proposition and four sub-propositions and hypotheses from which research questions were formulated to

enable the researcher to analyse the perceptions of Impumelelo heads of household's perceptions of CRDP. To put these propositions and hypotheses into the context of this research, it is understood that propositions involve abstract concepts and constructs while hypotheses involve concrete defined variables, that is hypotheses use operationalised constructs (Van de Ven, 2007).

The propositions and hypotheses in **Section 2.10** are based on the findings from reviewing literature, background research of CRDP, significance and its objectives. To test these propositions and hypotheses quantitatively, they were examined via the single group t- test relative to the perceived neutral scale point of 3 on the 1-5 point Likert scale, to find out if the mean perceptions were significantly positive, using a 5% level of significance. Results are presented and analysed in Chapter 4 on each of the propositions and hypotheses. Qualitative inquiry was also used to elaborate on quantitative findings. The process of coding was applied which, according to Bryman (2012), is a process whereby data are broken into component parts which are then given names. In this research, short phrases were applied as 'codes' to describe responses to the qualitative questionnaire, relating to the questionnaire items in the quantitative administered questionnaire. These short phrases were also used to come up with the themes that emerged from qualitative research which are also presented in this research. This ensured that the appropriate qualitative open ended questions would be used to explore or expand on the relevant quantitative items in the quantitative questionnaire. It is from these items that the qualitative questionnaire was also designed.

3.8. Scale properties

The Cronbach's Alpha was used to examine the reliability of the scale as it was constructed by the researcher for this research. The Cronbach's Alpha is a measure of internal consistency reliability which varies between 1 (representing a perfect internal reliability) and 0 (representing no internal reliability) was calculated using SPSS 22 (Bryman, 2012). This internal consistency reliability was applied to assess the reliability of the scale in which the several items in the questionnaire were summed to form a total score (Raja & Vasanthi, 2008). In this research, each of the items in the questionnaire was considered to measure some aspect of the construct and the items should therefore

be consistent in what they indicate about the construct, hence the Cronbach's Alpha was applied as a measure of this internal consistency reliability. The inter-item correlation measure was also calculated using SPSS 22, as the Inter-item correlation is an independent measure of internal consistency reliability that is independent of the length of the scale which sometimes affects the reliability of the Cronbach's Alpha (Peter & Peter, 2008).

3.9. Criteria for Evaluating Social Research: Validity, Reliability and Replication

This quantitative aspect of the research emphasises measurement, generalisability and replication regarding its results (Bryman, 2012). The researcher measured perceptions of the Comprehensive Rural Development's job creation in Impumelelo to obtain the more detailed views that Impumelelo households have which one cannot easily get without measurement. In addition, the measurement scale should be a consistent instrument that allows researchers to understand those differences consistently with other researchers over time (Bryman, 2012).

3.9.1. External validity

The generalisability of this research is limited to Impumelelo where only Region D as per Figure 2 was used as a sampling frame in conducting this research. Although there are limitations to generalisability of the research, it used probability sampling to reduce sampling bias because every household had an equal opportunity to be selected and the research tried as far as possible to avoid any special biased targets. The research got a more representative sample and used triangulation with research methods, which are the administered questionnaire, qualitative interview and secondary data analysis to improve validity of research findings.

The validity of the perceived effect of CRDP by Impumelelo head of households was measured by analysing and comparing findings from the research with secondary data and literature review such as Census 2011, Quarterly Labour Force Surveys and researches/policy documents from the Department of Rural Development and Land Reform. The research findings were compared to Census 2011 findings, Statistics South Africa 2014 & 2015, the Quarterly Labour-force Surveys and CRDP policy documents. The primary data research findings were found to concur with secondary research in

relation to youth unemployment, job creation, inequality of incomes, poverty levels, migration of the economically active males from rural areas leaving behind women, youth and pensioner headed households.

3.9.2. Ecological validity

Ecological validity is concerned with the applicability of the research results to “people’s every day, natural social setting” (Bryman, 2012, p. 47). In order for the research to be ecologically valid, the data collection tools used captured the everyday life conditions under the natural social setting which relates to attitude, values, opinions and knowledge base (Bryman, 2012). Research was not conducted in any special rooms; and the researcher avoided, to his knowledge, to influence respondents in completing the administered questionnaires. The researcher took a back seat and avoided any interference while the respondents were completing their questionnaires. However, only when clarifications were asked, did the researcher clarify the issue being asked. The respondents did this in their homes, at their projects or cooperative sites and they were allowed to use their preferred language so that the everyday happenings in life were actually captured.

The researcher also approached local leadership in Impumelelo, who allocated two local people to assist with interpretation. The two people allocated were local residents who had good relations with local people. As a result, where possible, the researcher took a back seat to listen to the respondents as the two allocated people spoke to them in their local language. There is therefore good ecological validity of the research.

3.9.3. Reliability

The concept of reliability in the research refers to consistency and repeatability of research (Cooper and Schindler, 2003; Bryman, 2012). Reliability ensures that the research is repeatable and the method used would be consistent over time. Procedures for conducting this research have been presented in great detail to make replication possible. In order to strengthen the research reliability, the researcher kept a record of the interviews and different accounts that occurred during the interviewing and observation process. For consistency purposes, the researcher chose a sampling frame

of Impumelelo heads of households where the Comprehensive Rural Development is implemented.

3.9.4. Significance of the Study

This study is significant because it will provide a quantitative analysis that is easy to interpret and describe the perceptions of rural people of poverty and job opportunities in rural areas in South Africa. Through the literature review, it shows that there are a number of qualitative studies that have been done on rural development, but without showing quantitatively the situation of poverty that rural people are faced with. This research will contribute with ideas and insights that may potentially be used for more detailed and representative research in future.

3.10. Limitations of Study

The limitations of this study relates to time and resources mostly. The researcher is a student who cannot afford, at this point in time, to do an extensive study on a broad area such as rural development and poverty eradication within the allocated time and resources available. In addition, the findings of this research cannot be generalised beyond Impumelelo since it was limited to the sampling frame of the Impumelelo community Region D region only, which was selected because it is densely populated and also out of convenience because of its easy accessibility through the R549 and R49 highways. There was no extensive research done as the affordability of the research by the student was taken into account.

3.11. Ethical Considerations

The research conformed to the four main issues of Ethical consideration according to Bryman (2012) which are; ensuring that there is no harm to participants, no lack of informed consent, no invasion of privacy and no deception involved. Harm to participants included physical harm, stress, and loss of self-esteem amongst others. Informed consent meant that as much information as needed was provided to participants to make their own decisions whether they wanted to take part or not in the research. Participants were required to sign informed consent forms. Participants were allowed their right to privacy and regarding deception, the researcher presented his work without deceiving

participants into believing otherwise, but also ensuring that participants would respond naturally and without bias (Bryman, 2012).

3.12. Conclusion

The literature review in this proposal has found evidence of positive perceptions of rural development and poverty eradication for rural areas and these studies shaped the propositions examined in the research. Current global development issues such as women and youth development have been reviewed. Such understanding has made the researcher want to examine the propositions of positive perceptions of the Comprehensive Rural Development. The Statistical Package for Social Sciences (SPSS 22) has been used to analyse data in this research. Qualitative data analysis was also used to explain quantitative findings since this research used a mixed methods approach. A number of limitations for the study have been identified which relate mainly to constraints of time and resources.

CHAPTER 4: DATA ANALYSIS AND INTERPRETATION

This section focuses on data analysis and interpretation. The overall proposition for the research was that Impumelelo households have positive experiences of the Comprehensive Rural Development Programme and job creation. Out of this main proposition, four sub-propositions and hypotheses were formulated and these are analysed below.

The format for presenting the results is firstly to present the results at the item level, focusing on the percentages of agreement to each. Then, in view of the acceptable internal consistency of each scale (Table 9), the results are summarised at the scale level using the mean across all the relevant items and examined for whether the mean is significantly higher than the scale mid-point of the neutral. Finally, the responses to the open-ended items on that construct are presented.

4.1. Analysis of perceptions of the CRDP

4.1.1. Impumelelo residents perceive that women have been empowered through jobs created through the CRDP

To research this first sub-proposition and hypothesis 1, the quantitative items 3, 4 and 5 from Section B and qualitative items 2 and 3 from Section D were used. The results for the quantitative items are presented below.

4.1.1.1 Item responses

The responses to the three items measuring the perceived effect of CRDP on whether women have been empowered through CRDP showed that 42% of the respondents agreed that the CRDP had a beneficial effect on women empowerment, 22% agree that women have access to land through CRDP and a further 40% agree that there has been skills training for women in Impumelelo (Table 1). Furthermore, nearly a quarter (22%) of respondents could not decide on whether CRDP has benefited women in Impumelelo.

Table 1: Research findings on the perceived effect of CRDP on women empowerment

	Women Empowerment and access to jobs through CRDP	women's access to land through CRDP	Skills training for women through CRDP
% agree	30	14	28
% strongly agree	12	8	12
% can't decide	22	26	18
% disagree	10	10	10
% strongly Disagree	26	42	32
Total	**100**	**100**	**100**

4.1.1.2 Mean and Standard Deviation for scale

The mean of the three quantitative items measuring the perceived effect of CRDP on women empowerment was 2.69 (SD=1.12). As this mean value is lower than the scale mid-point or neutral value of 3, it indicates a neutral attitude, and thus there is insufficient evidence to support the hypothesis of the perception of Impumelelo residents that women have been empowered by the CRDP programme since it started.

4.1.1.3 Qualitative measure

Only two of the five respondents were positive on women's access to jobs. Mrs. Faith (*not her real name)* said that there are "currently many women who are working under the community works programme which was established by the EPWP. Others have been absorbed into NGOs and they work as community care givers and others are working in sewing projects". She also indicated that local cooperatives are playing a pivotal role in employing women, where they can work for themselves and are able to boost income through sales during pension pay-out days.

Mr. Five (*not his real name*) also agreed that there is improved women's access to jobs through CRDP because a number of cooperatives have been established which are led and dominated by women. There were also cooperatives that cater for the disabled. He also indicated that the Devon Impumelelo Development Centre was established to help local residents through skills training. Some of the trainings happening currently includes administration, customer care and sewing. These have not only targeted women but youth as well.

Three of the respondents from the qualitative questionnaire disagreed with the proposition that women have been empowered through jobs as a result of the DRDP programme. They indicated that the Devon Impumelelo Development Centre (Figure 4 below) was established as a centre where local people can be empowered through skills development and a number of women have been trained in sewing and computer skills. However, they said that these women have not been able to find long term formal jobs and most of them are still unemployed. Mr. Alex (*not his real name*) said “the jobs do not last long and the women are back in the community doing nothing”.



Figure 4: Sewing machines inside the Impumelelo Development Centre

On the same issue of improved women’s access to jobs or work in Impumelelo, Mr. Buhle *(not his real name)* said he “doesn’t see any change on women’s access to employment. The EPWP offers short term employment and the few opportunities that Impumelelo women get does not improve their lives but it is just a matter of survival.” Asked on whether there are long term jobs for people in Impumelelo, Mr. Buhle *(not his real name)* said, in his own words, “almost half of Impumelelo residents have no jobs and the CRDP is not properly coordinated”

Mrs. Charity *(not her real name)* echoed the same sentiments as Mr. Alex and Mr. Buhle and said that women have no jobs and CRDP programmes hired only a few. She indicated that "the local municipality is dominated by male employees and there are NO women."

The qualitative questionnaire respondents had no idea of any jobs created through women access to land or land reform. Only Mr. Buhle said that there is no transparency on the land issue and only a few people understand how to go about accessing the land in Impumelelo or surrounding areas. He said that people struggle to get land and that the municipality usually requires one to bring a sponsor if a person requires land for any development and people are still crowded in small buildings due to shortage of land. Instead the following themes and quotes emerged from research (Table 2).

Table 2: Identified themes and quotes on women empowerment

Theme	Example quotes
Women empowerment not properly coordinated	The local municipality has only male employees Women in Impumelelo have less employment opportunities. The few that get employment are working for community based organisations as caregivers, sewing cooperatives and agricultural cooperatives. No formal employment. Women get seasonal jobs such as in agriculture, however, they also participate in sewing cooperatives where training has been provided at the Impumelelo Development Centre. Short training programmes are available at the Devon Impumelelo centre in project management, sewing, computer literacy and customer care. However, local opportunities do not exist for them to get employed
No long term employment	There are no long term job opportunities because people get trained in brick making skills that do not provide long term jobs EPWP jobs are not long term, these do not change people's lives. It is just a matter of survival Large population has no jobs in Impumelelo
Lack of infrastructure to support sustainability of programmes	CRDP provides material resources such as sewing machines and they disappear Machines and tables are idle because there is not enough space for women to work in. There is no infrastructure provided

4.1.1.4 Conclusion on perceived effect of CRDP on women empowerment through access to jobs under the CRDP programme

There were mixed reactions regarding women empowerment through access to jobs under the CRDP programme in Impumelelo. The view of the majority of Impumelelo heads of household interviewed is that there was no long term employment for women and their opportunities are still few as compared to men.

It is evident from this research using **analytical framework 2.8.4 on women and youth empowerment** that black African women remain vulnerable in the labour market. Impumelelo, as has already indicated is dominated by black Africans. The findings concur if compared with the national statistics that have been recorded by the South African government which states that, on the one hand, approximately 44% of black African women are employed in low-skilled occupations if compared to only 1% of white women and approximately 3% of Indian/Asian women. On the other hand, white women employed in skilled occupations constitutes about 57% compared to only 17% and 19% of black African and coloured women respectively (Quarterly Labour Force Survey Quarter 2, 2015). A large proportion of women are still jobless in Impumelelo and only a few that are employed are in the CWP, EPWP programmes, NGOs and Community Based Organisations with low incomes.

The findings again concur with the reviewed literature which found that most of rural Southern Africa has high levels of poverty and inequality with regards to income and earning opportunities (Van der Berg, 2010). It also emerged from the findings that there is a highly skewed distribution of income and wealth in Lesedi Local Municipality just as Census (2011) suggests. This is also illustrated in Figure 3 above that looks at income levels of the research respondents.

The previously disadvantaged rural dwellers in places such as Impumelelo are still faced with challenges identified in the literature review such as very low incomes, very low skills and educational levels and mobility hence they are faced with high unemployment, low wages and poor basic health. This research shows in Figure 3 that over 70% of people involved in CRDP projects earn 2000 South African rand per month or less and only 8% earn 5000 rand and above. The most vulnerable group being women.

An analysis of women's empowerment through access to land indicated that as much as 22% of respondents agreed that there has been empowerment of women through access to land, the general consensus as indicated by 52% of quantitative respondents and all the qualitative respondents was that there has not been empowerment of women through access to land. All the qualitative respondents did not know of any opportunities that were created by CRDP programme through the access to land specifically for women.

As much as land reform is an important aspect of the Comprehensive Rural Development Programme to deracialise and ensure equality in the rural economy, based on **Analytical Framework 2.8.3 Land Reform and Job Creation,** this has not happened in Impumelelo. The Midterm Review of the Comprehensive Rural Development Programme (2012) has stated that 3 326 jobs have been created in South Africa as a direct consequence of land reform. Of these jobs, 1033 are permanent jobs, however, in Impumelelo the heads of household did not know of any permanent jobs created by CRDP.

Land reform is again a priority for most of the developing world and in South Africa it is entrenched in Section 25(4) of the South African Constitution. In Impumelelo land should be seen as is a basic need and should be a driving force in rural development programmes as Olivier, Van Zyl & Williams (2010) proposes. Land has an economic importance and it is regarded as a source of food in rural areas and it is also a source of income (Haugerud, 1989). The non-availability of land to rural dwellers of Impumelelo and the difficult conditions that are put to secure the land are negatively affecting Impumelelo's development.

Item 5 of the quantitative questionnaire as indicated in Appendix C dealt with women's access to skills training programmes through CRDP. The Comprehensive Rural Development Programme also seeks to improve skills development in rural areas to empower the rural population and also improve their income opportunities. As a result, this was a key research question in Impumelelo.

A healthy and properly educated labour force is much more productive and contributes positively to the potential growth of the economy (Hall, 2010). This also follows **Analytical Framework 2.8.1.** The findings from this research item found that 42% of respondents disagreed with the statement that the women's skills have been developed through skills training in Impumelelo as a result of CRDP programmes. As already indicated in this research, Impumelelo is dominated by women headed households due to the out migration of adult males in search of work. It is therefore of utmost importance that government seriously considers the skills development component for women to participate in advancing the local economy of Impumelelo since the outmigration of the

able leaves a huge skills gap resulting in women having to assume the responsibility to advance the local economy in many aspects. The focus on women and youth should be a priority.

4.1.2. Impumelelo residents perceive that the youth have been developed through the Comprehensive Rural Development Programme

This sub-proposition, hypothesis 2 was researched using quantitative items 6, 7, 8 and 9 from Section B and qualitative items 4 and 5 from Section D. Analysing the four quantitative items measuring the perceived effect of CRDP on youth development found the following findings in Table 3 which are discussed below.

4.1.2.1. Items responses

As illustrated below in Table 3, the responses showed that 30% of Impumelelo heads of household perceive that CRDP has a positive effect on local employment. Just over a quarter also agree that there has been long term employment as a result of CRDP. Furthermore, 54% agree that there has been an improvement in skills development for the youth and over a third of Impumelelo heads of household perceive that CRDP has had a beneficial effect on job creation for the youth in their community. The Impumelelo Devon Development Centre is also perceived positively for skills development especially among women and the youth. Only 20% of respondents could not decide on the effect of CRDP on youth development in Impumelelo.

Table 3: Research findings on the items measuring the perceived effect of CRDP on youth development in Impumelelo

	Access to local employment in Impumelelo	Improved long term employment in Impumelelo	Improved Skills Development for the youth	Job creation for the youth
% agree	24	26	44	26
% strongly agree	6	2	10	6
% can't decide	24	22	16	16
% disagree	20	28	10	26
% strongly disagree	26	22	20	26
Total	**100**	**100**	**100**	**100**

4.1.2.2. Mean and Standard Deviation for scale

The mean of the four quantitative items measuring the perceived effect of CRDP on women youth development was 2.75 (SD=1.0). As this mean value is lower than the scale mid-point or neutral value of 3, there is insufficient evidence to support the hypothesis of the perception of Impumelelo residents that the youth have been developed by the CRDP programme since it started.

4.1.2.3. Qualitative measure

Mrs. Charity *(not her real name)* was positive that there are many opportunities for local people in Impumelelo under CRDP and these include paving and construction jobs. However, she was also concerned that these were short term jobs and some local people were employed in jobs that did not need any formal skills and at the end of projects they come back to community and they have no work. She proposed that there is need in Impumelelo for a proper exit strategy so that when the skilled contractors finish their work, the locals who were employed in these projects can use the skills obtained to be self-sustainable, to do similar work on their own and make a living out of these skills. This did not seem to happen at present in Impumelelo.

Mr. Dube (*not his real name*) of the qualitative questionnaire stated that CRDP currently faces challenges in relation to long term local employment. A number of youth “are still stuck with their qualifications” and they have no work.

Mr. Alex said that youth are trained is skills such as brick making and was concerned that there is no support for them to continue implementing the skills. Mr. Dube however, differed in his response and said that the youth were trained in these skills and some of them were being referred to institutions that dealt with technical skills to further their knowledge, for instance those who do plumbing and welding.

During the qualitative interviews, one government official who is a leader in the community raised concerns on the issue of local employment particularly pointing out the issue of external contractors that get work in Impumelelo to do construction work. One example she identified was the construction of roads on which she said that external contractors

got these jobs and came with their own people, preventing the local people from getting work. She was concerned about the procurement policies for these jobs which she said put local contractors on the sidelines. However, she also admitted that there are not many capable contractors in Impumelelo to take up such kind of jobs and there was a need to build capacity of the local people. For instance, the contractors should give sub-contracts to local people and build their capacity during the time they implement projects locally. This community leader also raised the issue that each year, a number of graduates come back to the community, jobless and thus raises the unemployment statistics in Impumelelo.

The community leader's comments were in line with what Mr. Alex (of the qualitative questionnaire) also echoed that there was no long term employment for local residents in Impumelelo. Most of the people who got skills training at the Impumelelo Development Centre end up in NGOs and community based organisations (CBOs) and their employment provides them with very low income.

Mr. Buhle also disagreed with the statement that local people find local employment in Impumelelo. He pointed out also that CRDP is not properly coordinated and there was no proper consultation with local residents. As a result, local people got machines and tables to use, but these are still unused because there is no adequate space to properly utilise them. CRDP does not provide the necessary infrastructure for these materials to be of use to local people. He said that the "officials just provide material and disappear".

In Table 4 are some of the themes and quotes that emerged during the time of research. These also summarise the perceptions of Impumelelo heads of household on the issue of youth development in this community.

Table 4: Identified themes and quotes from qualitative interviews

Theme	Example quotes
Skills development not relevant for formal employment	paving, sweeping, hairdressing, construction and EPWP programme does not provide long term employment and high income
High youth unemployment	Many young people struggle to get some land to work from as the municipality requires that they must bring their sponsor if they need land. There is also no transparency when it comes to the issue of land The challenge with CRDP is also that opportunities available for youth include paving, construction and sweeping which all come to an end in a short space of time and they remain unemployed.
Low income and short term employment	paving, sweeping, hairdressing, construction and EPWP programme does not provide long term employment and high income

4.1.2.4. Conclusion on the perceived effect of CRDP on youth development

Analytical Framework 2.8.2, sustainable rural livelihoods framework focuses on helping rural people to reduce their vulnerability by making use of their own available resources and strengths (Bryceson, 2004). IT is evident that CRDP still needs to ensure that local people's strengths are utilised through consultations and their full participation in the implementation of CRDP programmes. Currently, because this is not happening, there is out migration of males and it is having negative consequences on the local economic development of Impumelelo.

Research item 6 reveals that there is not much local employment for local people as a result of CRDP in Impumelelo. There is no local industry to absorb the growing numbers of unemployment despite government's desire to create local industries in rural areas through CRDP. As a result, there is a high volume of out migration especially, by adult males, from Impumelelo which corresponds with findings from the literature review that showed that there is a high dependency and outmigration of the economically active from rural areas (Leahy, 2011).

The non-availability of local jobs also means that there is high dependency of local people on remittances from those who have migrated in search of work and welfare grants as livelihoods (Anseeuw, Mathebula & Perret, 2005).

In addition, since those who migrate the most are adult males, there is more women and pensioner headed households in Impumelelo as 32% of respondents were also aged 50 and above.

Quantitative item 7 focused on whether there is improved long term youth employment in Impumelelo since CRDP programmes started in Impumelelo. Findings from quantitative item 7 illustrates that 50% of respondents to this question did not agree that there has been long term youth employment in Impumelelo. Only 28% agreed with the proposition that there has been improved long term youth employment in Impumelelo.

Only 28% of the heads of household agreed that there has been some long-term youth employment but there was however, no evidence that there was long term youth employment as a result of CRDP. When the researcher interviewed government officials who are close to CRDP, such as ‘Mrs. Maphumulo’ who echoed the fact that the youth “just get skilled with soft skills and there is no jobs for them after that”.

Analytical Framework 2.8.4 Youth Empowerment, stated that the South African government recognizes that youth unemployment is a significant challenge in the country and this issue has also been considered a priority by the department of rural development and land reform and forms part of its 2014-2019 Strategic Plan. It is also understood that the global recession also caused the unemployment rate among youth to rise from 32% in 2008 to about 36% in 2015 (Quarterly Labour Force Survey Quarter 2, 2015). It was also found from the 2015 survey that more than one out of every two (approximately 56%) young people, who are unemployed and looking for work, only has education below the matric level.

The strong message therefore that came out from responses on this proposition and hypothesis that is linked to statistics discussed above is that there is no long term employment for the youth and it is an area that CRDP needs to look at if the CRDP programmes are to be sustainable. The situation also becomes complex with youth who

either do not have matric or did not do well in matric and are destined to work locally with low incomes. The CRDP's 2014-2019 Strategic plan needs to deal with these issues.

It also emerged that CRDP projects are dominated by women because of the low income levels and lack of job security. Adult males migrate in search of long term employment elsewhere and it is women who hang on to such short term and low income jobs under the CWP and the EPWP.

Item 8 of the quantitative questionnaire dealt with whether there is more skills development training programmes for the youth since the start of CRDP in Impumelelo. Table 3 above illustrate that 54% of respondents agreed that there has been more skills development of the youth in Impumelelo. Out of all the other quantitative items, this is one item that received the most positive perceptions from the respondents although they were concerned that the skills development does not match with jobs needs. They seem just to get skills training, but there is no job market to absorb the youth.

However, all the respondents to the qualitative questionnaire agreed that there has been skills development for the youth and the Devon Impumelelo Development Centre was mentioned by all of them as a place where the youth got skills training. These skills include sewing, hairdressing, brickmaking and computer skills.

Quantitative item 9 dealt with whether there is improved access to job creation for youth by the CRDP's Land Reform programme. During the time of interviews, the respondents from both quantitative and qualitative interviews showed little knowledge of the CRDP's Land Reform Programme in Impumelelo. As a result, about 54% of respondents disagreed with the item on whether there has been job creation for the youth in Impumelelo as a result of CRDP's land reform programme. Only 32% of the quantitative respondents agreed with 6% strongly agreeing.

However, there was no evidence of land reform when the researcher spoke to qualitative respondents and government officials. What came out strongly on the issue of land is that there is no transparency and not many people know about the land reform. Respondent B of the qualitative questionnaire said that the municipality requires that one, who is

interested in land should, bring a sponsor and provide details of one's intended use of the land and this turned out to be a long process.

Analytical Framework 2.8.3 Land Reform and Job Creation also states that the establishment of business initiatives and job creation in South Africa's rural areas also depends on the availability of land. The majority of Impumelelo heads of household feel that there is no local employment for local people in Impumelelo, especially the youth and there is no transparency on the land issue. The CRDP therefore has to ensure that the issue of youth getting access to land is attended to because it is limiting the youth to establish business initiatives in a place where there is no land available and there should be awareness on how people can get access to land.

On the other hand, there is also general agreement that there has been skills development for the youth, but the challenge is that there is no job market to absorb the youth who have been capacitated through the different skills development avenues available.

4.1.3. Impumelelo residents perceive that local jobs have been created through the Comprehensive Rural Development Programme

Table 5 comprises research findings on quantitative items 2,3,6,7,9,10 and 11 from Section B. These were used to measure the perceived effect of CRDP on local employment creation. Qualitative items 2,3,5,6 and 7 from Section D were also used to research and provide insight on this sub-proposition.

4.1.3.1. Item responses

It emerged from the research that again, more than half of the Impumelelo heads of household perceive that CRDP does not have a beneficial effect on creation of local employment in their community. Furthermore, nearly a quarter (19%) of respondents could not decide whether CRDP has created jobs locally since it started. The results are presented in Table 5.

Table 5: Research findings on the items measuring the perceived effect of CRDP on local employment in Impumelelo

	Local residents have access to jobs since the start of CRDP	More women in Impumelelo have work since the start of CRDP	Since the introduction of CRDP, more people find local employment in Impumelelo	There is improved long-term youth employment, since CRDP programmes were introduced in Impumelelo	There is improved access to job creation for youth by the CRDP's Land Reform programme.	CRDP has created more local employment through village industries than before.	There are more long term local jobs for people in Impumelelo than before the CRDP
% agree	32	30	24	26	26	12	14
% strongly agree	8	12	6	2	6	4	2
% can't decide	20	22	24	22	16	16	18
% disagree	12	10	20	28	26	24	26
% strongly disagree	28	26	26	22	26	44	40
Total	**100**	**100**	**100**	**100**	**100**	**100**	**100**

4.1.3.2. Mean and Standard Deviation for scale

The mean of the seven quantitative items measuring the perceived effect of CRDP on whether local jobs have been created by CRDP was 2.53 (SD=0.88). As this mean value is lower than the scale mid-point or neutral value of 3, there is insufficient evidence to support the hypothesis of the perception of Impumelelo residents that local jobs have been created through CRDP since it started.

4.1.3.3. Qualitative measure

A government official and community leader Mrs. Maphumulo (*not her real name*) views are that there has been some local access to jobs, but she does not see a huge difference at the moment because ''those who get employed by contractors, CWP Programme and the EPWP programmes quickly come back to the community when their contracts are over''. As a result, the number of people who actually get employed does not change much at a given point in time and the numbers of unemployed people keeps on growing. Mr. Buhle of the qualitative questionnaire also echoed the same by saying that he "does not see any change" and these short term jobs ''are not improving people's lives" In his words as already mentioned he said that "not even half of the community have jobs."

Mr. Dube was positive about local access to jobs and pointed to the role that cooperatives are playing in employing local people. He also mentioned NGOs and local Community Based organisations where a lot of women are employed. Mrs. Charity also said that

"there are many opportunities as a result of CRDP where youth for instance are being in short term jobs such as paving, sweeping and construction."

An analysis of the responses above shows that there are again mixed feelings by Impumelelo heads of household on whether there has been access by local residents to jobs in Impumelelo. The mixed feelings are possibly as a result of a combination of factors. Some look at the short term jobs positively and others criticise these. However, there has been local jobs created by CRDP although these are short term and have low wages. Table 6 below summarises some of the themes and quotes that emerged from the qualitative interviews.

Table 6: Themes and quotes that emerged on whether CRDP has created local jobs

Themes	Example quotes
Cooperatives have created employment but low and unsustainable wages	Many women are employed in agricultural cooperatives, sewing cooperatives and some in community based organisations as caregivers. All these jobs does not provide a lot of income The cooperatives also lack infrastructure, machines and tables have no space and in most cases CRDP does not consider this issue.
Outside companies get contracts to work in Impumelelo	Local residents protested over outside companies who come to do work in Impumelelo. One contractor has already been stopped. There are little chances for local contractors to get jobs because they do not meet the requirements. We want outside companies to partner with us and build capacities. The current contractor doing the roads employs about 22 local people

4.1.3.4. Conclusion on the perceived effect on whether CRDP has created local jobs in Impumelelo

It emerged from this research that the Impumelelo heads of household do not perceive positively whether local residents got access to jobs since the start of the CRDP programme in their community. As illustrated in Table 5, about 40% of respondents agreed that there has been access by local residents to jobs since CRDP started but also

on the other hand another 40% disagreed. On the issue of women access to employment only 42% also agreed that women got employed as a result of CRDP. However, on whether there are local village industries that create employment the head of households in Impumelelo had no positive perceptions as only 16% agreed that there are some rural village industries that have created employment in Impumelelo.

The mixed reactions perhaps are as a result of a combination of factors. As already indicated in the analysis above, CRDP has created short term jobs with very low wages in construction, agriculture, hairdressing and brickmaking. It seems that these jobs are therefore dominated by women. It is therefore possible that the 40% who disagreed with local access to jobs have based their decisions on such understanding and they would like to see long term jobs hence they disagreed that there was access to jobs by local people.

On the other hand, the other 40% who agreed that there has been local access to jobs may have a completely opposite view of the situation and regard all the short term jobs as access to employment by the local people. From this understanding, it is also possible the reason why the other 20% could not decide.

Analytical Framework 2.8.5, Sustainable development and job creation states that the major objectives of most rural development programmes around the world according, to literature, have been to alleviate poverty and inequality and ultimately improve the conditions of people living in the countryside (Lipton & Lipton, 1993). Noting the responses to this research item above, the CRDP programme and implementation needs to look at establishing village industries in Impumelelo.

A strong message that came out during research is that CRDP has not yet achieved this goal. The components of rural development which form the basis of CRDP that are mentioned by the Ministry of Rural Development and Land Reform (2009) include empowering rural communities, with a focus on **women and the youth**, capacity building focusing on technical skills and indigenous systems, **establishing business initiatives for job creation,** and creating social, economic and communication infrastructure for

rural areas. As much as establishing business initiatives for job creation through village industries is a key component of CRDP, in Impumelelo, this has not yet been achieved.

It emerged however, from Mrs. Maphumulo that there are Small and Medium Enterprises (SMES) that have been grown as a result of CRDP. According to her, these include sewing, brick making, bakery and agricultural projects that are in Impumelelo. As a follow up to her message, the researcher visited the Hlwanyela Agricultural Cooperative (Figure 3) which deals with poultry, indigenous trees, herbs and different types of vegetables. It is therefore one example of a successful local initiative for employment creation that is available that also demonstrates women empowerment through CRDP as the membership of this cooperative was found to be mainly women and also the leadership in terms of management is by women.



Figure 3: Hlwanyela Agricultural Cooperative Green House in Impumelelo



Figure 4: Hlwanyela Agricultural Cooperative Storage Facilities

Analysing the responses for this proposition and hypothesis suggests that there are not many village industries that have been implemented as a result of CRDP so far and the few that exist are not known by many people. It seems as if where the government has put in an effort to establish these village industries, they are successful.

Quantitative item 11 dealt with whether there are more long term local jobs for people in Impumelelo than before the CRDP.

As illustrated in Table 5, about 66% of Impumelelo heads of households do not perceive that there has been long term employment in Impumelelo. A major concern that has already been outlined is the existence of outsiders who come to work in Impumelelo at the disadvantage of the local people.

Respondents from both the quantitative and the qualitative interviews mentioned that there has been short term employment in Impumelelo and there has not been long term jobs which has also resulted in the migration of adult males in search of employment elsewhere. All the qualitative respondents concurred that there are no long term jobs as a result of CRDP in Impumelelo.

In concluding the analysis of this proposition and hypothesis on whether there have been local jobs created in Impumelelo as a result of CRDP. The message that the research received is that there has been short term employment that was created as a result of CRDP programmes, but there are no long term jobs yet, since it seems CRDP has not moved into the next stages of implementation in Impumelelo. It seems CRDP is still in the initial stages of implementation. Because, some of the CRDP project investments seem to be unsustainable and were not able to create long-term jobs, it can easily be assumed that there could have been a lack of thorough planning process before implementation of the project. The ultimate goal should have been for those who remain behind in the community to be able to start their own businesses, be it in construction and planning and continue to recruit others within their community. However, it does not seem as if they get the necessary support to carry on and therefore they are hit by out migration of the able.

4.1.4. Impumelelo residents perceive that local service delivery has improved through the Comprehensive Rural Development Programme

To conduct research on this sub-proposition, hypothesis 4, the quantitative items 1, 2, 3, 4 and 5 from Section C of the quantitative questionnaire and qualitative items 7 and 8 from Section D were used. The findings are presented in Table 7

4.1.4.1. Item responses

As illustrated in Table 7, more than half of the Impumelelo heads of household perceive that service delivery in their community has improved as a result of CRDP. They perceive that local roads have been maintained as compared to before CRDP, they have now access to telephone services, postal services, cooperatives and access to clean water. Only 13% of respondents could not decide whether CRDP has a beneficial effect on service delivery.

Table 7: Findings on the perceived effect of CRDP on service delivery

	Local roads have been maintained better than before	More Impumelelo residents have access to telephone services compared to before the introduction of CRDP	There is more access to postal services in Impumelelo since the CRDP was introduced	There are more rural enterprises such as cooperatives from the time CRDP was introduced	Impumelelo residents have better access to clean water since the introduction of the CRDP
% agree	26	28	24	38	28
%strongly agree	26	24	36	26	52
% Cant decide	10	12	16	20	8
% Disagree	24	22	12	6	2
% strongly Disagree	14	14	12	10	10
Total	100	100	100	100	100

4.1.4.2. Mean and SD for scale

It was also found that the mean of the five quantitative items measuring the perceived effect of CRDP on women empowerment was 3.57 (SD=1.05). Hypothesis was tested since the mean was higher than 3 and it was found that *p*= 3.84. Research therefore found that there is sufficient evidence to support that service delivery has improved since the start of CRDP programme in Impumelelo.

4.1.4.3. Qualitative measure

The responses from the quantitative respondents in Table 7 were strongly backed by the qualitative responses and it seems that the majority of Impumelelo residents are positive that roads have been improved in Impumelelo and the road construction that is still underway will help to improve business with surrounding areas. In the past, during the rainy season for instance, roads would flood and make it difficult to move around Impumelelo. Mrs. Charity was also positive that the road construction company has also hired local people and they are getting some income. On the issue of the post office, she said that there is a functioning post office which came as a result of CRDP “although it does not seem to function efficiently” but the fact that it is there is a work in progress.”

Mr. Dube also raised a point that the post office is beneficial to the local people because they can now open savings accounts and save money without a lot of requirement as

requested by the main line banks. He was however, quick to mention that “the post office employs people that are from outside their community” and indicate that this is an issue that still needs attention from government.

Mr. Alex was also positive about service delivery especially the post office which he said people can now post their mail cheaper than before and the average Impumelelo resident can afford to send via the post office.

Mr. Dube was also positive about service delivery in Impumelelo but however criticised the local municipality of exploitation. He said that the cost of services is high, for instance the cost of electricity. He also said that one cannot buy electricity if rent has not been paid. The research could not follow up to verify this point as the research was conducted with limited time. He also indicated that the Home Affairs office was closed in August 2014 and by the time of research it had still not been opened.

An analysis of the above responses reveals that in general the residents of Impumelelo have positive perceptions of service delivery in Impumelelo. There are generally positive perceptions of the post office, access to clean water, access to a local clinic and the South African Police Services (SAPS). However, there were concerns with regards to the Department of Home Affairs Office which used to help local residents, who now have to travel long distances to the surrounding offices for its services. Table 8 below summaries some of the themes and quotes that emerged during the time of research.

Table 8: Themes and quotes that emerged from qualitative research

Themes	Examples
Roads have been serviced and work continues	Roads have improved and there is construction still taking place.
Properly functioning post office , clinic and police station	There is a working post office although it does not seem to work efficiently. The postal services is cheaper to use and local people can afford. People also open accounts with the post office to save some money. There is a functioning clinic and SAPS office. There is exploitation from the municipality because one cannot buy pre-paid electricity if your rent is not up to date.
Home Affairs closed and was never re-opened	Home Affairs was closed on 14 August 2014 after a community service delivery protest and this was never opened

4.1.4.4. Conclusion on the perceived effect of CRDP on service delivery.

In Table 7 the research presented the total percentages of service delivery perceptions in Impumelelo since the introduction of the CRDP programme.

Analytical Framework 2.8.1 on **rural development, job creation and service delivery** states that the majority of Sub Saharan countries have poor infrastructures that require considerable attention, as well as the recurring issue of food insecurity in most parts of the region (Chakazunga, Louw & Ndanga, 2008; Janvry, Murgai & Sadoulet, 1999). The major cause has been found to be public underinvestment in rural areas leading to a lack of economic opportunities that is combined with higher costs of delivery, the poor state of basic needs facilities such as health, education, clean water, and sanitation and also leading to diseases (Chakazunga, Louw & Ndanga, 2008; Janvry, Murgai & Sadoulet, 1999).

In light of the Table 7 above, shows that there is high consensus in Impumelelo that service delivery has improved since the introduction of the CRDP. As already illustrated 52% of respondents agree that road maintenance has improved since the intervention of CRDP. During the time of interviews, the researcher was shown Road 4 and Road 9 which were under construction in Impumelelo as pictured below.

It is also through this construction that local people have been hired and benefit from local employment, although the general feeling among the respondents was that the jobs are short term.



Figure 7: Road 4 as it was under construction in 2015 during the time of research



Figure 8: Road 9 as it was under construction in 2015 during the time of research

During the time of research there were 52% of Impumelelo head of household who agreed that there is now access to telephone services since the introduction of CRDP, 60% of respondents also agree that there is now access to postal service than before and 80% concur that there is access to clean water in Impumelelo than before. Also 64% of respondents agree that there are now more rural enterprises such as cooperatives than before.

4.2. Conclusion

The sections above interpreted and analysed the data that was gathered from research in Impumelelo Cluster D in Figure 2. This data was analysed under the Theoretical Framework of Project Management and Policy Implementation as stated in section 2.7.4.

Analytical Frameworks 2.8 were also used to analyse the data. Four propositions and hypotheses as outlined in section 2.10 were examined. It was found that the Impumelelo heads of household generally hold positive perceptions on whether service delivery has improved in Impumelelo since the introduction of CRDP. However, there has been mixed reactions on whether locals have had access to jobs locally and on the issue of skills development for the youth. The majority of Impumelelo heads of household hold negative perceptions on whether there has been women empowerment, youth empowerment and long term employment as a result of CRDP. The following chapter provides conclusions and recommendations of this research report.

Table 9: Propositions, hypotheses and corresponding Cronbach's Alpha

Proposition & corresponding hypothesis	Scale	Number of items	Cronbach's Alpha	Average inter-item correlation
Sub-proposition 1 & hypothesis 1: Impumelelo residents perceive that women have been empowered through jobs created through the Comprehensive Rural Development Programme	Section B: Items 3,4&5	3	0.7	0.44
Sub-proposition 2 & **hypothesis 2**: Impumelelo residents perceive that the youth have been developed through the Comprehensive Rural Development Programme	Section B: Items 6,7,8&9	4	0.86	0.67
Sub-proposition 3 & **hypothesis 3:** Impumelelo residents perceive that local jobs have been created through the Comprehensive Rural Development Programme	Section B items 2,3,6,7,9,10,11	7	0.82	0.4
Sub Proposition 4 & hypothesis 4: Impumelelo residents perceive that local service delivery has improved through the Comprehensive Rural Development Programme	Section C Items 1,2,3,4&5	4	0.84	0.51

CHAPTER 5: CONCLUSION AND RECOMMENDATIONS

This chapter provides recommendations and conclusion of the research findings on the perceptions of Impumelelo heads of household on the Comprehensive Rural Development Programme and job creation. The recommendations below are as a direct result of responses that were provided by the heads of household during the time of research. In addition, the recommendations also take into consideration the literature that was reviewed for the purposes of this research. The recommendations are also influenced directly by the aims of the Comprehensive Rural Development in South Africa which seeks to create sustainable and vibrant rural communities and turn around existing conditions in rural areas. CRDP's focus in rural areas include, amongst others, empowering rural communities, capacity building focusing on technical skills and indigenous systems, establishing business initiatives for job creation and creating social, economic and communication infrastructure for rural areas as well as improving service delivery (Department of Rural Development and Land Reform, 2009).

As already indicated in section 2.7.4, the CRDP model has been analysed under the theoretical context of the Project Management and Policy Implementation. Project management as already defined refers to the process that is involved to bring a project to successful completion and a policy according to (Van Baalen & De Coning, 2000) is a detailed statement of government's objectives in a sector that also encompasses the methods by which those objectives should be achieved.

CRDP as it has already been outlined in the introduction to this research is seen by the current government as a strategic priority in the current Medium Term Strategic Framework (MTSF) of the South African Government. It therefore comprises rural development, land reform and agrarian transformation in order to address challenges that rural areas are facing. A number of projects to empower rural communities such as land reform, skills development and job creation programmes are being implemented under the CRDP programme in various parts of South Africa including Impumelelo. In addition, national goals, including those that are covered under the main objectives of CRDP, for

instance job creation and poverty alleviation, are implemented through the various policy instruments of government and they do affect society through sequential feedback linkages. Policies are implemented through programmes, which themselves consist of different activities of the government which are also implemented through activities and projects (Van Baalen & De Coning, 2000). In light of this, CRDP should be seen under the theoretical framework of project management and policy implementation. In the sections below, the research provides recommendations based on findings on each proposition.

5.1. Impumelelo residents perceive that women have been empowered through jobs created through the Comprehensive Rural Development Programme

There was a general consensus by Impumelelo head of households that the CRDP programme has not done enough to empower women. The research revisits specific research items below and provide recommendations. Access to employment by women in Impumelelo was perceived negatively by more than half of research respondents as only 42% agreed or strongly agreed that there has been women empowerment in Impumelelo. On the other hand, only 22% of head of households had positive perceptions that women have access to land through CRDP. Skills training for women was also met with mixed reactions.

5.1.1. Recommendation 1: Improve Women Empowerment and access to jobs through CRDP

The research recommends that CRDP should emphasise the improvement of women empowerment through access to jobs. As was analysed under **analytical framework 2.8.4, women and youth empowerment and section 2.1.3**, this research provided that black African women are still vulnerable in the labour market as indicated by responses presented in Chapter 4. The Devon Impumelelo Development Centre has made it possible for some local women to get empowered through skills development. Women are trained in sewing and computer skills. However, results indicate that many women have not been able to find long term formal jobs and most of them are still unemployed. Those who have found employment work in local NGOs, CBOs, EPWP and CWP programmes.

This research recommends that CRDP should build on the successes of the Devon Impumelelo Development Centre and ensure that those women and youth that are trained or capacitated from the centre are either placed within the established NGOs to further or implement their skills thereby gaining experience. This way they also are prepared for long term employment with these NGOs and relevant institutions within government or the private sector.

For those who are not placed, the government or the Department of Rural Development and Land Reform can engage Further Education and Training colleges (FETs) or even universities to further the training of these women and youth through learnerships. It should be ensured that Further Education and Training colleges and Universities provide them with formal qualifications or certificates that they can produce when they look for employment. In this way the trainees are able to access advanced training that also improve their employability, broaden their employment opportunities and career chances, further empowering women and improving their access to jobs.

5.1.2. Recommendation 2: Improve Women's access to land through CRDP

This research found that half (52%) of the respondents disagreed that there has been women empowerment in Impumelelo through access to land. As much as land should be seen as is a basic need and should be a driving force in rural development programmes, including Impumelelo, as was found in the literature review, the majority of local residents still do not see it as a resource which contributes to their empowerment. They do not benefit from its economic importance as a source of food in rural areas and also a source of income although the land issue in South Africa is entrenched in Section 25(4) of the South African Constitution.

This research recommends that CRDP should provide rural communities, especially women with access to land. Their activities or businesses on this land should then be linked to markets and CRDP as a government programme should then assist to further the opportunities, for instance to create rural agribusiness and other non-agricultural activities on the land so that the land get fully utilised.

Women in Impumelelo, based on their numbers and willingness to participate in CRDP programmes, can also play a significant to uplift the Impumelelo local economy if land is made available together with supporting mechanisms such as start-up capital and inputs to work on the land. There is therefore a need to link women who are already trained at Devon Impumelelo Development Centre with institutions that have the capability to support their skills. Government and private institutions can also support these women to develop sustainable business plans which can in turn be support. This will then ensure that the land that they get to utilise is wasted but can be utilised to support human development and local economic development. This ultimately leads to sustainable development that is led by local people.

It should also be considered as part of this recommendation that there should be an awareness campaign in Impumelelo on how women and youth can access land for their needs. As much as the current government is already working on land reform and land restitution, it is necessary that an approach should be put in place to reach rural people and this should include the use of community meetings and other suitable media platforms. It was found in Impumelelo that a number of people did not have any knowledge of land reform in Impumelelo or surrounding areas.

5.1.3. Recommendation 3: CRDP should upscale skills training for women in Impumelelo

Based on **Analytical Framework 2.8.1** already outlined above, a healthy and properly educated labour force is much more productive and contributes positively to the potential growth of the economy (Hall, 2010). This research found that 42% of respondents disagreed with that the statement that the women's skills have been developed through skills training in Impumelelo as a result of CRDP programmes. This research, as recommended in 5.1.1, that the Department of Rural Development and Government should engage FET colleges and universities to further the skills development work that the Devon Impumelelo Development Centre is already doing under CRDP for the youth and women. More technical skills training in other areas other than brickmaking, customer care, hairdressing, sewing and basic computer skills should also be undertaken.

5.2. Impumelelo residents perceive that the youth have been developed through the Comprehensive Rural Development Programme

For this proposition, three recommendations are provided below as a result of the findings which are presented in Chapter 4.

5.2.1. Recommendation 4: Improve access to local employment in Impumelelo through supportive procurement policies.

It was found that 46% of Impumelelo heads of household interviewed disagreed that local people find local employment in Impumelelo. Many people in this community raised concerns on the issue of local employment, particularly pointing on the use of external contractors in Impumelelo to do construction work. The local procurement policies were questioned by a number of people who said that these currently sidelined local contractors.

This research therefore recommends that CRDP should improve local access to employment by revising procurement policies to encourage partnerships between outside companies and local companies. This should be put as a requirement in the bidding stages for work in Impumelelo in order to encourage the participation of local companies and enhance their capacity. When the contracts are finished, there should also be an exit strategy that allows the local company to continue to be sustainable and employ more local people. CRDP should be properly coordinated to ensure partnerships between local companies, government agencies involved in CRDP and private companies. The Department of Rural Development, through CRDP should ensure that local entities are provided with the necessary support they need, for instance, further training in technical and leadership skills and provision of financial resources as well.

Analytical Framework 2.8.2, sustainable rural livelihoods framework proposed that rural people must be helped to reduce their vulnerability by making use of their own available resources and strengths (Bryceson, 2004). If the said partnerships above can be emphasised in Impumelelo, government, together with Private Sector and locally registered cooperatives or entities, will be able to sit together and identify the strengths of the locally registered cooperatives, what they lack and how they can participate in

improving the local economy of Impumelelo. In this regard, the local CBOs must also be consulted and be assisted because many of these CBOs emerge out of a community need, for instance HIV and AIDS, nutrition and housing issues. These are therefore activities that CRDP can look assisting by organizing them into cooperatives, provide financial assistance and with more training and ultimately improving access to local employment.

The said access to local employment will also reduce out-migration and reduce dependency of local people on remittances from those who have migrated in search of work and welfare grants as livelihoods.

5.2.2. Recommendation 5: Improve long-term employment in Impumelelo through CRDP

This research found that 50% of respondents did not agree that there has been long term youth employment in Impumelelo, although there has been some kind of training that has taken place at the Devon Impumelelo Development Centre. Youth unemployment is a significant challenge in South Africa that the government is trying, by all means, to reverse. With the Quarterly Labour Force Survey Quarter 2, 2015 saying that the unemployment rate among youth to rise from 32% in 2008 to about 36% in 2015 means that government has to come up with programmes that will engage the youth and reverse unemployment rates in Impumelelo and South Africa in general.

The starting point, as already stated, may be that there is need for CRDP to ensure more formal training for the youth in Impumelelo where they can get formal qualifications. This formal training needs to focus on the appropriate skills that are required for the available jobs in Impumelelo and surrounding areas. It is therefore necessary that an audit may need to be undertaken to identify what skills are needed in the local job market before training is undertaken. Only when the youth get the appropriate training that suits the local job market can they at least get long term employment.

5.2.3. Recommendation 6: Focused Skills development for the youth

It was found that 54% of respondents agreed that there has been more skills development of the youth in Impumelelo although they were concerned that there is skills development but it is not matched with jobs.

This research recommends that, following a skills audit proposed in 5.2.2, there should be a much stronger focus on leadership training that will empower the youth to take leadership roles in community. This will also allow the youth, for assistance, to organise themselves into groups or cooperatives, be able to draw up business plans and approach funding institutions with sound proposals. In this way, skills development programmes can become good investments where government does not just waste resources on youth who get trained and then come back to the community to do nothing. This will also mean that communities do not fall back into poverty, even when the youth and women have been trained. The youth will be able to utilise their skills and develop themselves and Impumelelo at large. Communities will also not get machinery and other infrastructure from government that will end up as white elephants. With the youth that are properly trained and empowered, these resources can be utilised.

5.3. Impumelelo residents perceive that local jobs have been created through the Comprehensive Rural Development Programme

As a result of findings from this proposition, recommendations 7 and 8 are proposed based on findings presented on research items.

5.3.1. Recommendation 7: Improve Impumelelo resident's access to local jobs through establishment of cooperatives and agribusiness.

This research recommends that there is need to improve access to local resident's access to employment through the establishment of more cooperatives such as the Hlwanyela Agricultural Cooperative in Impumelelo, which has created employment mainly for local women. In addition to this, CRDP should promote agribusiness in Impumelelo where links between local producers and outside markets are developed to ensure the sustainability of these cooperatives. In this way, sustainable jobs are created locally. The CRDP implementation evaluation in 2013 found that in Devon/Impumelelo, out of 13

cooperatives that were established, only 5 were operational. CRDP should therefore focus on establishing and ensuring that the cooperatives are operational and have the right human resources through appropriate training and mentoring

5.3.2. Recommendation 8: Improve local employment through establishment of village industries

During the time of research, 68% of Impumelelo heads of households had negative perceptions on whether there has been employment in Impumelelo through village industries. Taking this into account, the CRDP programme implementation needs to look at establishing village industries in Impumelelo that are also linked to outside markets. Not only are outside markets important, but CRDP should also come up with strategies to promote local demand for goods and services produced from village industries which is usually a challenge and have led to a number of locally established businesses failing.

In relation to the responses on the issue of land, it is also necessary that CRDP looks at making land available for people in Impumelelo to identify business opportunities suitable on land available. CRDP will then require to implement mentorship and training programmes to support the identification of business opportunities that can be link up with outside markets. In other words, CRDP should help local people to identify business opportunities that can easily be linked up with outside markets. This is knowledge that local people may not have readily available but is crucial for business success. If the number of people with access to land in Impumelelo increase, it will provide them with a productive asset to secure economic livelihoods as well as providing food security.

5.4. Impumelelo residents perceive that local service delivery has improved through the Comprehensive Rural Development Programme

The issue of service delivery is perceived positively in Impumelelo. More than half of Impumelelo head of household hold positive perceptions on service delivery. They generally agreed, as found in Chapter 4, that there is access to clean water, roads are being maintained better than before, postal service has improved and it is benefiting local people. They also have positive perceptions of the SAPS and local clinic.

5.4.1. Recommendation 9: Continuous improvement of service delivery in Impumelelo through CRDP

As already stated in the literature review, the majority of Sub Saharan countries have poor infrastructures that require considerable attention, recurring issue of food insecurity in many parts of the region (Chakazunga, Louw & Ndanga, 2008; Janvry, Murgai & Sadoulet, 1999). It is also understood that the major contributing factor has been public underinvestment in rural areas leading to a lack of economic opportunities that is combined with higher costs of delivery, the poor state of basic needs facilities such as health, education, clean water, and sanitation and also leading to diseases (Chakazunga, Louw & Ndanga, 2008; Janvry, Murgai & Sadoulet, 1999)

This research noticed that service delivery in Impumelelo is viewed positively and significant progress has been made, especially in the provision of clean water, construction of roads and improved communication services. Since these basic needs are being met in Impumelelo, there is need to build on these successes and avoid a perpetual cycle of poverty in Impumelelo. If this is avoided, it will allow the Impumelelo community to engage in entrepreneurial activities which will stimulate the creation of village industries and markets and as a result link to all the other areas of this research that have already been discussed. This will result **in vibrant and sustainable rural communities that CRDP aims to achieve.**

5.5. Conclusion

This research paper comprised of five chapters, Chapter 1 is the Introduction, Chapter 2 dealt with literature review, Chapter 3 research methodology, Chapter 4 analysed the data collected from Impumelelo heads of household on their perceptions of the CRDP programme in Impumelelo which was collected through the quantitative and the qualitative questionnaires. The research instruments focused on gathering data on four propositions stated in section 2.10. Data was analysed under the Theoretical Framework of Project Management and Public Policy and five analytical frameworks in section 2.8 were used to analyse data. Chapter 5 provided the conclusion and recommendations that have been proposed following the findings and data analysis.

Overall the research found that the Impumelelo heads of household hold negative perceptions on whether women in Impumelelo have ben empowered through CRDP, long-term youth employment, access to local employment by local people and access to land through CRDP programmes. However, significant progress has been made on service delivery and skills development for the youth in Impumelelo as a result of CRDP. Nine recommendations based on findings of this research are presented in Chapter 5. However, there are areas where CRDP needs improvement to address access to land, long term youth employment, access to local employment, women and youth empowerment as discussed to achieve CRDP objectives.

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6. Appendix A

Introductory Letter

Dear Participant

I am Previlage Chidzewere and I am conducting research on the perceptions of Impumelelo households on rural development and job creation in Impumelelo. I am a Masters student at the University of Witwatersrand and this research is conducted in partial fulfilment of the Public and Development Management Master's Degree. The research will ask you about your perceptions of the Comprehensive Rural Development Programme in relation to job creation, service delivery and women and youth empowerment.

Your participation is regarded as voluntary and in responding to the questions, you will not be asked to disclose your identity, which is your name or position. I also bring to your attention that the responses you provide will be treated with complete confidentiality.

I hope that this questionnaire will not take much of your time as I understand you also have other duties to fulfil during the day. If any participant is interested in the findings of this research you may feel free to request them from me on email maguchuprivilege@gmail.com or phone number 0833642487.

Your participation is greatly appreciated.

Sincerely

Previlage Chidzewere

7. Appendix B

Quantitative Questionnaire					Qualitative Questionnaire			
Proposition	Scale	Number of items	Cronbach's Alpha	Inter-item correlation	Scale	Theme 1	Theme 2	Theme 3
Sub-proposition 1: Impumelelo residents perceive that women have been empowered through jobs created through the Comprehensive Rural Development Programme	Section B: Items 3,4&5	3	.7	.44	Section D Item 2 & 3	Women empowerment not properly coordinated	No long term employment	Lack of infrastructure to support sustainability of programmes
Sub-proposition 2: Impumelelo residents perceive that the youth have been developed through the Comprehensive Rural Development Programme	Section B: Items 6, 7,8 &9	4	.86	.67	Section D Items 4 & 5	Skills development not relevant for formal employment	High youth unemployment	Low income and short term employment
Sub-proposition 3: Impumelelo residents perceive that local jobs have been created through the Comprehensive Rural Development Programme	Section B items 2,3,6,7,9,10,11	7	.82	.4	Section D Items 2,3,5,6&7	Cooperatives have created employment but low and unsustainable wages	EPWP created short term unskilled work	Outside companies get contracts to work in Impumelelo
Sub Proposition 4: Impumelelo residents perceive that local service delivery has improved through the Comprehensive Rural Development Programme	Section C Items 1,2,3,4&5	4	.84	.51	Section D Item 7& 8	Roads have been serviced and work continues	Properly functioning post office and police station	Home Affairs closed and was never re-opened

8. Appendix C

Please place a cross (X) to indicate the response that best describes you.

SECTION A

1. What is your gender?

Male	Female

2. What is your age?

19-29	30-39	40-49	50 or above

3. How many people live or sleep (at least four times a week) in your household, including you?

1-3	4-5	6-7	8-10	11 and above

4. Please indicate your household monthly income level(i.e. from all sources after tax) in South African rand for your household by putting **(X)** in each of the following categories

R0-R1000	R1001-R2000	R2001-3000	R3001-R4000	R4001-R5000	Over R5000

SECTION B

Please place a cross (X) to indicate the extent to which you agree or disagree with the following statements:

***Since the introduction of the Comprehensive Rural Development Programme*:**

1. Living conditions in Impumelelo have improved.

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

2. Local residents' access to jobs has improved since the introduction of CRDP.

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

3. More women in Impumelelo have work since the start of CRDP.

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

4. Women in Impumelelo have access to land through CRDP programmes.

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

5. Local women have more access to skills training programmes since the introduction of CRDP in Impumelelo.

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

6. Since the introduction of CRDP, more people find local employment in Impumelelo

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

7. There is improved long-term youth employment, since CRDP programmes were introduced in Impumelelo

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

8. Since CRDP was introduced in Impumelelo, there is more skills development training programmes for the youth.

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

9. There is improved access to job creation for youth by the CRDP's Land Reform programme.

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

10. CRDP has created more local employment through village industries than before.

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

11. There are more long term local jobs for people in Impumelelo than before the CRDP

Strongly disagree	**Disagree**	**Can't decide/ neutral**	**Agree**	**Strongly agree**

SECTION C

Please place a cross (X) to indicate the extent to which you agree or disagree with the following statements:

Since the introduction of the Comprehensive Rural Development Programme:

1. Local roads have been maintained better than before

Strongly disagree	Disagree	Can't decide/ neutral	Agree	Strongly agree

2. More Impumelelo residents have access to telephone services compared to before the introduction of CRDP

Strongly disagree	Disagree	Can't decide/ neutral	Agree	Strongly agree

3. There is more access to postal services in Impumelelo since the CRDP was introduced

Strongly disagree	Disagree	Can't decide/ neutral	Agree	Strongly agree

4. There are more rural enterprises such as cooperatives from the time CRDP was introduced.

Strongly disagree	Disagree	Can't decide/ neutral	Agree	Strongly agree

5. Impumelelo residents have better access to clean water since the introduction of the CRDP.

Strongly disagree	Disagree	Can't decide/ neutral	Agree	Strongly agree

Thank you for taking your time to respond to this questionnaire. Would you have time to answer additional interview questions?

QUALITATIVE QUESTIONNAIRE

(SECTION D)(P-Proposition, SP Sub Proposition)

Since the introduction of the CRDP

1. In what ways (if any) does CRDP improve living conditions for Impumelelo residents? (P)
2. In what ways (if any) can you say there is improved women's access to jobs in Impumelelo as a result of CRDP? (SP1)
3. What CRDP programmes (if any) do you think create long term jobs for people in Impumelelo? (P)
4. What are the available CRDP skills development programmes in Impumelelo (if any) that address the skills shortage among the youth? (SP2)
5. In what ways (if any) does CRDP create long term youth employment in Impumelelo? (SP2)
6. What jobs (if any) have been created as a result of land reform if any? (SP3)
7. Would you say improved local roads have contributed to local jobs development for Impumelelo? (SP4)
8. In what ways (if any) has postal services improved to assist the development of Impumelelo? (SP4)

Thank you for taking your time to respond to this questionnaire.