



Working on Fire

Social Development

Improving the well-being of every individual in Working on Fire so they can reach their full potential.

2020



environment, forestry
& fisheries

Department:
Environment, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA



EXPANDED PUBLIC WORKS PROGRAMME



FOREWORD



Over the past 17 years, Working on Fire has prioritised job creation and skills development while leading in the provision of Integrated Fire Management services across South Africa. More than 94% of our employees are youth and more than 32% women, many of whom come from marginalised communities and were formerly unemployed.

Working on Fire's Social Development (SD) Department is unique in that no other Expanded Public Works Programme offers a comprehensive and in-house social development service. The SD Department was established in 2008 and has transformed from its humble beginnings to an established team of professional social workers and qualified counsellors. The team ranges from seasoned Social Development Practitioners who celebrate 10 years with us this year to our most recent member appointed

a few months ago. We are proud to have in our ranks a former firefighter recruited at Bekkersdal in Gauteng, Selaelo Mathokwane. After becoming a Crew Leader, he was appointed as a Social Development Practitioner in Free State and is now based in Limpopo.

In 2018, the Department was transformed into a capacity developmental unit after assessing the needs of the organisation and has since developed a comprehensive strategy. The SD Department provides a platform to develop and offer innovative solutions to enable and empower employees to become their best selves.

The Social Development team worked with the Fire Awareness team to lead COVID-19 awareness in Working on Fire and to provide counselling and support to those in need during these challenging times. In response to the

economic challenges faced by our participants and their communities, we have expanded our Food Security programme to add four organic nurseries and self-sustaining gardens to our network of base vegetable gardens.

We hope this publication helps shed light on the initiatives that our Social Development team facilitates and leads and garners greater support. It is important to note that we would not succeed in our initiatives without the support and buy-in of participants, management and stakeholders.

I want to take this opportunity to express my gratitude to the team, who never waver in their commitment and support.

Luthfia Cader
Executive: Fire Awareness & Social Development

Meet the Social Development Team

Each province has Social Development Practitioners who are led by a Capacity Development Manager. This publication has been made possible by each and everyone of these team members. Well Done!!



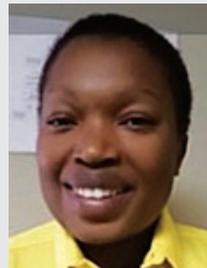
HLONIPHILE NDLOVU
Capacity Development Manager



MAKOLOI TELE
Mpumalanga



PETER MAMPURU
North West



NTSHUXEKO MASANGU
Free State



LUVU MQULWANE
Gauteng



SABELO BUTHELEZI
KwaZulu-Natal



SIPHOKAZI JACK
Eastern Cape



LUSHEEN BRITZ
Western Cape



COLLEEN PAULUS
Western Cape



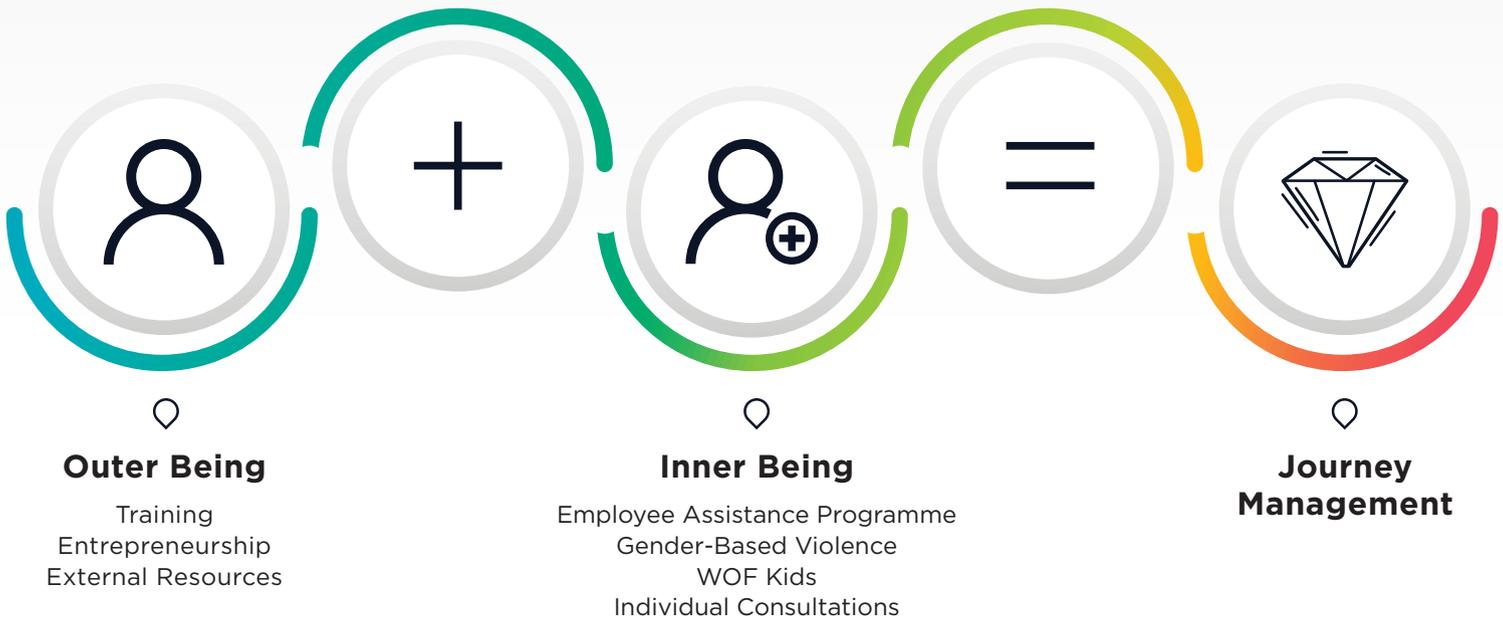
YVONE NTE
Eastern Cape



SELAELO MATHOKWANE
Limpopo

Social Development

● ● ● ● **STRATEGY** ● ● ● ●



Social development is about the management of the journey of life. Through WOF, opportunities are created for individuals to find stepping stones that take them across obstacles and barriers.

Integrated Skills Development

● ● ● ● **Training** ● ● ● ●



WHAT WE DO

The SD Department facilitates psycho-therapeutic and educational workshops on, among others:

- health and wellness, teenage pregnancy, relationship coaching, ethics and morality;
- social skills and individual responsibility (creating awareness about the roles each of us can play in changing the situation of life, e.g. GBV is everyone's problem);
- financial management practices;
- CV writing and interview skills;
- entrepreneurship.

The SD Department implements various projects that are aimed at individual and team development, including programmes for children (WOF Kids).

Projects include themed social activities at provincial offices and bases, such as Youth Month, Mandela Month and Heritage Month, and other social events that boost the general team positivism.

In addition to group work and training, the SD Department provides individual consultations, assisting with individual personal matters and ensuring the participants' emotional balance, wellness and growth in life.

Core workshop services include

WOF'S STANCE ON Gender-Based Violence

Gender-Based Violence (GBV) is violence directed at a person because of their gender and it has been a violation of human rights observed in all societies. Because we live in a society where women are more prone to be victimised, WOF felt a

need to set up GBV programmes. The Social Development Department has prioritised GBV awareness through workshops and awareness campaigns. The GBV programmes provide insight into the gender issues affecting society and further

our objectives as an organisation of raising awareness and empowering individuals to address GBV. The main aim of our GBV campaign, that runs 365 days a year, is to end the GBV plaguing the workplace and society.

Our activities are all geared towards developing a positive and safe workplace for all employees



WORKING ON FIRE
NATIONAL SOCIAL DEVELOPMENT HOTLINE
072-349-2682
YOU HAVE A RIGHT TO A HASSLE FREE WORK ENVIRONMENT

SEXUAL HARASSMENT CAN BE STOPPED!

The Working on Fire programme is one of government's most successful Extended Public Works Programmes, creating employment for about 5000 beneficiaries across South Africa.

More than 20% of women are employed in the WOF programme which is the highest ratio of women to men employed in this field anywhere in the world.

Women play a significant role in this programme and we do understand the many workplace challenges that women may face with regard to sexual harassment.

Sexual Harassment is unlawful and unacceptable in the workplace, whether it is initiated by a supervisor, a manager, a co-worker or an employee of our base partners.

Unwelcome sexual advances, requests for sexual favours and other verbal and physical conduct of a sexual nature constitutes sexual harassment.

Because we value the role of women in the Working on Fire programme, we have instituted a procedure for dealing with harassment complaints.

It will be our policy to investigate and deal with these issues in a prompt manner.

If you have been harassed, or another person's conduct creates an intimidating, hostile or offensive work environment please call the social development hotline number.

To report a harassment issue or for more advice please call or sms:
NATIONAL SOCIAL DEVELOPMENT HOTLINE
072-349-2682

Actively taking a stance against sexual harassment in workplace



Signing the pledge for the #Notinmyname marches



Creating a safe and healthy environment for children of our employees



Participants with the community in support of #Notinmyname campaign against Gender-Based Violence



WOF Mens Forum where participants are actively discussing how to eradicate gender based violence

What is an Employee Assistance Programme

AN Employee Assistance Programme (EAP), also known as an Employee Wellness Programme (EWP), is a short-term solution-based programme focusing on issues impacting individuals at work. Some of these issues could be emerging from both personal and work spheres.

The main purpose of the EAP is to prevent, identify and treat personal problems that could adversely affect the operation of the company. It is an instrument to improve the quality of life of employees by supporting them to resolve work-related and personal problems, including non-occupationally induced illnesses.

EAP calendar activities enable Social Development Practitioners (SDPs) to proactively address specific wellness issues and ensure the overall well-being of each employee in the organisation. The EAP encourages a healthy lifestyle wherein illnesses such as hypertension and tuberculosis, substance abuse, absenteeism and

many other conditions are addressed effectively. Mental wellness is one factor in how the success of EAP programmes is perceived by individuals.

There are three significant levels at which EAPs are implemented:

- One on One - individual-focused therapy and development of the inner self (self-concept).
- Group work - group therapeutic and educational activities in broader perspectives.
- Community work - a reflection of communities through individuals learning and advocating for better changes through themselves and others.

A healthy employee is a productive one. SDPs regularly evaluate the risks at work, organise wellness activities and health screenings where necessary, and recommend innovative psycho-social development of individuals.



EAP - Testing on site - health is our priority.



EAP - Group health check-ups (health screening).



EAP - Individual health check-ups (standard tests).

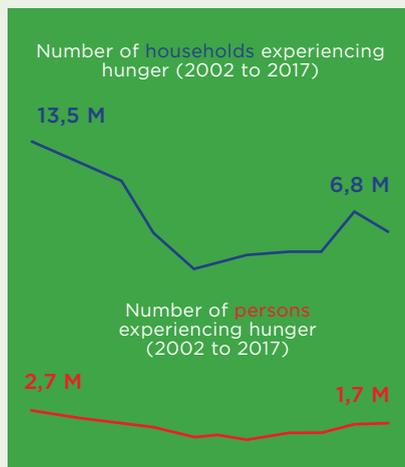
Food Security



Why does food security matter?

In 2017, 6,8 million South Africans regularly experienced hunger.

While the number dropped from 1,5 million in 2002, food insecurity still affects 1,7 million households across the country.



- Food inadequacy and hunger are still challenges.
- Poverty-stricken households lack money to buy food and are unable to produce their own food.

KZN Social Development Practitioner, Sabelo Buthelezi, says, “Working on Fire developed this workshop to ensure participants have the knowledge and skills required to start a sustainable food production business on their re-

WOF Food Security strategy

- Facilitate food gardening workshops.
- Facilitate strategies for successful home/community vegetable gardens.

Gardening extends to entrepreneurship nurseries – crop seedlings and compost, as well as practical training of children and adults in gardening skills.

Why food gardens?

- Gardening can enhance food security in many ways and is meant to ensure that people have access to healthy food from their yards or community.
- In rural areas, people have limited opportunities to earn an income and home and communal gardens can become an important source of food and income.
- A vegetable garden at home or in the community has the potential to supply most of the non-staple foods that a family needs.

Successful food security gardens have been implemented in the Eastern Cape, Gauteng, KwaZulu-Natal and Western Cape. The plan is to reach all provinces and each base in each province to spread the training to all regions.

WOF Kids/Children and gardening

Children must be introduced to life skills such as gardening, as they need to be part of the solution for the future. Food security is a life-long priority. If children learn to grow food at an early stage this may result in future entrepreneurship projects. Moreover, children learn to follow a good diet, which results in a healthy lifestyle.



WOF Kids learn to grow food in practical training



Food Security – teaching WOF Kids about gardening

entry into the community. This initiative will ensure participants have a measure of food security to provide for their immediate families and the surrounding communities.” One of the participants trained in organic gardening, Xolani

Hlela from Shongweni Base, says, “We learnt how to do compost and earthworm farming, which we did with material found around the base, something that anyone can do at home.”



WHO ARE WOF KIDS?

All children of the WOF programme participants and management qualify to participate in the WOF Kids initiative. WOF Kids originated when a KZN SDP got participants' children together for developmental activities around financial intelligence and sexuality education in May 2017. After workshops with participants, it became clear that, as our society is facing many social ills, children and families

need initiatives that empower them with skills and abilities to handle life's challenges. WOF Kids, a family-building initiative aims to strengthen the relationships between parents and children, and empower children with good decision-making and coping skills, was then launched. WOF Kids also aims to showcase our children's talents and affirm their abilities and give them fun learning opportunities.

The activities are planned according to context and peer age groups and learning themes include:

- Child abuse awareness
- Financial intelligence
- Children's rights education
- Substance abuse awareness
- Family relationships
- Sexuality - body changes during puberty
- Outings to educational and recreational facilities.



WOF KIDS CARE PACKAGES

WOF Kids Care Packages form part of the WOF Kids Initiative. The aim is to relieve parents' financial burden during the December-January school holiday period.

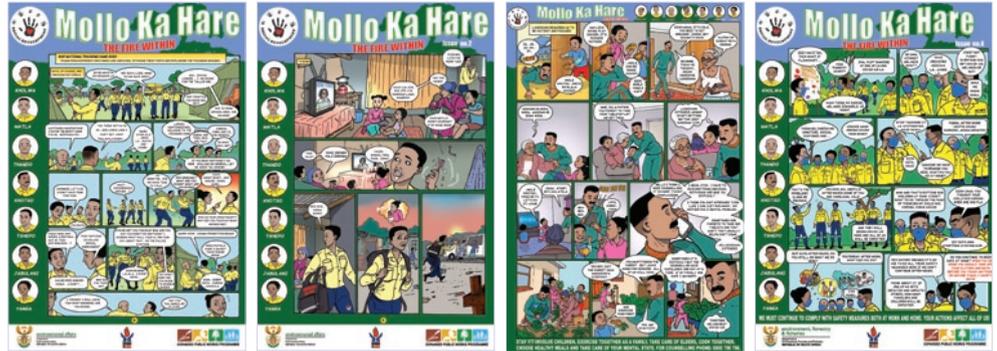
- Nomination forms, where participants nominate children, are completed and captured annually.
- Management, base partners, businesses and communities in each province donate items to include in the WOF Kids Care Packages that are distributed to participants' children before Christmas, where possible.
- Each gift consists of a toothbrush, toothpaste, facecloth, soap, toy, clothing item, stationery or educational material and a snack.
- Participants and children appreciate these packages and say they help to make their Christmas special.



WOF Kids Care Packages



SD Resources FAQs



Contact: Wellness 062 105 7005 and wellness@wofire.co.za

“What is the aim of the wellness number and email?”

To provide a communication option so you don't have to wait for the SDP to visit your base before you can ask a question.

“But who will answer or respond to my email or text?”

A member of the Wellness team dedicated to your needs will reply.

“When will I get a response?”

Within 24 hours.

“Sometimes I want to check facts or information but don't want a discussion.”

Contact the Wellness team, we will respect your wishes.

“It is not my problem but I'm just checking info for a family member.”

The Wellness team will try to answer all your queries.

“I think someone is not well at the base but would like him to get help without so many people involved.”

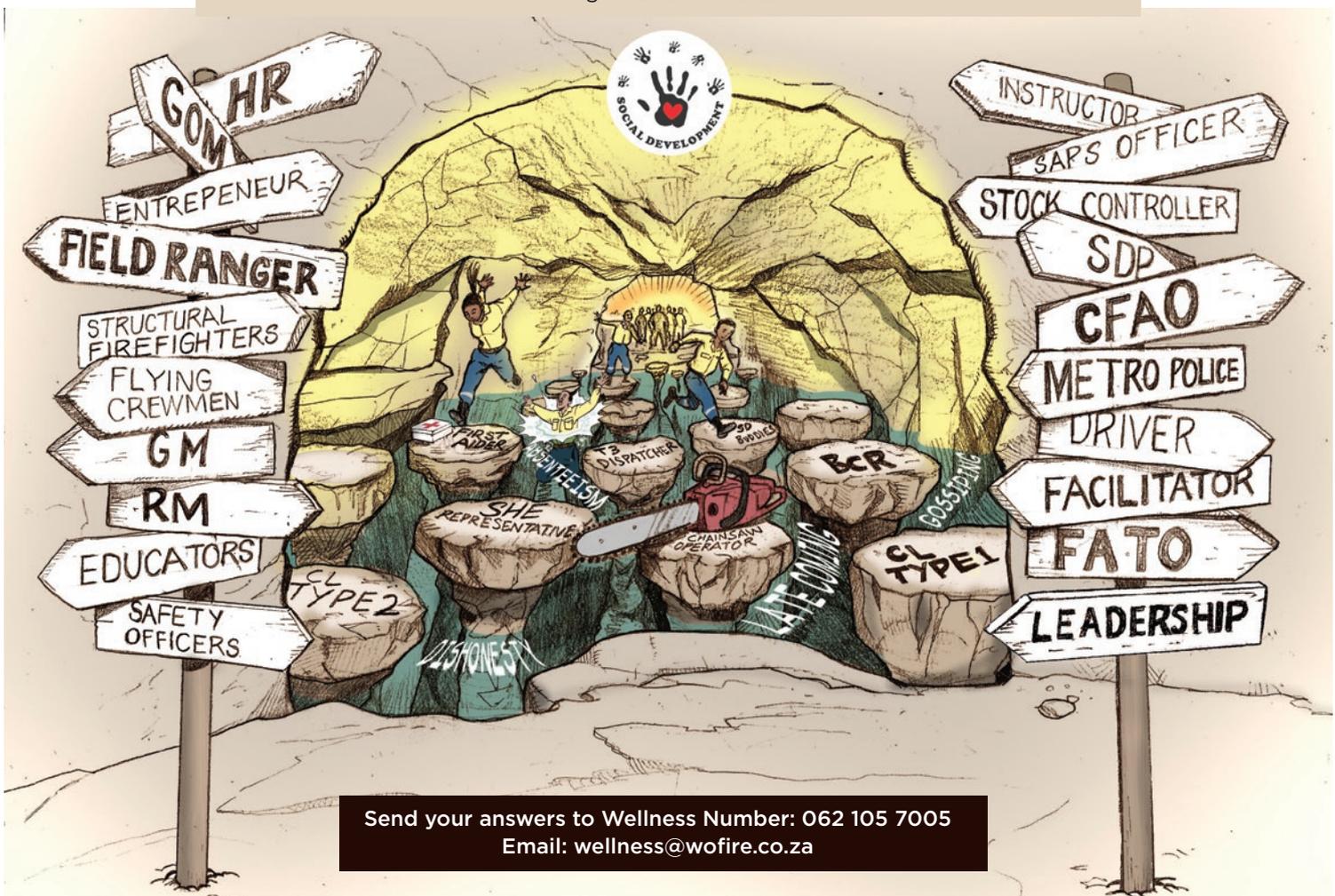
Contact the Wellness team, we will investigate discreetly.

I have a personal problem. I don't want others to know about it.

The Wellness team will respect your rights to privacy and confidentiality.

COMPETITION FOR TEAMS

Explain in a paragraph or two (as a team or representative of a team) what the following illustration is about?



Send your answers to Wellness Number: 062 105 7005
Email: wellness@wofire.co.za