

# The Phephanathi Project

In isiZulu “phephanathi” means “be safe with us.” The Phephanathi Project aims to make the informal trading area of Warwick Junction more secure and healthy for workers, customers and people passing through, and the officials who manage it.

The project is a partnership between Women in Informal Employment: Globalizing and Organizing (WIEGO), a global action-research network which seeks to improve the status of the working poor in the informal economy, Asiye eTafuleni (AeT), a non-profit organization located in Warwick offering urban design solutions to informal workers, and various trader organizations within Warwick Junction.

## The challenge of health & safety in Warwick

Nine different markets make up the Warwick Junction complex, and about 6,000-8,000 traders make their living in the area. Their income supports 70,000-100,000 people. Despite their important role in the urban economy, the traders have little protection against the health and safety risks they face in their workplace. These range from the risk of injury to floods and fire. Labour regulations in South Africa do not protect informal workers who work in public spaces. Urban health and safety regulations are more focused on protecting the public than they are on protecting workers. Getting injured or sick at work is a big problem for informal workers, because they have no employer who can give them sick leave. If they are unable to work they lose the income that is used to support so many other family members.

## The Phephanathi Plan

In order to provide workplace protection at Warwick, everyone needs to be involved in deciding how the Phephanathi Plan should work. Workers especially need to decide how it will be run. A good relationship between traders and the municipality is important to improve working conditions. It is also necessary to have the input of urban planners and occupational health professionals. With this in mind, the following phases were developed as part of our approach to creating a Warwick Junction where traders and their customers are safer and healthier.



## Phase 1: Representatives and maps

- Informal worker organizations in the nine markets of Warwick will elect representatives. These representatives will form ‘risk-management’ sub-committees in each of the markets, and will be trained in basic first aid, fire safety and emergency procedures. It will be the responsibility of the risk-management sub-committee to raise awareness about health and safety, to assist with the training of traders in fire safety procedures, and to monitor health and safety problems in the market.
- Each of the risk management sub-committees will elect a representative who will sit on the Warwick Junction Risk Management Committee (WJ-RMC). We hope that representatives from the municipality will also sit on this committee, as well as occupational health experts. The aim of this committee is to create a forum for dialogue between traders and the municipality, so that when health and safety issues arise, traders are able to talk to the people who can help them solve the problems.
- Traders in the nine markets will also develop “hazard maps” for each market. This will allow them to keep a record of what health and safety problems arise, and where they are located. We will experiment with different mobile mapping technologies so that traders can map hazards in their markets as they arise.
- This mapping process will help traders to participate in an urban design process where, together with urban planners, they will mark emergency exits and assembly points, the places where first aid kits and basic fire fighting equipment will be kept, as well as setting up a basic alarm system.

## Phase 2: Partners, mentors & camps

Once we have these basic structures in place, we would like to explore further ways in which to improve the health and safety of traders and customers in Warwick Junction. These include:

- Partnering with universities who have specific knowledge which will be useful. For example, Ergonomics specialists from universities can help to develop work tools and equipment which both increase trader’s productivity and protect their health at that the same time. Engineers and designers can also help to develop work methods and processes which can better protect the traders’ health.
- Assisting sellers of cooked food to set up mentorship systems around health and hygiene, so that the food sold in the area continues to be safe for consumers. In order to incentivise this idea, we will be looking to start up an annual hygiene award for the traders.
- Continuing to run ‘health diagnostic camps’ in the Warwick Junction area. These camps bring health professionals into the market to run basic medical tests so that traders do not have to leave their places of work in order to visit a clinic.

For more details contact **Asiye eTafuleni** on 031 309 3880

**Phumzile Xulu** [phumzile@aet.org.za](mailto:phumzile@aet.org.za)

**Laura Alferts** [laura.alferts@wiego.org](mailto:laura.alferts@wiego.org)

**Richard Dobson** [richard@aet.org.za](mailto:richard@aet.org.za)

Asiye eTafuleni, Unit 111 SEDA eThekwini, 127 Johannes Nkosi Street, Durban

Follow us on twitter: @Laura\_WIEGO and @AsiyeTafuleni Website: [www.wiego.org/ohs](http://www.wiego.org/ohs); [www.aet.org.za](http://www.aet.org.za)



# iPhephanathi Projekhthi

iPhephanathi Projekhthi ihlose ukwenza indawo yohwebo lwabasebenzi abazisebenzayo endaweni yaku Warwick Junction ibe ngephephile nenempilo kubasebenzi abazisebenzayo, kubathengi abajwayele kuyo, abagibeli abedlula khona, kanye nezikhulu eziyiphethe.

Leprojekthi iwumphumela wokusebenzisana phakathi kwe Women in Informal Employment: Globalizing Organizing (WIEGO), inhlango yezokucwaninga yamazwe ephokophelele ukwenza ngcono isimo sabampofu abasebenza emnothweni wabazisebenzayo u Asiye eTafuleni (AeT), inhlango yomphakathi engenzi nzuzo etholokala khona ku Warwick ekhiqiza izinhlobo ezahlukene zezixazululo ezibhekele abasebenzi abazisebenzayo, kanye nezinhlangano ezahlukene zabasebenzi abazisebenzayo.

## Inkinga ekhona ngo kwezempilo kanye nokuphepha ezindaweni zokusebenza ezisemadolobheni

Izimakethe ezahlukene eziyisishiyagalolunye (9) yizona ezakha inxanxathela engu Warwick Junction, bangaphakathi kuka 6000 kuya ku 8000 abahwebi abaziphilisa kulendawo. Inzuzo yabo yeseka abantu abangu 70 000 kuya ku100 000. Yize abahwebi baku Warwick Junction benikezela ngemisebenzi ebalulekile emphakathini neqhaza labo libalulekile emnothweni wedolobha lase Thekwini, abahwebi banokuvikeleka okuncane kakhulu ebungozini bezempilo nezokuphepha ababhekana nabo emisebenzini yabo. Lokhu kubandakanya ubungozi bokulimala, izikhukhula kanye nomlilo. Imithetho eyengamele ezabasebenzi e Ningizimu Africa ayibavikeli abasebenzi abaziqashile abasebenzela ezindaweni zomphakathi, imigomo nemithetho yezokuphepha nokuvikeleka ibhekelele kakhulu ekuvikeleni umphakathi kunokuvikela abasebenzi abaziqashile. Ukulimala nokugula kubasebenzi abaziqashile kuyinkinga enkulu, ngoba akukho migomo ngokomsebenzi engabasiza bathole iholidi lokugula. Uma bengakwazi ukusebenza balahlekelwa inzuzo yabo okuyiyona abondla ngayo eminye imindeni eminingi.

## Izinhlelo ze Phephanathi

Siyakholelwa ukuthi ukuze sikwazi ukulekelela ngezindlela zokuphepha nokuvikeleka ngokomsebenzi kubasebenzi abaziqashile abasemadolobheni, kubalulekile ukuba wonke umuntu abambe iqhaza izinhlelweni zale projekthi, iPhephanathi. Ubudlelwano obuhle phakathi kuka Masipala kanye nabahwebi kubaluleke kakhulu ekuthuthukiseni izimo zokusebenza. Kubalulekile futhi ukuthola izimvo kochwepheshe bezempilo emsebenzini abangakwazi ukubeka imibono ngokohlangothi lwabasebenzi. Akukho nokukodwa kulokhu okungaphumelela ngaphandle kokubamba iqhaza eliphelele nokubambisana nabasebenzi abaziqashile gaqa labo. Sinalokhu emqondweni, sakhanda lezigaba zokusebenza lapho i Warwick Junction izoba indawo enokuphepha nenempilo kubasebenzi kanye nabathengi.



## Isigaba sokuqala

- Izinhlangano zabasebenzi abaziqashile kulezizimakethe eziyisishiyagalolunye ku Warwick Junction zizokhetha abazozimela abazoqeqeshwa ngemigomo yezempilo nokuphepha emsebenzini nokuhlonza ubungozi, kanye nosizo lokuqala nezinhlelo zezimo eziphuthumayo. Laba abamele izimakethe bazokwakha amakomijana “okuhlonza ubungozi” “Risk management” kuleyo naleyo makethe, bazonikwa umsebenzi wokuqwashisa, ukuqeqesha nokuqapha ukusebenza ezimakethe abakuzona.
- Yilelo nalelokomidi lokuhlonza ubungozi lizokhetha ozolimela ekomidi elikhulu laku Warwick, esethemba ukuthi lizombandakanya naleyominyango kamasipala ethintekayo kanye nochwepheshe bezempilo yabasebenzi. Lelikomidi lizosebenza njeje foramu yokuxoxisana phakathi kwabahwebi kanye nezikhulu zikamasipala. Lizoba umgudu ohlale uvulekile wokuxhumana phakathi kwalezizinhlangothi zombili ukuze libhekane nobungozi uma buqhamuka, nokuvumela futhi ukuthi abahwebi bakwazi ukuthola ukwelulekwa ochwepheshe bezempilo uma kunesidingo.
- Abamele abasebenzi kuleyo naleyo makethe kweziyisishiyagalolunye bayoba yingxenyane futhi yokwakhiwa kwebalazwe elihlonza ubungozi kuleyo naleyo makethe, nokukwazi futhi ukuhlale benomthombo wolwazi mayelana nezindawo zabo okungenzeka zibenobungozi. Sethemba ukulinga ubuchwepheshe bamabalazwe (map technology) obahlukene ukuze abahwebi baqhubeka bakwazi ukuhlonza ubungozi ezimakethe zabo uma bubakhona.
- Amabalazwe okuhlonza nokuhlola ubungozi obukhona azoveza ithuba kubahwebi lokuthi babambe iqhaza ngokuphelele odabeni lokuhlela idolobha oluzocacisa luhlonze izindawo zokuphuma ezimweni eziphuthumayo, izindawo zokuhlanganyela ngezimo eziphuthumayo, ukubekwa kwamabhokisi osizo lokuqala, amapayipi ezicishamlilo, kanye nemisindo yezokuphepha.

## Isigaba sesibili

Uma sesinazo lezizinhlelo eziyinqalabuthwa, singathanda ukuhlonza izindlela ezingasetshenziswa ukwenza ngcono impilo kanye nokuphepha kwabahwebi kanye nabathengi ku Warwick Junction. Lokhu kumbandakanya:

- Ukwakha ubudlelwane namanyuvesi anobuchwepheshe nolwazi olungaba usizo. Isibonelo; ubuchwepheshe be Ergonomics lapho abavela emanyuvesi bangasiza ekusunguleni amathuluzi okusebenza angasiza ekwandiseni imikhiqizo kanye nokuvikela impilo yabasebenzi. Onjiniyela kanje nabaqophi abangasiza futhi ekwakheni izindlela namasu angakwazi ukuvikela izimpilo zabahwebi.
- Ukusiza abahwebi bokudla okuphekiwe ukuze babe nezinhlelo zokwesekwa ezimayelana nezempilo nenhlanzeko, ukuze ukudla okudayiswa ezindaweni zabo kuqhubeka kuphepha kubathengi. Ukuze lombono ugqugquzeleke sizoba nemiklomo yaminyaka yonke ukuklomelela abahwebi abanenhlanzeko.
- Ukuqhubeka nokwenza “izinkambu zokuhlola ezempilo” ku Warwick Junction. Lezizinkambu zizoletha ochwepheshe bezempilo ukuze bahlale impilo yabahwebi, ukuze bangazitholi sebeshiya imisebenzi yabo bevakashela imitholampilo.

Uma ufuna eminye iminingwane ungathintana nalaba abandelayo:

Asiye eTafuleni: 031 3093880

Phumzile Xulu [phumzile@aet.org.za](mailto:phumzile@aet.org.za)

Laura Alfors [laura.alfors@wiego.org](mailto:laura.alfors@wiego.org)

Richard Dobson [richard@aet.org.za](mailto:richard@aet.org.za)

Ikheli: Asiye eTafuleni, Unit 111 SEDA eThekwini, 127 Johannes Nkosi Street, Durban

Silandele kwi twitter: @Laura\_WIEGO kanye @AsiyeTafuleni iWebsite yethu : [www.wiego.org/ohs](http://www.wiego.org/ohs) kanye [www.aet.org.za](http://www.aet.org.za)





# The Phephanathi Project

In isiZulu “phephanathi” means “be safe with us.” The Phephanathi Project aims to make the informal trading area of Warwick Junction more secure and healthy for workers, customers and people passing through, and the officials who manage it.

The project is a partnership between Women in Informal Employment: Globalizing and Organizing (WIEGO), a global action-research network which seeks to improve the status of the working poor in the informal economy, Asiye eTafuleni (AeT), a non-profit organization located in Warwick offering urban design solutions to informal workers, and various trader organizations within Warwick Junction.

## The challenge of health & safety in Warwick

Nine different markets make up the Warwick Junction complex, and about 6,000-8,000 traders make their living in the area. Their income supports 70,000-100,000 people. Despite their important role in the urban economy, the traders have little protection against the health and safety risks they face in their workplace. These range from the risk of injury to floods and fire. Labour regulations in South Africa do not protect informal workers who work in public spaces. Urban health and safety regulations are more focused on protecting the public than they are on protecting workers. Getting injured or sick at work is a big problem for informal workers, because they have no employer who can give them sick leave. If they are unable to work they lose the income that is used to support so many other family members.

## The Phephanathi Plan

In order to provide workplace protection at Warwick, everyone needs to be involved in deciding how the Phephanathi Plan should work. Workers especially need to decide how it will be run. A good relationship between traders and the municipality is important to improve working conditions. It is also necessary to have the input of urban planners and occupational health professionals. With this in mind, the following phases were developed as part of our approach to creating a Warwick Junction where traders and their customers are safer and healthier.



## Phase 1: Representatives and maps

- Informal worker organizations in the nine markets of Warwick will elect representatives. These representatives will form ‘risk-management’ sub-committees in each of the markets, and will be trained in basic first aid, fire safety and emergency procedures. It will be the responsibility of the risk-management sub-committee to raise awareness about health and safety, to assist with the training of traders in fire safety procedures, and to monitor health and safety problems in the market.
- Each of the risk management sub-committees will elect a representative who will sit on the Warwick Junction Risk Management Committee (WJ-RMC). We hope that representatives from the municipality will also sit on this committee, as well as occupational health experts. The aim of this committee is to create a forum for dialogue between traders and the municipality, so that when health and safety issues arise, traders are able to talk to the people who can help them solve the problems.
- Traders in the nine markets will also develop “hazard maps” for each market. This will allow them to keep a record of what health and safety problems arise, and where they are located. We will experiment with different mobile mapping technologies so that traders can map hazards in their markets as they arise.
- This mapping process will help traders to participate in an urban design process where, together with urban planners, they will mark emergency exits and assembly points, the places where first aid kits and basic fire fighting equipment will be kept, as well as setting up a basic alarm system.

## Phase 2: Partners, mentors & camps

Once we have these basic structures in place, we would like to explore further ways in which to improve the health and safety of traders and customers in Warwick Junction. These include:

- Partnering with universities who have specific knowledge which will be useful. For example, Ergonomics specialists from universities can help to develop work tools and equipment which both increase trader’s productivity and protect their health at that the same time. Engineers and designers can also help to develop work methods and processes which can better protect the traders’ health.
- Assisting sellers of cooked food to set up mentorship systems around health and hygiene, so that the food sold in the area continues to be safe for consumers. In order to incentivise this idea, we will be looking to start up an annual hygiene award for the traders.
- Continuing to run ‘health diagnostic camps’ in the Warwick Junction area. These camps bring health professionals into the market to run basic medical tests so that traders do not have to leave their places of work in order to visit a clinic.

For more details contact Asiye eTafuleni on 031 309 3880  
Phumzile Xulu: [phumzile@aet.org.za](mailto:phumzile@aet.org.za)  
Laura Alfors: [laura.alfors@wiego.org](mailto:laura.alfors@wiego.org)  
Richard Dobson: [richard@aet.org.za](mailto:richard@aet.org.za)  
Asiye eTafuleni, Unit 111 SEDA eThekweni, 127 Johannes Nkosi Street, Durban  
Follow us on twitter: @Laura\_WIEGO and @AsiyeTafuleni  
Website: [www.wiego.org/ohs](http://www.wiego.org/ohs); [www.aet.org.za](http://www.aet.org.za)



# iPhephanathi Projekhthi

iPhephanathi Projekhthi ihlose ukwenza indawo yohwebo lwabasebenzi abazisebenzayo endaweni yaku Warwick Junction ibe ngephephile nenempilo kubasebenzi abazisebenzayo, kubathengi abajwayele kuyo, abagibeli abedlula khona, kanye nezikhulu eziyiphethe.

Leprojekthi iwumphumela wokusebenzisana phakathi kwe Women in Informal Employment: Globalizing Organizing (WIEGO), inhlango yezokucwaninga yamazwe ephokophelele ukwenza ngcono isimo sabampofu abasebenza emnothweni wabazisebenzayo u Asiye eTafuleni (AeT), inhlango yomphakathi engenzi nzuzo etholokala khona ku Warwick ekhiqiza izinhlobo ezahlukene zezixazululo ezibhekele abasebenzi abazisebenzayo, kanye nezinhlangano ezahlukene zabasebenzi abazisebenzayo.

## Inkinga ekhona ngo kwezempilo kanye nokuphepha ezindaweni zokusebenza ezisemadolobheni

Izimakethe ezahlukene eziyisishiyagalolunye (9) yizona ezakha inxanxathela engu Warwick Junction, bangaphakathi kuka 6000 kuya ku 8000 abahwebi abaziphilisa kulendawo. Inzuzo yabo yeseka abantu abangu 70 000 kuya ku100 000. Yize abahwebi baku Warwick Junction benikezela ngemisebenzi ebalulekile emphakathini neqhaza labo libalulekile emnothweni wedolobha lase Thekwini, abahwebi banokuvikeleka okuncane kakhulu ebungozini bezempilo nezokuphepha ababhekana nabo emisebenzini yabo. Lokhu kubandakanya ubungozi bokulimala, izikhukhula kanye nomlilo. Imithetho eyengamele ezabasebenzi e Ningizimu Africa ayibavikeli abasebenzi abaziqashile abasebenzela ezindaweni zomphakathi, imigomo nemithetho yezokuphepha nokuvikeleka ibhekelele kakhulu ekuvikeleni umphakathi kunokuvikela abasebenzi abaziqashile. Ukulimala nokugula kubasebenzi abaziqashile kuyinkinga enkulu, ngoba akukho migomo ngokomsebenzi engabasiza bathole iholidi lokugula. Uma bengakwazi ukusebenza balahlekelwa inzuzo yabo okuyiyona abondla ngayo eminye imindeni eminingi.

## Izinhlelo ze Phephanathi

Siyakholelwa ukuthi ukuze sikwazi ukulekelela ngezindlela zokuphepha nokuvikeleka ngokomsebenzi kubasebenzi abaziqashile abasemadolobheni, kubalulekile ukuba wonke umuntu abambe iqhaza izinhlelweni zale projekthi, iPhephanathi. Ubudlelwano obuhle phakathi kuka Masipala kanye nabahwebi kubaluleke kakhulu ekuthuthukiseni izimo zokusebenza. Kubalulekile futhi ukuthola izimvo kochwepheshe bezempilo emsebenzini abangakwazi ukubeka imibono ngokohlangothi lwabasebenzi. Akukho nokukodwa kulokhu okungaphumelela ngaphandle kokubamba iqhaza eliphelele nokubambisana nabasebenzi abaziqashile gaqa labo. Sinalokhu emqondweni, sakhanda lezigaba zokusebenza lapho i Warwick Junction izoba indawo enokuphepha nenempilo kubasebenzi kanye nabathengi.



## Isigaba sokuqala

- Izinhlango zabasebenzi abaziqashile kulezizimakethe eziyisishiyagalolunye ku Warwick Junction zizokhetha abazozimela abazoqeqeshwa ngemigomo yezempilo nokuphepha emsebenzini nokuhlonza ubungozi, kanye nosizo lokuqala nezinhlelo zezimo eziphuthumayo. Laba abamele izimakethe bazokwakha amakomijana “okuhlonza ubungozi” “Risk management” kuleyo naleyo makethe, bazonikwa umsebenzi wokuqwashisa, ukuqeqesha nokuqapha ukusebenza ezimakethe abakuzona.
- Yilelo nalelokomidi lokuhlonza ubungozi lizokhetha ozolimela ekomidi elikhulu laku Warwick, esethemba ukuthi lizombandakanya naleyominyango kamasipala ethintekayo kanye nochwepheshe bezempilo yabasebenzi. Lelikomidi lizosebenza njeje foramu yokuxoxisana phakathi kwabahwebi kanye nezikhulu zikamasipala. Lizoba umgudu ohlale uvulekile wokuxhumana phakathi kwalezizinhlangothi zombili ukuze libhekane nobungozi uma buqhamuka, nokuvumela futhi ukuthi abahwebi bakwazi ukuthola ukwelulekwa ochwepheshe bezempilo uma kunesidingo.
- Abamele abasebenzi kuleyo naleyo makethe kweziyisishiyagalolunye bayoba yingxenye futhi yokwakhiwa kwebalazwe elihlonza ubungozi kuleyo naleyo makethe, nokukwazi futhi ukuhlale benomthombo wolwazi mayelana nezindawo zabo okungenzeka zibenobungozi. Sethemba ukulinga ubuchwepheshe bamabalazwe (map technology) obahlukene ukuze abahwebi baqhubeka bakwazi ukuhlonza ubungozi ezimakethe zabo uma bubakhona.
- Amabalazwe okuhlonza nokuhlola ubungozi obukhona azoveza ithuba kubahwebi lokuthi babambe iqhaza ngokuphelele odabeni lokuhlela idolobha oluzocacisa luhlonze izindawo zokuphuma ezimweni eziphuthumayo, izindawo zokuhlanganyela ngezimo eziphuthumayo, ukubekwa kwamabhokisi osizo lokuqala, amapayipi ezicishamlilo, kanye nemisindo yezokuphepha.

## Isigaba sesibili

Uma sesinazo lezizinhlelo eziyinqalabuthwa, singathanda ukuhlonza izindlela ezingasetshenziswa ukwenza ngcono impilo kanye nokuphepha kwabahwebi kanye nabathengi ku Warwick Junction. Lokhu kumbandakanya:

- Ukwakha ubudlelwane namanyuvesi anobuchwepheshe nolwazi olungaba usizo. Isibonelo; ubuchwepheshe be Ergonomics lapho abavela emanyuvesi bangasiza ekusunguleni amathuluzi okusebenza angasiza ekwandiseni imikhiqizo kanye nokuvikela impilo yabasebenzi. Onjiniyela kanje nabaqophi abangasiza futhi ekwakheni izindlela namasu angakwazi ukuvikela izimpilo zabahwebi.
- Ukusiza abahwebi bokudla okuphekiwe ukuze babe nezinhlelo zokwesekwa ezimayelana nezempilo nenhlanzeko, ukuze ukudla okudayiswa ezindaweni zabo kuqhubeka kuphephe kubathengi. Ukuze lombono ugqugquzeleke sizoba nemiklomelo yaminyaka yonke ukuklomelisa abahwebi abanenhlanzeko.
- Ukuqhubeka nokwenza “izinkambu zokuhlola ezempilo” ku Warwick Junction. Lezizinkambu zizoletha ochwepheshe bezempilo ukuze bahlale impilo yabahwebi, ukuze bangazitholi sebeshiya imisebenzi yabo bevakashela imitholampilo.

**Uma ufuna eminye Imininingwane ungathintana nalaba abandelayo:**

**Asiye eTafuleni: 031 3093880**

**Phumzile Xulu phumzile@aet.org.za**

**Laura Alfors laura.alfors@wiego.org**

**Richard Dobson richard@aet.org.za**

**Ikheli: Asiye eTafuleni, Unit 111 SEDA eThekwini, 127 Johannes Nkosi Street, Durban**

**Silandele kwi twitter: @Laura\_WIEGO kanye @AsiyeTafuleni iWebsite yethu : www.wiego.org/ohs kanye www.aet.org.za**

