

## **KwaZulu-Natal COVID 19 Economic Recovery Plan**

### **Report of Informal Economy workstream – 24 May 2020**

#### **Members of Workstream**

Pat Horn / Patrick Ndlovu (*co-Convenors*)  
Caroline Skinner  
Richard Dobson  
Desmond d'Sa

#### **Seconded to Workstream**

Dumisani kaMzila (EDTEA)  
Sanele Ngubane (EDTEA)  
Ntombifuthi Buthelezi (COGTA)  
Barbara Mgutshini (COGTA)  
Lisa DelGrande (COGTA)

The abovementioned Co-Convenors and members of the workstream are not hired by the province. The Co-Convenors accepted an invitation to drive the workstream on voluntary basis in accordance with the following guidelines:

1. Identify members that should be included in your workstream (*no more than 5*)
2. Convene a meeting to map out the key deliverables for the workgroup which will include, Government's response to industry, Proposed support measures that could supplement those announced by the State President, business support for government initiatives to support the industry, buy local and localisation plan, business development and mentorship, etc.
3. Identification of key discussion points which can be workshopped in a webinar for broader consultation and buy-in with industry led by MEC and the convenors during the course of the week of 27 April, 2020
4. The plan should include – During lock-down approach and Post lock-down approach to the workstream deliverables.

The Co-Convenors are working full-time for other organisations, including responding to the exigencies of the COVID-19 virus and State of Disaster at national and/or local government level. We estimated that it will be feasible to put in up to a maximum of 10 hours' work per week each on this KZN Informal Economy workstream, and have been working within this.

The abovementioned persons who have been seconded to the workstream are employed by the province, and their services have been made available by EDTEA and COGTA to the workstream.

## Consultation with social partners

The Co-Convenors have commenced consultations with the following social partners (in addition to drawing on the expertise of their own organisations and those of workstream members, WIEGO<sup>1</sup>, *Asiye eTafuleni* and SDCEA<sup>2</sup>) and have incorporated preliminary ideas and inputs received from some of them into this report:

- Organised business – CEOs of Durban and Pietermaritzburg Chambers of Commerce;
- Organised labour – KZN Regional Secretaries of COSATU<sup>3</sup> and SAFTU<sup>4</sup>;
- Anton Krone, SaveAct, introduced by EDTEA and COGTA;
- Members of the Health workstream of this KZN COVID-19 Economic Recovery Plan Think Tank.

## Analysis of the Sector

The informal economy consists of basic livelihoods strategies that support many vulnerable households, who draw their livelihoods from informal work. The informal economy is not a single sector. It consists of different sectors, including, but not confined to, informal traders (*including street traders, market traders, spaza shops and informal cross-border traders*); waste pickers (*including street collectors, those who collect on landfill sites and recyclers*); taxi workers (*including drivers, conductors and washers*); home-based workers (*including care workers and community health workers*); domestic workers; agricultural producers and subsistence fisherpeople.

Some informal workers have employers, but are informally employed by virtue of not being registered for UIF, COIDA or any other employment related social security schemes. This goes for the majority of domestic, agricultural, and taxi workers, whose employers are not compliant with relevant labour laws, including the BCEA and Sectoral Determinations. 18.8% of all workers who have an employer are informal in this sense.

The rest of informal workers are self-employed. They number 1,774 million people nationally. They also do not enjoy social protection. They provide services to communities, some of which, like the collection of recyclables, create huge savings for municipalities.

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<sup>1</sup> Women in Informal Employment: Globalising & Organising, [www.wiego.org](http://www.wiego.org)

<sup>2</sup> South Durban Community Environmental Alliance

<sup>3</sup> Congress of South African Trade Unions

<sup>4</sup> South African Federation of Trade Unions

This workstream is working with the concept of the informal economy as described in Clause 3 of the 2002 Resolution of the International Labour Organisation (ILO) on Decent Work and the Informal Economy<sup>5</sup>, i.e.

*The term "informal economy" refers to all economic activities by workers and economic units that are – in law or in practice – not covered or insufficiently covered by formal arrangements. Their activities are not included in the law, which means that they are operating outside the formal reach of the law; or they are not covered in practice, which means that – although they are operating within the formal reach of the law, the law is not applied or not enforced; or the law discourages compliance because it is inappropriate, burdensome, or imposes excessive costs.*<sup>6</sup>

The "economic units" referred to in the description above include cooperatives, micro-enterprises, social enterprises, social & solidarity economy units, and other informal entities providing products and/or services.

The KZN EDTEA has done extensive research over the past 15 years on the composition of various sectors of the informal economy in the KZN province. This workstream will not attempt to re-do that research, but will use the existing research as a starting point.

The EDTEA has also been involved since 2015 in the National Task Team on the implementation of the rights-based ILO Recommendation 204 (R204) on transitions from the informal to formal economy<sup>7</sup>, and has developed a provincial Master Plan for this.

## **Overview of the Sector**

### i. What is the impact of COVID-19 lockdown on these sectors?

#### ▪ **Based on situation on the ground**

*Informal traders* – their work came to a full stop due to the fact that they work in public spaces. At the same time, the closure of these outlets created a situation where millions of South Africans could not get easy and safe access to purchasing food. Due to their role in food security, residents demanded that they be allowed to operate irrespective of

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<sup>5</sup> <https://www.ilo.org/public/english/standards/relm/ilc/ilc90/pdf/pr-25res.pdf>

<sup>6</sup> Ibid. Clause 3

<sup>7</sup> [https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:R204](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:R204)

nationality. It also put enormous, and in most cases chaotic and unsafe pressure on supermarkets where they do exist in townships. An appeal was made for the revision of the list of essential service retail outlets to include informal food retailers - street traders, street markets and *spaza* shops – irrespective of whether they are registered or of the nationality of their owner, based on research showing their critical role in food security<sup>8</sup>. This resulted in the revision of the Regulations by COGTA on 2 April, allowing informal food (excluding cooked food) traders to trade with permission from their municipalities. According to the information received from COGTA KZN, 4 322 *spaza* shop permits and 14 399 informal trade permits<sup>9</sup> were accordingly issued. As we entered Level 4 of the lockdown on the 1<sup>st</sup> May, the list of additional goods which may now be sold, including by informal traders, allowed a substantial further number of traders to start working again.

*Cross-border traders* – their work has come to a full stop due to the closure of borders. This is not likely to change until land borders are opened, which has not been specified in the Schedule of Services: Framework for Sectors<sup>10</sup>.

*Waste pickers* – their work came to a full stop due to the fact that they work in public spaces. Waste pickers’ organisations SAWPA (*SA Waste Pickers’ Assoc*) and ARO (Johannesburg-based *African Reclaimers’ Organisation*) negotiated with DEFF for their work to be recognised as an essential service, but this was not agreed to by the national Economic Cluster. They have however been allowed to resume work under Level 4 of the Risk-Adjusted Strategy.

*Taxi drivers* – their work has reduced as public transport has been limited in relation to the hours it is allowed to operate. This is likely to progressively increase upon the introduction of each new Level of the Risk-Adjusted Strategy.

*Subsistence fisherpeople* – comprising of 12 000 fisherpeople who fish as production for their families’ livelihoods and sale of surpluses. They have been licensed by TransNet. Their work came to a full stop due the fact that they work in public spaces – i.e. beaches and piers. This is

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<sup>8</sup> [Centre for Excellence in Food Security](#); [African Food Security Urban Network](#); and [Hungry Cities Partnership](#)

<sup>9</sup> Progress report issued by KZN COGTA and EDTEA on 8 May 2020

<sup>10</sup> Published on 25 April 2020 in relation to the 5-level Risk-Adjusted Strategy for gradual relaxation of lockdown measures

likely to increase in line with the loosening of public transport restrictions.

*Smallholder farmers* – comprising of approx. 530 000 landholders with small-scale production for rural livelihoods and sale of small surpluses. The significance of smallholder farmers is their contribution to food security, food nutrition (in particular protein) as well as immensely to local economies. Their contribution is most visible in rural towns.

*Community health workers* – they are expected to continue to offer their services in communities, especially to assist with awareness-raising about COVID-19 and eventually treatment of patients.

▪ ***What the sector players are saying***

Collectively, informal workers called on government to make urgent arrangements to redirect funds which are no longer being spent on large events, and establish a Living Cash Grant to all informal workers, regardless of nationality. This would enable vulnerable informal workers to comply with calls to self-isolate where feasible, without losing their livelihoods, and go on to survive the worse times to come. This call resulted (after 4 weeks' negotiation) in the announcement of increases in social grants and the introduction of a special emergency grant for those who have not been able to work. Where there is the opportunity to return to earning their livelihoods, they called on the different tiers of government to help make their work safer with the following urgent interventions:-

1. the mass provision of protective masks and gloves to all informal workers, especially those working with members of the public, organic and waste materials, and where cash exchanges hands;
2. the mass provision of water, soap and sanitizers in public spaces.

In fact, the Special COVID Income Grant of R350 per month for 6 months for those who had lost their livelihoods which was finally announced 4 weeks into the lockdown was much less than hoped for – and the majority of workers in the informal economy prefer to go back to work if at all possible, in order to earn a slightly better livelihood. They are committed to doing what they can to implement government's advice on good hygiene practice, but without such abovementioned interventions it is almost impossible. They expect to be directly consulted about the implementation of such interventions so that the right people in the right places will be reached.

*Informal traders* – there needs to be a reduction of Red Tape to an absolute minimum in the municipalities’ permit systems. This is not the time to introduce difficult administrative issues which municipalities had failed to resolve before the lockdown started.

*Cross-border traders* – there needs to be clarity with regard to the re-opening of borders, and introduction of the Simplified Trading Regime (STR)<sup>11</sup> for informal cross-border traders.

*Waste pickers* – integration of waste pickers into solid waste management policies and Waste Plans of municipalities, in line with Waste Pickers Integration Guidelines (*produced for DEA/DST*<sup>12</sup>)

*Taxi drivers* – leaders of *Qina Mshayeli* seeking support to disseminate guidelines on social distancing and hand-washing around the taxi terminuses by assisting them to get permits and/or airtime for this, to source masks, gloves and hand-sanitiser for drivers and passengers.

*Home-based workers* – need help getting registered on a database in anticipation of the large scale production of masks, including mapping about how many members, what are they currently doing and what would be their capacity to produce masks. Then proactively share this database with relevant departments that would guarantee a transparent way of allocating government orders to all the home-based workers.

*Domestic workers* – non-compliance by employers with UIF provisions is significant. If the employer is not a contributor then the domestic worker cannot claim – through no fault of her own. Employers are not claiming this benefit as they are obliged to do. And, if domestic workers attempt to claim themselves through normal channels their claims are not being processed.

*Informal workers who are asylum seekers* – there were massive backlogs in the issuing of asylum-seekers’ permits and some DoH offices had stopped taking new applications, long before COVID-19. As a result, many asylum-seekers are still not documented as required by permit regulations – through no fault of their own.

*Community health workers* – they are expected to offer their services without being provided with PPE or safe transport. This is not acceptable in light of the fact that they have no social protection coverage.

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<sup>11</sup> STR was introduced within COMESA after negotiations with informal cross-border traders’ organizations and SACBTA (Southern African Cross-Border Traders’ Assoc) and adopted in principle by SADC in November 2017

<sup>12</sup> Department of Environmental Affairs and Department of Science and Technology (2019). Waste picker integration guideline for South Africa. DEA/DST: Pretoria.

ii. What are the emerging opportunities?

- Economic activity in the informal economy can always start up more quickly, with smaller capital inputs, than large formal businesses which have collapsed.
- To ensure that the transition from informal to formal economy is fast-tracked in the processes of our post-lockdown economic recovery in line with the exigencies of Decent Work<sup>13</sup> and the guiding principles of ILO Recommendation 204. This is not only an opportunity – but failure to do this could result in increasing informalisation, with workers and economic units in the informal economy being relegated to the role of permanent grant recipients.
- Get the cooperation of representative organisations of workers and economic units in each sector of the informal economy to obtain their buy-in and cooperation in encouraging their members to comply with the provisions of the prevailing level of lockdown, and informing them of the progressive changes as and when they take place – including sensitising people with regard to social distancing, sanitising, etc. in public space as lockdown restrictions are progressively relaxed in accordance with the 5-level Risk-Adjusted Strategy.

iii. How can we capitalise such opportunities?

- The approach needs to be transparent, simple, universally accessible, inclusive and non-discriminatory. This needs to be consistently conveyed to all municipalities by EDTEA, COGTA and SALGA.
- The approach should be sector-based, in line with the Risk-Adjusted Strategy.
- Support informal traders' leaders and leaders of *spaza* shop associations to disseminate the Health Guidelines for Informal Traders in streets, markets and *spaza* shops (*produced by WIEGO*) and assist them to get permits to move around and/or provide airtime so that they can disseminate information on broader implementation.
- Support leaders of the taxi drivers' unions to disseminate guidelines to taxi drivers, washers and conductors on social distancing and hand-washing around the taxi terminuses by assisting them to get permits and/or providing airtime for this.
- Support leaders of the KZN Fisherpeople's Forum and SDCEA to disseminate guidelines on social distancing and hand-washing on the piers and beaches by assisting them to get permits and/or provide airtime for this.

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<sup>13</sup> International Labour Organisation defines Decent Work in relation to the following four pillars: realizing fundamental principles and rights at work; creating greater and better employment and income opportunities; extending social protection; and promoting social dialogue.

iv. Are there any Workers who have been affected?

Many workers have already been affected – see details above, under the entire section entitled **Overview of the Sector**.

v. What Interventions can be put in place?

Interventions the workstream was directed to consider<sup>14</sup>: “it is important that measures to promote the informal economy be designed by municipalities. Some of the approaches include the following:

- Putting in place policies that make it easier for informal businesses to thrive such as funding;
- Reduction or Scrapping of licence fees; and licences;
- Construction of trading centres in the cities, towns and rural areas;
- Incentivise the sector.”

Officials in EDTEA and KZN COGTA proposed differentiating 3 streams, in our interventions, between “those towards the Enterprises” and “those towards employees/workers”. And we should also identify who is excluded altogether as they are “illicit” or “illegal” enterprises. Their interest is about ensuring enterprises are supported to recover or sustain themselves during this period, so that they able to retain employment levels in the short to medium term, even if these employment conditions remain informal for now. The medium to long term may be one of formalization of employee conditions as per national and provincial strategies and labour relations regulatory frameworks. It is suggested that we involve Department of Labour in our discussions, so we can define which matters should be referred for compliance in short term and which can be relaxed to sustain some level of employment and income.<sup>15</sup>

Indeed, as per the framework of ILO Recommendation 204 (R204) on transitions from the informal to formal economy that we are using, we differentiate between WORKERS, on the one hand, and ECONOMIC UNITS (which include enterprises) in the informal economy. In relation to those workers employed in the economic units in the informal economy, we would indeed work in partnership with the Department of Employment & Labour (DEL) as proposed. The very intention of TRANSITIONS to formality, as contemplated in ILO R204, mean that this is a process, not an event – so during such transitions, some conditions will “remain informal for now”, as stated, in the short to medium term.

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<sup>14</sup> EDTEA discussion document “Towards KwaZulu-Natal COVID-19 Economic Recovery Strategy Concept”, p.38

<sup>15</sup> Input received on 12 May from EDTEA and KZN COGTA officials

We do not, however, propose to institutionalise a third stream of “excluded” persons or enterprises. This would run counter to the intention of the Economic Recovery Plan, which is all about getting as many economically active people back to work as possible, in conformity with regulations in force during the current lockdown level at any point in time. It is not necessary to entertain a special “stream” or category of workers or economic units who are not in conformity with the laws and regulations at any point in time. Instead, it is proposed to “leave nobody behind” and ensure that all workers and economic units in the informal economy are integrated into the economy.

**Sectoral scope** – it has already been established in our initial discussions in this workstream, including the webinar held on 11 May 2020, that we recognise different sectors in the informal economy. Accordingly, we do not envisage a “one-size-fits all” strategy – and will accordingly be proposing sector-based deliverables in addition to some which may be common to many sectors.

Among others, the KZN EDTEA policy framework, schedule A, provides for a list of possible types of business as follows:-

- Street or kerbside traders
- Hairdressing and hair cut
- Traditional medicine
- Restaurants/ Food outlets
- Traditional wear, décor & beadwork
- Payphones
- Shoes and shoe repairs
- Trader in pedestrian malls
- Taxi drivers
- Markets (flea & craft markets as well as special markets)
- Traders at transport interchanges
- Photographers
- Cardboard collectors
- Traders found in public open spaces
- Mobile Traders (roving, caravans, bakkies)
- Beach Traders
- Panel beaters
- Sewers
- Tuck shop operators
- Car wash
- Car guides
- Grass cutters
- Livestock traders/ small scale farmers
- Home renovators / painters

- Woodwork

Other categories of workers and economic units in the informal economy may not fall under the responsibility of EDTEA, and in such cases the Economic Recovery strategy would be implemented in partnership with the appropriate government department (e.g. Transport, Health, Social Development, Environment, Agriculture, or even the KZN branch of the national DEL as mentioned above) and/or provincial and/or municipal structure/s.

Examples of such would be community health workers who are registered with the KZN Health and Social Development Departments, subsistence fisherpeople who are licensed with Transnet permits, waste pickers working in terms of the 2019 Waste picker integration guideline for South Africa, issued by the former DEA/DST Pretoria.

In the spirit of leaving nobody behind, which has universally been officially endorsed in responses to the COVID-19 crisis internally as well as in South Africa, we do not adopt a selective strategy in relation to getting workers and economic units in the informal economy back to work in relation to how well their sectors are already formalised – only, in line with the 5-level Risk-Adjusted Strategy, in relation to the health risks of spread of COVID-19 inherent in their work sectors.

**Geographical differentiation** – Rural-Township-Urban continuum will be another consideration in avoiding one-size-fits-all strategies. It may be that the State of Disaster regulations have different impacts on enterprises e.g. those who trade/work in the city vs those who trade/work in townships, those who trade/work on the streets vs those who trade/work from home or in backyards.

**4<sup>th</sup> Industrial Revolution and informal economy** – smart investment in free WiFi for all, including in townships and rural areas.

- vi. What should be done to stimulate the sector? What is the role of Government?

Immediate government interventions are needed to ensure that informal work start-ups are not frustrated by bureaucratic red tape and forced to operate clandestinely, or even close down.

Intervention strategies need to be inclusive and should not discriminate.

Municipalities to issue permits and allow people to trade.

It is government's role to train provincial enforcement agents, as well as SAPS and SANDF, on the implementation of the approach adopted by this workstream. Promote and educate "do no harm" measures for security forces. Confiscation of informal traders' goods should be

scrapped in order to allow them to get back on their feet again.

**Data bases** – inclusive information needs to be collected according to different sectors of informal economy, from both agreed categories (workers and economic units) in the informal economy, disaggregated by gender, age, disability and nationality. Data collected needs to be inclusive of everybody in the sector, permitted/documented AND unpermitted/undocumented – to enable accurate and effective planning. Data-collection also has to have the capacity to track movements in the sector, as the informal economy grows and subsides with changes in the economy – and is expected to grow as unemployment in the formal economy increases as a result of the COVID-19 crisis. Static data-bases are ineffective for capturing this moving target.

KZN EDTEA has developed though SITA, a live, online, web based and automated licensing, permitting and registration system for all formal and informal businesses in KZN as follows;

Licensing: all formal businesses

Permitting: all informal economy participants (economic units)

Registration: businesses that are already statutorily registered.

With the notion of the abovementioned moving target, this system is able to provide live information as and when business licences and permits are issued or revoked. It also allows for accessing of other economic indicators as it can disaggregate all licenced and permitted persons/business by gender, race, age, sector, product or service offering and others. The dashboard is able to give these provincial indicators by province, district and municipality at a click of a button.

This automated system is in the process of being integrated with the DEL, DHA, UIF, COIDA and others which can pave way to minimise double dipping by beneficiaries of government services. EDTEA officials believe it is foolproof against forgery and duplication as each licence/permit has a unique QR Code attached to it.

This system will need to be extended to workers in ALL sectors of the informal economy (*including those interfacing primarily with provincial departments other than EDTEA*) as it currently designed only for the business sector of economic units.

**Health issues** – Preparing a just framework for and managing the re-occupation of public spaces, both as workplaces and as public transport transit spaces and terminals, during the remaining phases of lockdown and after the end of the State of Disaster. This is the role of provincial government working together with local government.

Monitoring/following implementation of health measures for getting informal workers back to work safely and keeping them safe in their workspaces as part of the graduated process of getting economy working again. This is primarily the role of government.

The epidemic provides an opportunity to explore worker health services to underserved workers and economic units working in public space. If we start by focussing on the health challenges brought on by the epidemic, later we could progress to look at how this model can include health services generally. Because of the link that the informal economy has within the formal economy, large enterprises cannot insulate themselves from the virus by only focusing on their own workforce. For their own survival, they have to extend their responsibility to the healthcare within the supply chain. Doctors with occupational health training from the private sector could be engaged to provide support to these underserved workers. The provision of such support could double up with screening, testing and tracing facilities in public spaces.

**Youth employment** – In the short term, the suggestion<sup>16</sup> that the Department assists thousands of unemployed youth in becoming health promoters and sales agents across the province of hand sanitisers, masks and associated goods, (wet wipes, lozenge sets) is supported. This would require the Department to procure an estimated 5 000 000 bottles of hand sanitizers, masks, etc. per month for the next 6 months, it could potentially create 600 employment opportunities across the province and reach a large portion of the population. This strategy will also whilst creating employment opportunities for the unemployed youth will also mitigate the spreading of the virus.

**Small Business interventions** – Small and micro-businesses with CIPC registration can be encouraged to apply for the range of support schemes which the national Department of Small Business Development (DSBD) have made available to assist with sustainability of small and micro-businesses. However, since most workers and economic units in the informal economy are not able to register with CIPC, this has limited applicability in most sectors of the informal economy.

**COVID-19 Industrial Stabilisation Provincial Fund** – for fiscal stimulus packages to support local value chains and substitute global value chains that have been disrupted during and post the pandemic. Innovation programmes which could be applied to economic units and workers in the informal economy could include the following relatively

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<sup>16</sup> EDTEA discussion document “Towards KwaZulu-Natal COVID-19 Economic Recovery Strategy Concept”, p.37

less costly investments in comparison with those required by most formal industries:

- Start-up funds for stocks for workers and economic units going back to work after exhausting savings during beginning of lockdown;
- Innovation funds for designers and builders of simple wash stations in taxi ranks and public spaces;
- Provision of subsidised masks to workers and customers in public space, gloves for those handling cash payments, sanitisers;
- Start-up funds for small-holder producers and promotion of protein-rich foods;
- Unlock informal economy ecosystems so that support activities (and industries) such as taxi and educare sectors are integrated into response and mitigation interventions;
- Innovation funds for cooked foods vendors to partner with informal transporters to deliver meals to customers, to also open possibilities of developing new customer markets;
- Support to informal finance institutions such as stokvels.

Wage subsidies could secure support and mentoring services linking informal workers and economic units to formal markets, e.g.

- Durban Chamber of Commerce (which is a registered NPC representing organised business) has recently developed capacity to work directly with economic units in the informal economy. They train, guide and mentor them on how to adapt their business practices and make strategic business decisions on product choices and diversification, for purposes of trading in formal markets. The Durban Chamber has a vast network of connections in the business sector who can be connected with economic units in the informal economy for this purpose. Before lockdown the Durban Chamber was doing a training program with the USA Embassy to impart basic business skills to economic units in the informal economy. Their members have opportunities for development programs to help transition the informal economy to become formal. In addition to an army of retired captains of industry with vast business experience, known as the "Grey Berets", they have their own trained staff, whose continued employment is now at risk due to the COVID-19 crisis.
- SaveAct<sup>17</sup>, an organisation which facilitates the formation of savings groups in communities as a simple but effective tool to fight poverty, as a foundation for building sustainable livelihoods, and as a means to empower women and other vulnerable groups, has capacity to support a safety campaign to reach *stokvels*/savings groups and offer guidance on suitable protocols. SaveAct also works with partners to support smallholder farmers, including linking food producers with fresh

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<sup>17</sup> [www.saveact.org.za](http://www.saveact.org.za)

produce markets, and contributing to localisation in the longer term. According to FinScope<sup>18</sup> survey in 2019, informal savings grew from 18% in 2018 to 24% in 2019 despite financial inclusion thus indicating a rise of a R44 Billion stokvel economy and a rise in the number of people participating in stokvels. There are few other non-governmental organisations in this province that support stokvels and informal economy. The NGO sector is best positioned to help stokvels to; (i) focus on financing local enterprises, and (ii) transit organically to Cooperative Financial Institutions (CFIs) as legislated by Cooperative Banks Act.

**Elimination of Red Tape** – to ensure that informal work start-ups are not frustrated by bureaucratic red tape and forced to operate clandestinely, or even close down, the following measures are proposed:

- Establishment of well-functioning user-friendly One-Stop shops and/or call centres in every district and municipality.
- Overhaul of permit systems in every municipality, to make them fit for purpose. We do not believe that a complete scrapping of licences and permits is ideal, as that would make it difficult for municipalities to maintain statistics and numbers of operators in the informal economy. But permit systems need to be inclusive and fit for the purpose of getting workers and economic units in the informal economy back to work and contributing to economic recovery.
- Remove obstructive permit requirements, including
  - reducing permit fees to affordable rates which are lower than the amount of anticipated earnings under current circumstances
  - scrapping requirements to be registered with CIPC
  - scrapping requirements for “special visas” for economic migrants in informal economy (*as these only apply to migrant workers with formal jobs*) and accept simple passport identification
  - waiving asylum-seekers permit requirement in short term, as there was massive backlog in processing of permits for asylum-seekers even before COVID-19, and many DoH offices had completely stopped taking in new applications – will necessitate other form of identification of asylum-seekers such as affidavits.

### **Informal Financial Services Sector**

Despite the resources channelled towards enterprise development in South Africa, lack of access to usable financial services appears to be the most frustrating feature besetting many communities and in particular rural settlements. The financial services sector is a big part of the informal

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<sup>18</sup> <http://finmark.org.za/savings-groups-stokvels-thrive-in-south-africa/>

economy, most widely represented by *stokvels*. SaveAct promotes an enhanced *stokvel* model, with financial education and robust financial systems. Over the past 15 years, SaveAct along with partners, has trained 5000 of such groups in KZN and other provinces. These groups are highly organised, producing strong financial, social and economic returns for members. SaveAct is in close contact with members, working on a national response to the COVID-19 situation.

South Africa has one of the most costly formal financial sectors. Whilst the sector is experiencing dramatic changes, most lower income households rely extensively on *stokvels* to manage their household finances.

Each month, millions of South Africans meet to save/borrow and to manage their informal businesses and/or their household expenditure. People attend meetings in confined spaces, sitting side by side, making payments, and recording transactions. When the virus takes hold in lower income areas, the potential for these gatherings to contribute to the spread of the virus is considerable. Yet, people need to meet to continue to manage and sustain their livelihoods.

- Public facilities, such as community halls, need to be secured for use by *stokvels*. At these venues, access to PPE should be provided. The PPE (e.g. masks) should be procured locally.
- A community facilities protocol for use by *stokvels*, using a booking system, should be developed. This should include provision for security at the venue as well as sterilisation after each meeting conducted at the facility. Members of *stokvels* should be trained and supported to volunteer their services by supporting municipalities to sanitise and sterilise community facilities and public spaces used by *stokvels*.
- A communication campaign is needed to alert *stokvels* (as is being done with churches) to the risks of meetings, and to adopt social distancing and safe practices.
- A multi-pronged communication approach should be developed, mobilising the media, local government structures, CBOs and NGOs to get the message through to communities.
- In such engagements, information can be offered on social protection policies (e.g. access to grants, GBV support, micro-enterprise opportunities) and how to manage money safely (through financial education content).

This could pave way for the establishment of Cooperative Financial Institutions (CFIs) which are regulated by the Cooperative banks Act. This could contribute to the provision of strong financial muscle towards poverty alleviation, eradicating inequality and joblessness.

## **ECONOMIC RECOVERY PLAN – Informal Economy workstream**

**SHORT TERM** – COVID-19 Lockdown duration (all stages) as long as people’s movement is limited and market places are restricted

- (a) Develop immediate plans and engage relevant support Departments and role players to ensure that all workers and economic units are able to survive during lockdown.
- (b) Convene discussions about the role of EPWP Community Public Works participants, what tasks they are currently occupied with, and what roles they should be assigned to going forward.
- (c) Convene a meeting between the Dept. of Transport, *Qina Mshayeli* and other drivers’ unions, and taxi associations, to prepare for the safe and healthy management of public transport as more workers go back to work as from Level 3 of the Risk-Adjusted Strategy.  
(This process has already been initiated by *Qina Mshayeli*.)
- (d) Convene province-wide meeting with all relevant municipal structures to discuss the plan with them and get their buy-in and common understanding with regard to municipal implementation.  
The following issues to be among those addressed in such meeting:
  - management of public spaces including transport terminals;
  - issuing of permits in spirit of getting informal economy workers and economic units back to work in accordance with each Level of the Risk-Adjusted Strategy;
  - role of EPWP Community Public Works participants going forward.
- (e) Monitoring the progress of gradual phased lifting of lockdown restrictions on the work of workers and economic units in the informal economy.
- (f) **Data bases** – inclusive information needs to be collected according to different sectors of informal economy, from both agreed categories (workers and economic units) in the informal economy, disaggregated by gender, age, disability and nationality. Data collected needs to be inclusive of everybody in the sector, permitted/documentated AND unpermitted/undocumented – to enable accurate and effective planning. Data-collection also has to have the capacity to track movements in the sector, as the informal economy grows and subsides with changes in the economy – and is expected to grow as unemployment in the formal economy increases as a result of the COVID-19 crisis.  
This system will need to be extended to workers in ALL sectors of the informal economy (*including those interfacing primarily with provincial departments other than EDTEA*) as it currently designed only for the business sector of economic units.

- (g) *Taxi drivers & conductors* – working with *Qina Mshayeli* and other drivers' unions, their employers in the taxi associations and the Dept. of Transport, assist them to source masks, gloves and hand-sanitiser for drivers and passengers.
- (h) *Home-based workers* – get them registered on a database in anticipation of the large scale production of masks and other personal protective equipment (PPE), including mapping about how many members, what are they currently doing and what would be their capacity to produce masks and other PPE. Then share this database with relevant departments that would guarantee a transparent way of allocating government orders to all the home-based workers.
- (i) Public space pilot initiative: Intensive work on an integrated plan in central eThekweni in order to: (i) Avoid urban tension; (ii) Urgently re-establish conducive livelihood opportunities; (iii) Prioritize personal health & safety; (iv) Examine the prevailing legal environment applicable to informal workers and anticipate new/amended regulations; (v) Be a just framework. If eThekweni Municipality is willing to establish a task team to proactively prepare for the upcoming Risk-Adjusted Strategy, *Asiye eTafuleni*<sup>19</sup> has received undertakings from academic and provincial medical and health experts to willingly participate in such a task team. AeT is similarly willing to participate with the intention of co-operatively contributing to an exemplary initiative to professionally re-establish the livelihoods of displaced informal workers.
- (j) Support KZN provincial community health care workers around PPE, training and their concerns in relation to their COVID-related work.
- (k) Support waste pickers in implementing the Waste Pickers Integration Guidelines (*produced for DEA/DST*<sup>20</sup>). There will also be need for support in registration and integration process as per the Guidelines.
- (l) Municipalities to issue permits and allow people to trade.
- (m) Elimination of Red Tape.
- (n) Establishment of well-functioning user-friendly One-Stop shops and/or call centres in every district and municipality
- (o) Public facilities, such as community halls, to be secured for use by *stokvels*. At these venues, access to PPE to be provided.
- (p) A community facilities protocol for their use by *stokvels*, using a booking system, to be developed. This should include provision for

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<sup>19</sup> Asiye eTafuleni [www.aet.org.za](http://www.aet.org.za) – has already built up working relationships with informal traders over years of working in the Warwick Junction in Central Durban

<sup>20</sup> Department of Environmental Affairs and Department of Science and Technology (2019). Waste picker integration guideline for South Africa. DEA/DST: Pretoria.

security at the venue as well as sterilisation after each meeting conducted at the facility.

- (q) A communication campaign is needed to alert *stokvels* (as is being done with churches) to the risks of meetings, and to adopt social distancing and safe practices.
- (r) A multi-pronged communication approach to be developed, mobilising the media, local government structures, CBOs and NGOs to get the message through to communities.
- (s) In such engagements, information can be offered on social protection policies (e.g. access to grants, GBV support, micro-enterprise opportunities) and how to manage money safely (through financial education content).
- (t) Establishment of **COVID-19 Industrial Stabilisation Provincial Fund** during the short to Medium term with simplified criteria that will ensure access to the millions of people operating in Informal Economy.
- (u) Development of Municipal Informal Economy support plans (during Covid 19).

**MEDIUM TERM** – Post lockdown/Recovery period (duration 12 months)

- (a) Engaging the Finance MEC on budget allocations for gradual phased lifting of lockdown restrictions on the work of workers and economic units in the informal economy.
- (b) Developing means and guidelines for supporting the role of informal workers in playing a prominent role in post-COVID-19 economic recovery, especially as they have the characteristic of being able to get back to work with minimal inputs.
- (c) Interventions to ensure access of domestic workers to UIF benefits and employer compliance with the Sectoral Determination for domestic workers.
- (d) Interventions to ensure employer compliance with the Sectoral Determination in the minibus taxi industry, starting with a drive for the registration of all their drivers and registration with the Unemployment Insurance Fund.
- (e) Educating provincial enforcement agents, as well as SAPS and SANDF, on the role of the workers and economic units on the informal economy in the economic recovery and the elimination of Red Tape which will enable them to get back to work.
- (f) Draw on **COVID-19 Industrial Stabilisation Provincial Fund** during the medium-term, FOR:
  - Start-up funds for stocks for workers and economic units going back to work after exhausting savings during beginning of lockdown;

- Innovation funds for designers and builders of simple wash stations in taxi ranks and public spaces;
  - Provision of subsidised masks to workers and customers in public space, gloves for those handling cash payments, sanitisers;
  - Start-up funds for small-holder producers and promotion of protein-rich foods;
  - Innovation funds for cooked foods vendors to partner with informal transporters to deliver meals to customers, to also open possibilities of developing new customer markets;
  - Support to informal finance institutions such as stokvels;
  - Wage subsidies to secure support and mentoring services linking informal workers and economic units to formal markets
- (g) Roll-out of the KZN Informal Economy Master Plan.

**LONG TERM** – Stabilisation period (beyond 12 months – MTEF period)

- (a) Focus on ways of supporting and re-structuring the informal economy in post-Corona economic recovery, including more meaningful and participatory local economic development.
- (b) Develop an approach to monitor/follow what is happening at local and provincial government level in relation to the phased and geographically distinct processes of economic recovery in different municipalities around the KZN province.
- (c) Develop means and guidelines for making workers and economic units in the informal economy central to the re-building of local value chains.
- (d) Draw on **COVID-19 Industrial Stabilisation Provincial Fund**, FOR:
  - Unlocking informal economy ecosystems so that support activities (and industries) such as taxi and educare sectors are integrated into response and mitigation interventions;
  - Wage subsidies could secure support and mentoring services linking informal workers and economic units to formal markets, working in partnership with Durban Chamber of Commerce, SaveAct, & others.
- (e) Roll-out of the KZN Informal Economy Master Plan.
- (f) New Social Compact.

## Informal Economy (Emerging interventions)

Table 1: Informal Economy Short Term Interventions

Programme	Specific Interventions	Responsibility
Develop immediate plans and engage relevant support Departments and role players to ensure that all workers and economic units are able to survive during lockdown	Discussions about role of Community Public Works participants, what tasks they are currently occupied with, and what roles they should be assigned to going forward	KZN provincial EPWP Municipalities
	Convene a meeting between the Dept. of Transport, <i>Qina Mshayeli</i> and other drivers' unions, and taxi associations, to prepare for the safe and healthy management of public transport as more workers go back to work as from Level 3 of the Risk-Adjusted Strategy. (This process has already been initiated by <i>Qina Mshayeli</i> .)	KZN Transport
	Province-wide meeting with all relevant municipal structures to discuss the plan with them and get their buy-in and common understanding with regard to municipal implementation. Issues to be addressed in such meeting: - management of public spaces including transport terminals; - issuing of permits in spirit of getting informal economy workers and economic units back to work in accordance with each Level of the Risk-Adjusted Strategy; - role of EPWP Community Public Works participants going forward.	KZN COGTA
Monitoring	Monitoring the progress of gradual phased lifting of lockdown restrictions on the work of workers and economic units in the informal economy	<ul style="list-style-type: none"> <li>• KZN Economic Council sub-Com</li> <li>• Premier's Office</li> <li>• KZN CoGTA</li> <li>• KZN EDTEA</li> <li>• SALGA</li> </ul>
Sectoral interventions	<i>Home-based workers</i> – get them registered on a database in anticipation of the large scale production of masks and other personal protective equipment (PPE), including mapping about how many members, what are they currently doing and what would be their capacity to produce masks and other PPE. Then share this database with relevant departments that would guarantee a transparent way of allocating	<ul style="list-style-type: none"> <li>• KZN CoGTA</li> <li>• KZN EDTEA</li> <li>• SALGA</li> <li>• Premier's Office</li> <li>Clothing Council</li> <li>Municipalities</li> <li>SALGA</li> <li>WIEGO/ILO</li> <li>Private sector</li> </ul>

	government orders to all the home-based workers	
	<i>Taxi drivers &amp; conductors</i> – working with their employers in the taxi associations and the Dept. of Transport, assist them to source masks, gloves and hand-sanitiser for drivers and passengers	KZN Transport ETA eThekwini Taxi associations <i>Qina Mshayeli</i>
	Support waste pickers in implementing the Waste Pickers Integration Guidelines. There will also be need for support in registration and integration process as per the Guidelines.	<ul style="list-style-type: none"> <li>• KZN CoGTA</li> <li>• KZN EDTEA</li> <li>• SALGA</li> <li>• OTP</li> </ul> Municipalities SALGA groundWork SAWPA Private sector
Statistics & data-bases	<p>Inclusive stats to be collected according to ALL different sectors of informal economy, from both agreed categories (workers and economic units) in the informal economy, disaggregated by gender, age, disability and nationality, with capacity to track movements in the sector, as the informal economy grows and subsides with changes in the economy – and is expected to grow as unemployment in the formal economy increases durin COVID-19 crisis.</p> <p>Existing EDTEA system to be extended to workers in ALL sectors of the informal economy, as it is designed currently for business sector of economic units.</p>	EDTEA DEL DHA UIF COIDA Municipalities MBOs in each sector
PUBLIC SPACE Integrated plan in central eThekwini	Intensive work in order to: (i) Avoid urban tension; (ii) Urgently re-establish conducive livelihood opportunities; (iii) Prioritize personal health & safety; (iv) Examine the prevailing legal environment applicable to informal workers and anticipate new/amended regulations; (v) Be a just framework. If eThekwini Municipality is willing to establish a task team to proactively prepare for the upcoming Risk-Adjusted Strategy, <i>Asiye eTafuleni</i> <sup>21</sup> has received undertakings from academic and provincial medical and health experts to willingly participate in such a task team.	eThekwini Metro <i>Asiye eTafuleni</i> Task Team members BSU Metro Police Private sector

<sup>21</sup> *Asiye eTafuleni* (AeT) [www.aet.org.za](http://www.aet.org.za) – has already built up working relationships with informal traders over years of working in the Warwick Junction in Central Durban

Community Health Care	Support KZN provincial community health care workers around PPE, training and their concerns in relation to their COVID-related work.	KZN Health & Social Development Depts, Private sector
Supporting informal financial services	<ul style="list-style-type: none"> <li>• Public facilities, such as community halls, need to be secured for use by <i>stokvels</i>. At these venues, access to PPE should be provided.</li> <li>• A community facilities protocol for their use by <i>stokvels</i>, using a booking system, should be developed. This should include provision for security at the venue as well as sterilisation after each meeting conducted at the facility.</li> <li>• A communication campaign is needed to alert <i>stokvels</i> (as is being done with churches) to the risks of meetings, and to adopt social distancing and safe practices.</li> <li>• A multi-pronged communication approach should be developed, mobilising the media, local government structures, CBOs and NGOs to get the message through to communities.</li> <li>• In such engagements, information can be offered on social protection policies (e.g. access to grants, GBV support, micro-enterprise opportunities) and how to manage money safely (through financial education content).</li> </ul>	<ul style="list-style-type: none"> <li>• KZN CoGTA</li> <li>• KZN EDTEA</li> <li>• SALGA</li> <li>• OTP</li> </ul> Municipalities SaveAct Media CBOs NGOs
Elimination of Red Tape	<p>Municipalities to issue permits and allow people to trade.</p> <p>Establishment of well-functioning user-friendly One-Stop shops and/or call centres in every district and municipality - develop ToRs for effective 1-stop shops</p>	KZN COGTA EDTEA Municipalities District Development Agencies (DDAs)
COVID-19 Industrial Stabilisation Provincial Fund	Establishment of Fund with simplified criteria that will ensure access to the millions of people operating in Informal Economy	OTP
Development of Municipal Informal Economy support plans during Covid 19  -31 May 2020	<p>a. Evaluate the impact of COVID 19 impact to both survivalist and Micro enterprises (number of enterprises, type of enterprise, geographical spread, demographics)</p> <p>b. Evaluate state of current Informal Economy Support Strategies and identify gaps based on COVID 19 impact on enterprises (Trading infrastructure – accommodation in municipal spaces, Temporal</p>	KZN COGTA MLEDS & PLANNING, EDTEA RLED & BUS REG, Municipalities

	<p>Permitting, Covid 19 relief Fund, any other support)</p> <p>c. Develop a Province-wide database (IMS) for Informal actors</p> <p>d. Departments to reorientate its human resource capacity to support municipalities to plan and implement COVID-19 response and mitigation initiatives</p> <p>e. Departments to develop guidelines and templates for municipalities to include Informal Economy programmes and projects into their Local Economic Development (LED) plans</p> <p>f. Municipalities to delegate IE champions (official) in their LED units</p> <p>g. COGTA to promote partnerships between municipalities and NGOs in support of COVID-19 programming</p>	
<p>Develop immediate plans and engage relevant support Departments and role players (DSDB, DOT) to ensure that all enterprises are able to survive during lockdown</p> <p><i>-30 June 2020</i></p>	<p>a. Develop Municipal guidelines on:</p> <ul style="list-style-type: none"> <li>- Permitting – types of permits required for what purpose</li> <li>- Zoning – revising by-laws and relaxing or amending scheme conditions</li> <li>- Re-demarcation/reallocation of sites (Social distancing)</li> </ul> <p>b. PPE / Sanitizers supply/distribution</p> <p>c. Distribution of COVID-19 information / Intervention pamphlets in local language</p> <p>d. Staff reallocation for COVID-19 interventions/Municipal Support</p> <p>e. Develop a monitoring, evaluation and tracking mechanism for all COVID-19 interventions (Impact driven, should be linked to feedback mechanism)</p> <p>f. Redirect state funding to establish the Provincial COVID-19 Industrial Stabilisation Fund</p> <p>g. Simplify criteria to access government support</p> <p>h. Review Masterplan for COVID impacts and amend strategies and plans</p>	<p>KZN COGTA MLEDS &amp; PLANNING, EDTEA RLED &amp; BUS REG, Municipalities, DOT, DSBD</p>

**Table 2: Informal Economy Medium Term Interventions**

<b>Programme</b>	<b>Specific Interventions</b>	<b>Responsibility</b>
Financing	Engaging the Finance MEC on budget allocations for gradual phased lifting of lockdown restrictions on the work of workers and economic units in the informal economy	KZN Finance
Enforcement	Educating provincial enforcement agents, as well as SAPS and SANDF, on the role of the workers and economic units on the informal economy in the economic recovery and the elimination of Red Tape which will enable them to get back to work	KZN EDTEA ICOREF  SAPS, SANDF
Sectoral compliance	Interventions to ensure access of domestic workers to UIF benefits and employer compliance with the Sectoral Determination for domestic workers	KZN DEL COSATU SADSAWU EDTEA/ICOREF
	Interventions to ensure employer compliance with the Sectoral Determination in the minibus taxi industry, starting with a drive for the registration of all their drivers and registration with the Unemployment Insurance Fund	KZN DEL COSATU SATAWU <i>Qina Mshayeli</i> KZN Transport ICOREF
	<i>Cross-border traders</i> – on re-opening of borders, introduction of the Simplified Trading Regime (STR) <sup>22</sup> for informal cross-border traders.	DTI/DoH/DIRCO EDTEA
4 <sup>th</sup> Industrial Revolution and informal economy	Smart investment in free WiFi for all, including in townships and rural areas	KZN EDTEA KZN COGTA
Community involvement	Developing means and guidelines for supporting the role of informal workers in playing a prominent role in post-COVID-19 economic recovery, especially as they have the characteristic of being able to get back to work with minimal inputs.	<ul style="list-style-type: none"> <li>• KZN COGTA</li> <li>• KZN EDTEA</li> <li>• SALGA</li> </ul> WIEGO/StreetNet NEDLAC CC (Community Constituency)
COVID-19 Industrial Stabilisation Provincial Fund	Start-up funds for stocks for workers and economic units going back to work after exhausting savings during beginning of lockdown; - Innovation funds for designers and builders of simple wash stations in taxi ranks and public spaces; - Provision of subsidised masks to workers and customers in public space, gloves for those handing cash payments, sanitisers;	OTP

<sup>22</sup> STR was introduced within COMESA after negotiations with informal cross-border traders’ organizations and SACBTA (Southern African Cross-Border Traders’ Assoc) and adopted in principle by SADC in November 2017

	<ul style="list-style-type: none"> <li>- Start-up funds for small-holder producers and promotion of protein-rich foods;</li> <li>- Innovation funds for cooked foods vendors to partner with informal transporters to deliver meals to customers, to also open possibilities of developing new customer markets;</li> <li>- Support and integrate informal finance institutions such as stokvels into programmes that support formalisation of Informal Economy actors (formalisation as defined by ILO);</li> <li>- Wage subsidies to secure support and mentoring services linking informal workers and economic units to formal markets</li> <li>- Bring the District Development Agencies (DDAs) and NGOs to the fore to support the disbursement of support funds. This would require development of instruments such as terms of reference (ToRs) for both DDAs and NGOs, and pro-cooperatives procurement programmes for COVID-19 goods and services.</li> <li>- Promote the establish of Cooperative Financial Institutions (CFIs) in municipalities</li> </ul>	
<p>Roll-out of the KZN Informal Economy Master Plan (to include, but not limited as the previous review process will guide this activity)</p>	<p>a. Development of Municipal Informal Economy - support plans (ensuring survival post COVID-19) – <i>by July 2020</i></p>	<p>COGTA MLEDS &amp; PLANNING, EDTEA RLED, BUS REG</p>
	<p>b. Review of Provincial and Municipal Informal Economy policies/strategies – <i>by April 2021</i></p>	<p>COGTA MLEDS &amp; PLANNING, EDTEA RLED, BUS REG</p>
	<p>c. Maximise access to the Provincial COVID-19 Industrial Stabilisation Fund – <i>by April 2021</i></p>	<p>EDTEA, OTP</p>
	<p>d. Infrastructural Support for the Informal Economy – <i>ongoing</i></p>	<p>COGTA MLEDS, EDTEA RLED</p>

Table 3: Informal Economy Long Term Interventions

Programme	Specific Interventions	Responsibility
Monitoring	Develop an approach to monitor/follow what is happening at local and provincial government level in relation to phased & geographically distinct processes of economic recovery in different municipalities around the KZN province	KZN EDTEA COGTA/SALGA R204 NTT
LED	Focus on ways of supporting and re-structuring the informal economy in post-Corona economic recovery, including more meaningful and participatory local economic development.	KZN COGTA SALGA Municipalities
Localisation	Develop means and guidelines for making workers and economic units in the informal economy central to the re-building of local value chains	<ul style="list-style-type: none"> <li>• KZN CoGTA</li> <li>• KZN EDTEA</li> <li>• SALGA</li> </ul> Municipalities Private sector
Public space	Prepare a just framework for and managing the re-occupation of public spaces during the remaining phases of lockdown and after the end of the State of Disaster	<ul style="list-style-type: none"> <li>• KZN CoGTA</li> <li>• KZN EDTEA</li> <li>• SALGA</li> </ul>
COVID-19 Industrial Stabilisation Provincial Fund	<p>- Unlocking informal economy ecosystems so that support activities (and industries) such as taxi and educare sectors are integrated into response and mitigation interventions;</p> <p>- Wage subsidies could secure support and mentoring services linking informal workers and economic units to formal markets, working in partnership with Durban Chamber of Commerce, SaveAct, &amp; others.</p>	OTP
Roll-out of the KZN Informal Economy Master Plan	a. Establish Interdepartmental (e.g. DOT, DOL) Committee on promotion of decent work and transitioning from the informal to the formal economy. This will be called the <b><i>KZN Covid-19 Response Sub-Committee( KZN Cov -19 SC)</i></b> reporting to the workstream and will be responsible for implementing the directives of the workstream – <i>by June 2021</i>	EDTEA BUS REG

	b. Develop a Provincial Plan on protection on Informal Workers – <i>by September 2021</i>	KZN Cov-19 SC
	c. Review of Municipal Informal Economy Policies/ Strategies to incorporate ILO Recommendations – <i>by April 2021</i>	COGTA MLEDS & PLANNING, EDTEA RLED, BUS REG
	d. Monitor and evaluate intervention programmes including impact on beneficiaries – <i>monthly</i>	EDTEA and KZN Cov - 19 SC
New Social Compact	To be negotiated through KZN Economic Council, with representation & active participation of organised workers and economic units in informal economy	KZN Economic Council

*Compiled and revised by Pat Horn  
Co-Convenor, Informal Economy workstream*