

The Southern African Catholic Bishops Conference Church and Work Office



Work for Everyone: the way of solidarity and justice

A report on the Unemployment and World of Work survey

UNEMPLOYED CHALLENGE GOVERNMENT AND BUSINESS TO CREATE JOBS, PROVIDE SKILLS AND A BASIC INCOME GRANT!

This document is a report on the 2002 survey findings conducted on Unemployment and the World of Work by the Church and Work Office of the Southern African Catholic Bishops Conference (SACBC), and Justice and Peace Department. The survey provides key issues for discussion and raises a number of questions on the nature of unemployment and the levels of poverty that exist.

This report is compiled by the Secretary of the Church and Work office of the SACBC.

Thanks to the Community Agency for Social Enquiry (CASE), Justice and Peace volunteers from around the country, Neville Gabriel and all the people who made this survey and study possible.

John Capel
SACBC Church and Work Office

Copies of the survey findings are available from
the SACBC Church and Work office, and the Justice
and Peace Department:
P O Box 941, Pretoria, 0001.

Introduction

The challenges of increasing globalisation have a profound impact on the economic circumstances and policies of many countries. As employment contracts are becoming less secure, job losses are on the increase. The devastating effect of rising unemployment is felt not only by the affected individuals, but also their families and the greater communities. This is a particular concern for developing countries like South Africa, but applies to many economies around the world.

One of the great promises of the post-apartheid era was economic empowerment. For the majority, empowerment meant the opening of a range of opportunities to improve their lives. For youth and the employed there was the promise of skills and career paths that were previously blocked due to racial discrimination. For the unemployed, there was the expectation that massive RDP-inspired public works projects would deliver jobs as well as eradicate apartheid service backlogs. But today, despite proclamations of the South African “miracle” and government’s intentions to become “world class”, few people have managed to ride the wave of economic empowerment.

High levels of unemployment are arguably creating a national crisis for South Africa. Figures released by Statistics South Africa in March 2002 show that the official level of unemployment rose by 3.1% from 26.4% in February 2001 to 29.5% in September 2001.¹ These official figures exclude ‘discouraged job seekers’, i.e. people without jobs who have ceased active attempts to secure employment.

In the belief that South Africa is facing a social crisis with deep moral implications, the Catholic church feels the responsibility to develop an informed response to enable it to act. This is in accordance with the social teachings of the Church, as expressed by Pope Paul VI: “It is the responsibility of the local Christian community to analyse with objectivity the situation which is proper to their own country, to shed on it the light of the Gospel’s unalterable words and to draw principles of reflection, norms of judgement and directives for action from the social teachings of the Church”.²

In order to empower the Church to make a meaningful contribution on moral and ethical issues affecting the world of work and in particular the unemployed, the Church & Work office and the Justice & Peace department of the Southern African Catholic Bishops’ Conference (SACBC) sponsored and conducted the *World of Work and Unemployment* survey. The survey was conducted in 60 communities all over South Africa which are broadly representative of the types of communities the Church is active in. While the findings of the survey are not nationally

representative of the unemployment situation in South Africa, they nevertheless provide a detailed insight into the lives of the communities which were the subject of this research.

Background

Working jointly with Justice and Peace from June to October 2001, the Church & Work office conducted training workshops at Archdiocesan level covering the length and breadth of South Africa, covering all nine provinces. Here Justice and Peace fulltime workers and volunteers were trained to carry out the survey. Four national training workshops were conducted that included mock surveys and resulted in the fine-tuning of the survey after each training event. This was a grassroots oriented research project which involved hundreds of unemployed youth across the country. These youngsters were trained in surveying techniques and then went into their own communities to gather information. While the report may not be a statistically random sample that we often see from Stats SA or the HSRC, the scope of the study and the spirit of the findings are difficult to contest.

The volunteers went into 60 different communities across the country. They avoided the usual suburban or institutional comfort zones of researchers, focusing on urban and rural working class communities, mainly townships and informal settlements. While selection criteria were not random, there were requirements in terms of the profile of interviewees in each community, for example half had to be between the ages 16 to 35 and half had to be female.

At the same time poor communities were selected on the basis that these communities were representative of similar communities in surrounding areas. The survey was then carried out over the next 6 months with follow up workshops being carried out throughout the country. The survey was finally completed in March 2002. The findings were then put together and analysed by a reputable research agency, called Community Agency For Social Enquiry (CASE).

Aims of the Survey

Believing that South Africa faces a crisis of unemployment, aided by the proliferation of insecure work, and starvation wages, we felt the need for the Church to respond in an informed way. We set out to empower the Church to make a meaningful contribution on moral and ethical issues affecting the world of work and in particular the unemployed.

The aims of the survey were to:

- See how people survive, being aware of increasing unemployment and the growing burdens placed on the working poor.

- Act as an economic literacy tool by engaging both the National office of Justice and Peace (J&P) and the local J&P networks, and thereby assimilating our programme with that of J&P's focus on economic justice. The survey was thus used as both a poverty indicator and an awareness building exercise.

The aim of the survey was not to establish levels of unemployment as this is well documented, but rather to find out how unemployed people and the working poor survive.

Conclusion

This report marks the first popular based national assessment of unemployment as it affects the poor, offers some remarkable insights into what the poor themselves want to be done about the problem of unemployment, and provides a powerful tool for more effective work in this regard. The report will give confidence to all mass based civil society structures that ordinary people can produce highly effective technical and policy information through collaborative action. We hope that it will stir discussion, raise awareness, and lead to solidarity action.

Main Survey Findings

Although the majority of those interviewed were unemployed, poverty was a common thread in nearly all the peoples' lives. About 73% of those interviewed were unemployed and were the heads of households. 92% of those who identified themselves as main breadwinners said their income was not enough to support their household, whether they were working, or receiving monies from other sources. Despite the gender stereotype that men are the head of households, the majority (57%) of the breadwinners amongst those interviewed were women. The comments from some of the interviewees and the researchers' observations are striking:

I am a breadwinner who is jobless with children. There is no job at all. This is the government's problem.

Nearly all said there were basic necessities they could not afford.

I am a married woman and me and my husband can't find work. I have five children and can't afford to pay their school fees. Please help, I am desperate.

We cannot survive without food. All we know is that food and money are the main things towards our being human, and also work.

We suffered a lot about food. We are unable to educate our children and we are unable to do many things at home.

The World of Employment

For the long-term employed, changes in work environment seemed to be the order of the day. But these changes were of very different orders. Nearly half had become permanent in the previous two years, likely moving up from a less secure status. But the other half had gone in the other direction, becoming casuals, part-timers or contract workers.

A large portion of those who were employed form part of the working poor. Surprisingly, the working poor were not only those who held casual or part-time employment. Just over half of those who were full-time/permanent employees earned over R1 500 per month. But even 78% of this relatively better off grouping of those interviewed expressed difficulty in covering basic household expenditures. The most stark reality of one worker was that:

I only pay for the very important needs, like food.

Even relatively better paid government employees expressed financial difficulties:

I do work for government, but my children have to further their studies now and it is too much for me as a single parent.

The World of Unemployment

The 73% of the interviewees who were unemployed used a variety of livelihood strategies to survive. About half relied on income earned by other family members. About 29% received some form of stipend, either for child support or from UIF or workers' compensation funds.

The most pressing problem of daily survival was food. This was particularly poignant amongst rural women with low levels of education. All expressed a willingness to work and 86% said they were looking for work. Nearly half of those who had been previously employed had lost their positions due to retrenchment.

Interviewees noted that the negative impact of unemployment went far beyond economic constraints. For many, the very fabric of household life was undermined. This was expressed in a general frustration and lack of hope for the future:

Life at home is full of tension, especially about money. We are very ill and can't afford to go to a doctor. The children who are still at school sometimes go without food for the whole day. I'm frustrated and tense and sometimes too depressed to think positively.

Unemployment is a danger for life. Many unemployed teenagers are becoming gangsters. Please will you do something for us? I am a blind man, I can't work and I feel so depressed.

Many people also linked widespread unemployment to rising crime levels. Some even admitted that they had resorted to crime as a survival strategy:

I no longer believe that our people will get out of this poverty and starvation unless the NGOs do something. I now see myself as a professional street kid, and I will end up seeing myself as a criminal.

*Healthy and positive-thinking minds need food - without food people can become animals. **

* The respondent lamented that he is stealing food from other people to make a comfortable living, and that he has subsequently been involved in alcohol abuse.

The world of self-employment

Only about 5% of the interviewees were self-employed. But nearly two thirds of them were well below the poverty line, earning less than R500 per month. Only about one person in eight amongst the self-employed said they earned enough to live on. About three quarters of the interviewees said that they would much prefer a formal job and nearly all were seeking formal employment. A typical comment was:

Although I am involved in certain income generating activities, I still need any assistance to find work. These activities don't go further.

A common lot of poverty

Whether employed, unemployed or self-employed the more than 6 000 people interviewed presented a grim picture of daily survival in the labour market. With nothing to sell but their labour, they were generally finding that they were operating in a buyers' market. For the both the unemployed and the self-employed a permanent job seemed to be a distant dream. But for those who had realised that distant dream and were employed, quality of life and future prospects seemed to be only marginally better.

Analysis

Perhaps the most interesting thing of all in the survey is how those interviewed identified the nature of their problem and the sources of a solution. 73% of the respondents said that the problem was simply "lack of available jobs." The next most common (47%) cause cited was "the poor economy", with "generally high unemployment being the third most frequent (43%) answer. Hence all of the most often mentioned causes pointed at the general structure and mode of operation of the economy, not the shortcomings of job seekers.

More striking was the belief that action by government, not by either business or grassroots organisations held the key to improving their economic situation. When asked what assistance was required, the most common answer given was simply "assistance to find work." (57%). Skills and training was the next most frequent answer (49%). Surprisingly, close behind skills and training was the "basic income grant" (48%).

Lastly, the main vehicle for improving their quality of life for most people was seen to lie in a formal job which paid them enough to cover their basic expenditures.

Conclusion

Government has offered many explanations and proposed cures for the problem of unemployment and poverty. For its part, government has tried to shun the role of job creator and driver of the economy. As Trevor Manuel puts it:

“I want someone to tell me how government is going to create jobs. Workers can go on a general strike day after day and you’re not going to create jobs. It’s a terrible admission but governments around the world are impotent when it comes to creating jobs.”

Instead government has offered a number of opportunities for youth and the unemployed. Firstly, they have offered the path of skills development. The skills development strategy intimates that the problem is a misfit between the requirements of the job market and the skills possessed by job seekers. Yet across the country the unemployed have enrolled in training courses, computer programmes and a wide range of offerings which have been designed to secure employment. But as a recent study of the digital divide in Cape Town concluded, thousands of youth have flocked to computer literacy training courses only to find that even IT skills are not an instant cure for the unemployment problem. The type of skills required to succeed in a highly competitive market economy are far more likely to come from the socialisation of privilege than from a training course. In other words, those who can rise to the top in the competition are likely to come from backgrounds where information is household currency and computers are part of the basic furniture. Without shaking the fundamentals of this structure of privilege, the unemployment problem is not likely to go away.

Secondly, the government has put forward entrepreneurship as central to reversing the unemployment trend. While entrepreneurship may be helping to advance the economic status of leading empowerment figures who are involved in takeover bids and government tenders, those interviewed in this survey saw little prospect of advancing through starting their own business or expanding existing income generating activities. To put it simply, they want a permanent full-time job with a living wage.

Thirdly, the government has promoted the strategy of building alliances with business, the so-called public-private partnerships or PPPs. Yet few of those interviewed looked to business or such partnerships to bail them out. Moreover, the most important PPPs which the government has developed to date have largely involved foreign investors involved in high tech production for export, with only a small trickle down of jobs. For example the Coega Harbour project in one of the poorest provinces in the country, is only estimated to generate a few hundred permanent jobs at a cost of R4 billion. The showpiece of industrial development in the SADC region, the MOZAL aluminium smelter has absorbed some R325 billion of South African state funds channeled through the Industrial Development Corpo-

ration. Yet, in the end, this world class facility will yield only 800 jobs—at a cost of about R16 million per job.

What is remarkable is that none of these government strategies seem to have struck a resonant chord with those interviewed. Either the 6 000 poor individuals who participated in this survey are stuck in a time warp or government's strategies and approaches are not winning them over.

At the end of the day, the general recommendations coming forward from those surveyed bear a striking resemblance to the Reconstruction and Development Programme on which the ANC came to power in 1994. Reading between the lines of the responses, interviewees have concluded that there is a structural problem with the South African economy which means that it is not meeting their needs. Moreover, the interviewees are not looking to business, foreign investors, or even their own organisations to pull them out. They believe that the government must carry out programmes which ensure that they can earn enough to meet their basic needs. The report from the Church and Work office does make chilling and depressing reading. So many of those interviewed, whether they are working, unemployed or self-employed seem to feel the noose tightening. They feel their life is getting worse instead of better and are depressed about their future.

However, despite the general downcast tone of the report, there are positive outcomes to consider. Most important amongst these is the research process itself. Mobilising youth from 60 communities across the country is more than just a research process. It is part of building a network of social activists who can begin to construct alternatives which express the needs and aspirations of those who remain marginalised in South Africa today: the working poor, the unemployed, and the self-employed involved in survivalist activity. Such a network can be a powerful counterbalance to the dominant pro-market forces and begin to construct linkages of social solidarity which can both monitor the progress in solving problems and look for new solutions. This means that the project undertaken in this research has the potential to continue and have an impact far beyond the findings of academics or consultants.

Guidelines for tackling unemployment

Based on the findings of the survey, a national conference of the SACBC and Church of Work office was held in July 2002. The Conference on Unemployment and the World of Work made recommendations as to what parishes need to do to engage with unemployed people and what possible actions should be taken at both pastoral and socio-economic levels.

Areas for concern arising from the survey:

- Single parent households are headed mostly by women.
- Long-term unemployed and lack of hope, which includes youth unemployment, exist.
- School leavers have no prospects for work. Youth suffer from lack of work experience, education and skills development.
- Low levels of income for both unemployed and employed are made worse by the dependency of unemployed family members and friends, resulting in a tax burden on those working.
- Unemployment results in family tension, conflict and breakdown.
- Low levels of income for those working made worse by dependency of unemployed on workers.
- Informal sector not seen as viable alternative to formal sector jobs.

The wider social impact

- The overwhelming majority of employed and unemployed stated that they struggle to survive, were unable to support themselves in terms of food, water and electricity, rent and accommodation.
- Low incomes and unemployment result in the breakdown of community values and the rise in crime, prostitution, and substance abuse.
- On the increase are family breakdown, domestic violence and divorce.
- Starvation is on the increase, as many people can no longer sustain themselves.
- Access to jobs denied because of long-term effects of unemployment as previous working experience and skills gained become obsolete after long-term unemployment.
- Lack of access to educational opportunities, skills training and development.

Aspirations of the unemployed

- Overwhelming majority see Government as being responsible for job-creation.
- Most unemployed want assistance to find work.
- And most believe that access to **education** and **skills training** will aid them to find work.
- Informal sector seen as a survivalist sector and not as alternative to formal sector employment.

Women and Survival

Main findings

- Women who survive under difficult conditions are the core managers in families and carry an extra burden for the family survival. Yet they are vulnerable to prostitution, at risk to AIDS, and exploitation by men. They are marginalized in the family and community, and receive less education.
- Yet women are more reliable, ensure food is on the table, are better in business even though they operate under difficult circumstances.

Proposed actions

- Greater awareness is needed in local parishes on the role of women and of their particular contribution to the family and community.
- Gender awareness campaigns through seminars, preaching from the pulpit, are needed at parish level.
- Should focus on developing communities of women to reflect on their roles. Possibly Small Christian Communities (SCC)
- Women play a particular role in society. The Church at all levels should highlight this with government and explore particular support for women.

Long-term Unemployment

Main findings

- The long-term unemployed suffer a decay of skills and thus their previous work experience becomes obsolete.
- Decreasing labour power as unemployed become more marginalized due to long-term unemployment
- Poverty is on the increase.
- There is a moral decay and breakdown of values in communities with crime on the increase.

Action

- Awareness-raising campaigns need to be conducted at diocesan and parish level to make people conscious of the plight of the long-term unemployed. The campaigns could be conducted through the means of workshops, talks, seminars, and using sermons during services.
- Work should be promoted as a right for all and in this regard we need to mobilise campaigns and mass action around a call for a moral society where work is recognised as a basic right. In this regard the Church's Social Teaching could be used to assist in mobilising people to the call of God for joint stewardship over the earth.
- Need to determine suitable actions that we can engage in and lobby government and business on how to deal with the situation of unemployment.
- Campaign for a Basic Income Grant.

Inequality

Main findings

Arising from the survey participants raised the following issues that perpetuate inequalities:

- Exploitation of cheap labour is encouraged in the context of high unemployment and desperate people are forced to accept low wages.
- Retrenchments affect mainly the un-skilled and semi-skilled.
- Working poor carry an extraordinary burden by supporting unemployed family members and friends in their communities. Thus there is an extra tax burden on poor working people.
- As people remain unemployed they lose whatever skills they have acquired in the past.
- Poverty and hunger is on the increase with the working poor and unemployed suffering the most.
- Government policy of deregulation is leading to a transfer of public assets to the business community where for example, public services are privatised, leading to further inequalities in society, resulting in increasing poverty, hunger, food and water insecurity. These policies lead not only to job losses but also to the erosion of a social wage, where people cannot even afford basic health care. Also many children are prevented from going to school, as their parents can't afford school fees.
- Basic services have become exclusive to those that can afford to pay, further widening inequalities.

Consequences

- Deepening divide between the 'have' and 'have-nots'.
- The above reality increases poverty and inequalities.
- People lose their dignity.
- Creates unemployment
- Leads to desperate measures such as crime and prostitution.
- Leads to a breakdown of cultural values such as Ubuntu, which erodes people's morale and morals.

All of this leads to:

- Exclusion and marginalisation of unemployed and poor.
- A widening gap in society between rich and poor.
- Structural unemployment.
- Creates dependency of unemployed on employed or on pensioners.
- Corruption sets in and is viewed as legalised theft.
- Spirituality is negated with mistrust, guilt, laziness, inferiority, lacklustre interest and depression setting in.

How to respond to this?

- Unemployment needs to be contextualised.

- Training needs to be given in leadership and coping skills.
- Need to help people develop a positive mindset.
- Need to change the mindset of church leaders so that unemployment is not seen as the result of laziness and therefore blameworthy.
- Church should influence decision makers not to perpetuate inequalities.
- Church to be practically involved to provide strong and visible leadership on socio-economic issues and should be using its prophetic voice to highlight these issues more.
- Need to form alliances at community level and work closely with NGO's and CBO's in dealing with and tackling both the structural nature of inequality and pastoral care of people.

Youth Unemployment

Main findings

- Young adults cannot get experience and therefore face the prospect of being unemployed for life.
- The young have no hope to start to family.
- People have no hope in their future.
- School leavers particularly suffer, with no jobs after matric because of lack of experience.
- Youth experience lack of resources, from skills to financial aid and bursaries.
- Youth unemployment results in prostitution, crime, poverty and substance abuse.

How to respond to this:

- The problem of youth unemployment needs to be contextualised and youth need to be given special attention, focussing on work access, skills training and development. Further to this they need to be given coping skills.
- Priests should preach from the pulpit to forge understanding among congregation on the particular problems that youth face.
- Government should prioritise the youth and play a developmental role in creating jobs and opportunities for youth employment. Also the private sector must be challenged to take responsibility for youth employment opportunities.
- Need to lobby for a basic income grant (BIG) as this will go a long way in helping youth to gain some measure of dignity, self-reliance and hope for the future. A basic income grant could also go a long way in assisting the development of sustainable micro enterprise development.

Pastoral Implications of Growing Unemployment

The Church has a changing membership. Not so long ago the church was made up of mostly employed people. This is no longer the case. Today the Catholic Church consists mainly of unemployed and poor working people. The next section raises issues and implications for the church.

The changing reality of the Church raises issues such as:

- How does the church cater for this new reality?
- How is it taken into account when it comes to liturgy, and the sacraments and how does it impact when teaching catechism?
- How do young unemployed get married, raise a family and so on?

The demographics of the Church

The profile of the Church today is different to what it was 20 years ago. In the 1970s, eighty percent of the Catholic Church membership was 'black', and 20% 'white'. Today 80% of the membership is unemployed or poor working people and twenty percent are middle-class. We need to address this sociological reality. The Catholic Church of today is a church of the unemployed and poor workers.

What does this mean?

- Are we a church of the poor or for the poor?
- If we are a church of the poor then we need to adapt to being a church of the poor. Or do we act as if we are a middle class church doing things for the poor?

Economics, development and oppression

How do we view unemployment? Do we blame the unemployed and believe that it is up to them to 'lift themselves up' or do we acknowledge the structural nature of unemployment and why it exists. Do we acknowledge the inequalities in society and how this perpetuates unemployment? Do we acknowledge the impact of globalisation, unfair trade, and privatisation and how this leads to keeping people trapped in a poverty cycle? Or do we just perpetuate the myth that unemployed people are to blame themselves?

We need to acknowledge that people can be trapped in unemployment for a number of reasons. Perhaps they have no work experience, and because of this are denied access to work, or perhaps they have lived in a situation of unemployment for so long that they have become used to and trapped in their reality. For others, perhaps they once worked but now can't find work, or have been unemployed for so long that no one wants to employ them. Maybe their skills have become obsolete. Or they have been held back for a variety of reasons, such as lack of education

and skills, or they have no money to look for work, or perhaps they live in communities where unemployment is very high. Or perhaps the economy does not cater for them and where they live is far from urban or industrial areas and this might permanently exclude them. Or perhaps it is the way the economy works, excluding large numbers into a vacant pool of unemployed that pulls wages down and is to the benefit of the capitalist system.

We hear so much about development, which means many different things to different people. People often talk of development and that if this took place it would alleviate unemployment. For some it is about micro-job creation, for others it is about people gaining the knowledge and understanding of why they are unemployed so that they can act in an informed way. Whether it is to put pressure on government to hear their voice or rally communities together to discuss what they can do collectively. Yet for others development is letting the market forces have their way. To the arch-capitalist this means market-led economic development, where if the market was left alone, the benefits will trickle down and eventually jobs would be created. Capitalist hypothesise that economic development takes place where countries pass from one stage of development to another. From agrarian to industrial society, to new age knowledge economy. And so it goes that people pass from one stage of development to another. And so we hear so often, 'why don't poor people do something about their predicament'. Why don't they work for themselves instead of relying on the formal sector? Why don't they start a micro business?

But this way of thinking might miss the point all together. The Catholic Church has long recognised that development is not just about economic development. It recognises that economic development that has taken place over the last 100 years could feed the whole world, if the benefits were distributed evenly. But has economic development taken place so as to have more and more people be excluded? While the world might be richer today than ever before, and which is equally true for South Africa, less and less people seem to be benefiting. We must acknowledge that something is amiss.

The 1971 Synod spoke of structural injustice, and said: "In the past 25 years a hope has spread through the human race that economic growth would bring about such a quantity of goods that it would be possible to feed the hungry at least with the crumbs falling from the table, but this has proved a vain hope in undeveloped areas". By saying this, the church has recognised that unemployment is structural in nature, and that economics alone cannot alleviate unemployment, and that political will is needed.

Development to poor people might mean the liberation from conditions that oppress them. This includes, colonialism, unequal power imbalances between rich and poor and creating an environment in which all people can benefit. Poor people have been so dis-empowered by poverty, materially, spiritually and psychologically. Thus structural unemployment and structural injustices must be dealt with. We are

not on a level playing field. Economic development is geared towards the rich and to suit their needs and to maintain their power position in society. If we are going to effectively deal with unemployment and inequality we must be aware of the full nature of the problem, the discrimination and exclusion that unemployed people face and workers in general.

Conclusion

We face a crisis in the world of work, where jobs are declining, over 2 million lost in the past 10 years, and continuing to grow. This is exacerbating poverty, and leading to an increase in crime and violence, prostitution and the break down of the family unit and of local communities. The survey raises a host of concerns, reflections and possible ways of dealing with unemployment and inequalities prevalent in South Africa.

When considering the multitude of projects the Catholic Church is involved in, we often forget about workers and the unemployed, mistakenly believing that this sector of society is better off. But it is exactly this sector that everyone else is dependent upon for his or her own survival.

The findings and this report will influence anyone who is involved with poverty alleviation, from those involved in development work, to micro-job creation, to HIV/AIDS work, to how catechism is taught, to including how the liturgy at mass takes into account the unemployed.

Inequality continues to grow, with workers bearing the brunt of the problem of unemployment. Wage earners have to support an ever-increasing number of family and extended family members, as well as others in their immediate community. Added to this is the recession and continual job losses.

Workers continue to experience changes in their working environment, with a large segment of workers employed on an insecure basis.

Inequality is on the increase with more and more people unable to access basic services, like health and education, never mind sanitation, food and nutritional needs.

For those interested in the family unit and 'ubuntu' (*I am because you are*), the horrific tales in these findings should awaken in us mercy and compassion, and a sense of righteousness.

For those involved in justice and peace work, the findings will help steer local responses to unjust economic policies that lead to unemployment. And those who focus on gender issues, to those working with youth or the long-term unemployed, the findings of the survey offer invaluable insights into people's perceptions and understanding of the problem of unemployment, its causes and effects. The survey will tell you what people say and want and how and who they see as responsible for creating jobs and what kind of assistance they need. ■

