SOCIO-ECONOMIC SITUATION AND CHALLENGES OF VICTOR KHANYE

Ode en

JOB CREATION SUMMIT AUGUST 2013 DELMAS





CONTENTS

- Purpose of the presentation
- Socio-economic analysis research approach
- Socio-economic challenges of Mpumalanga
- Socio-economic profile/situation of Victor Khanye
- Challenges and recommendations





PURPOSE OF PRESENTATION

- To inform the House about the socio-economic situation and challenges of Victor Khanye for:
 - planning,
 - budget,
 - strategy &
 - intervention purposes
- "Dashboard approach"
- Socio-economic data challenges on municipal level!





SOCIO-ECONOMIC RESEARCH

Socio-economic research

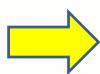
- Demographics
- Labour
- Education & health
- Basic service delivery/infrastructure
- Development & income
- Poverty & inequality
- Economic sectors & performance



Inform budget & planning process

Planning and Budget





Priorities, strategies & spending

Economic impact

- Service delivery
- Economic growth & development
- Poverty
- Unemployment
- Inequality

Socio-economic framework

- MTSF & Outcomes
- National priorities
- National budget
- SONA
- National Department Policies & NDP
- PGDS & IDP/LED
- SOPA & MEGDP
- Vision 2030





SOCIO-ECONOMIC CHALLENGES OF MPUMALANGA



MEGDP

1. Reduce unemployment

2. Reduce inequality

3. Reduce poverty



MPUMALANGA

A Pioneering Spirit

DEMOGRAPHIC INDICATORS

| DEMOGRAPHIC INDICATORS | Stats SA Census | Stats SA Census | Share of Nkangala's figure | Share of Mpumalanga's figure | Ranking: highest (1) – lowest (18) |
|--------------------------------|--------------------|--------------------|----------------------------------|------------------------------------|--|
| | 2001 | 2011 | 2011 | 2011 | |
| Population number | 56 335 | 75 452 | 5.8% | 1.9% | 15 |
| Number of households | 13 428 | 20 548 | 5.8% | 1.9% | 14 |
| Area size (km²) | | 1 568 | 9.4% | 2.0% | 17 |
| Population per km ² | | 32 | | | |

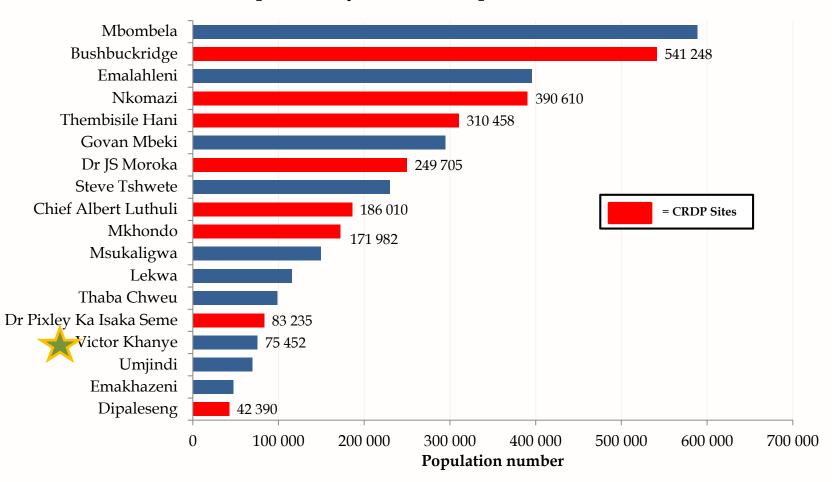
- According to Stats SA (2011 Census), 75 452 people were recorded in 2011 5.8% of Nkangala's population.
- Population grew by 33.9% between 2001 & 2011 while the annualised population growth rate was measured at 2.9%.
- Population in 2007 Community Survey was under-estimated at only 50 452.
- Females 51.4% and males 48.6% of the population 82.3% Africans, 16.0% Whites, 1.1% Coloureds, 0.3% Asians and 0.3% Others.
- Youth/children up to 34 years, 72.8% of Victor Khanye's population.
- Number of households 20 548 (3.7 people per household) 5.8% of Nkangala's households.
- Female headed households 30.2% and child headed (0-17 years) households 0.4 % in 2011.





POPULATION NUMBER

Population by Local Municipal Area, 2011

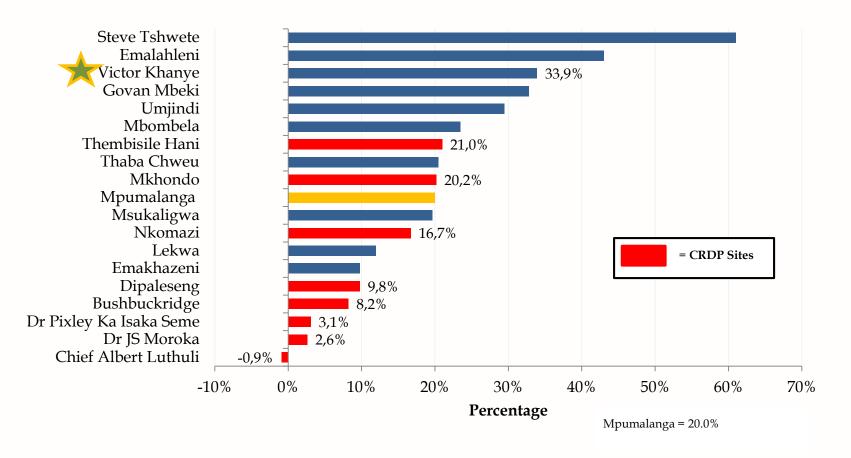






POPULATION GROWTH RATE

Population growth rate between 2001 & 2011 by Local Municipal Area, 2011







LABOUR INDICATORS

| LABOUR INDICATORS | Census | Census | Share of Nkangala's figure | Ranking: best (1) - worst (18) |
|---|--------|--------|-------------------------------|--------------------------------|
| | 2001 | 2011 | 2011 | |
| Economically Active Population (EAP)/Labour Force | 23 074 | 30 415 | | |
| Number of employed | 13 266 | 21 843 | 6.1% | |
| Number of unemployed | 9 808 | 8 573 | 5.6% | |
| Unemployment rate (%) | 42.5% | 28.2% | | 10 |

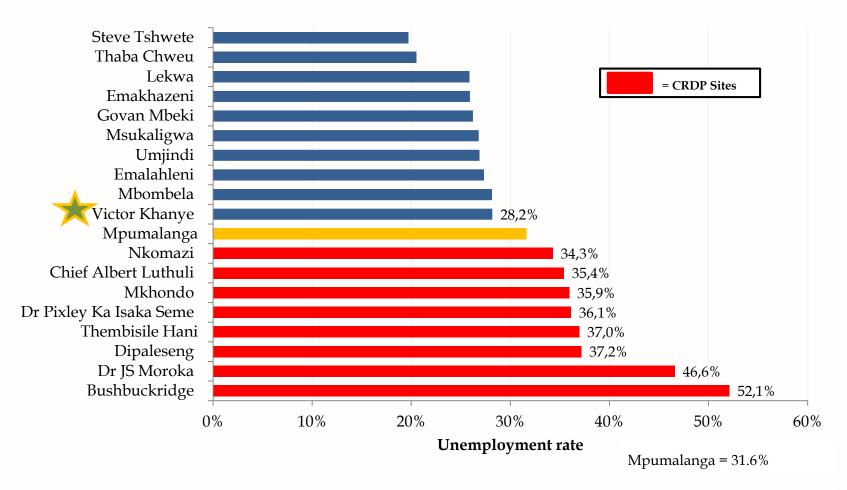
- Unemployment rate of 28.2% (strict definition) in 2011 8 573 unemployed as a percentage of the EAP of 30 415 decreasing trend.
- Unemployment rate for females 37.9% and males 21.6% youth unemployment rate of 35.8% in 2011.
- Employment number 6.1% of Nkangala's employed.
- Employment increased with 8 619 between 2001 & 2011!





LABOUR - UNEMPLOYMENT RATE

Unemployment rate by Local Municipal Area, 2011

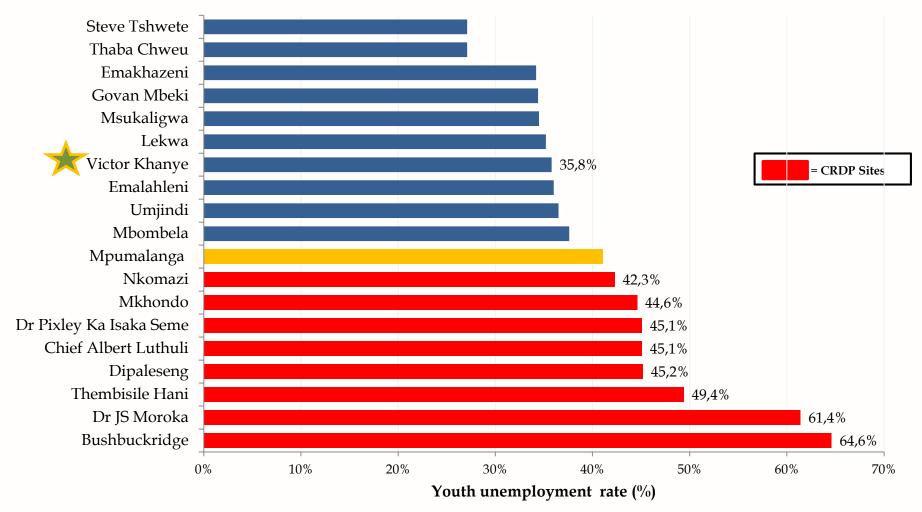






YOUTH UNEMPLOYMENT RATE

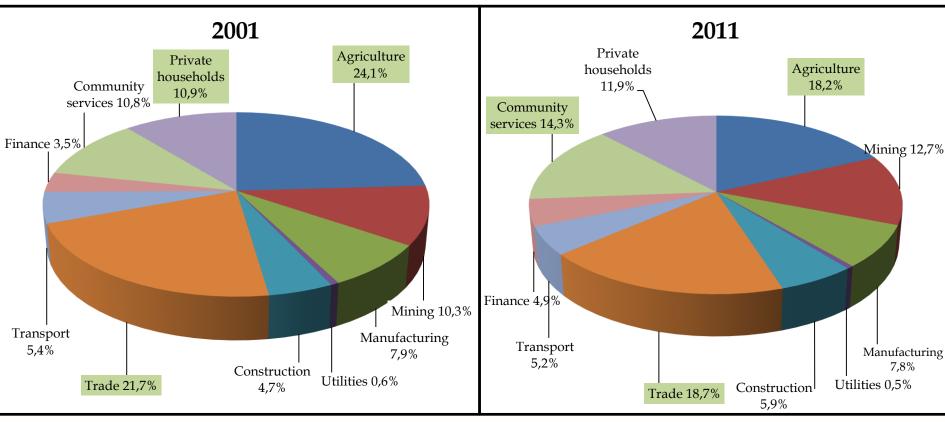
Youth unemployment rate by Local municipal area, 2011







LABOUR INDICATORS (Sectoral employment)



- Leading industries in terms of employment trade 18.7%, agriculture 18.2% and community services 14.3%.
- Decreasing role/share of agriculture & trade and increasing role/share of community services & mining as employer.

IPUMALANGA PROVINCIAL GOVERNMENT

EDUCATION INDICATORS

| EDUCATION INDICATORS | Trend 2001 | Latest figure 2011 | Better (+) or worse (-) than Nkangala | Better (+) or worse (-) than province | Ranking: best (1) – worst (18) |
|---|---------------|--------------------|---|---|--------------------------------------|
| Number of people 20+ with no schooling | 8 361 | 5 529 | | | 4 |
| Population 20+ with no schooling (%) | 25.9% | 11.8% | (-) (11.5%) | (+) (14.1%) | 7 |
| Population 20+ with matric & higher (%) | 18.7% | 34.5% | (-) (39.7%) | (-) (38.7%) | 10 |
| Functional literacy rate (%) | 56.0% | 76.9% | (-) (79.0%) | (=) (76.9%) | 8 |

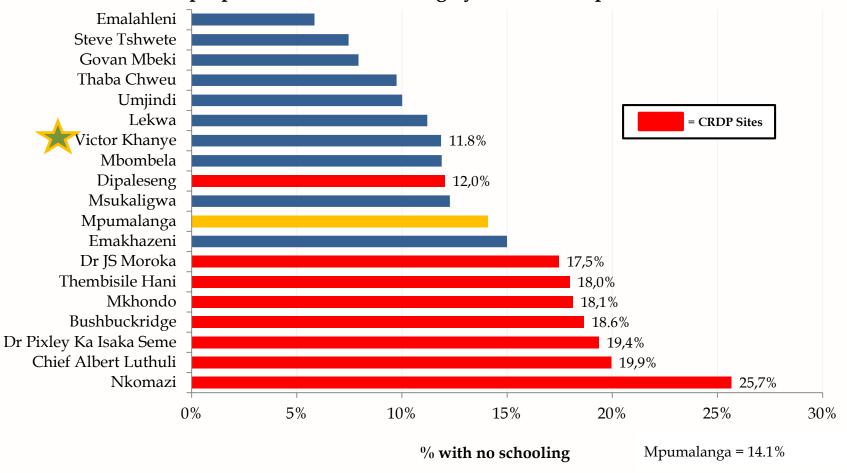
- Citizens of 20+ with no schooling, 11.8% 5 529 people (6.0% of Nkangala's figure).
- Population 20+ with matric & higher 34.5% improving but lower than district and provincial averages.
- Functional literacy rate (15+ and grade 7+) increasing but lower than district and equal to provincial averages.
- Matric pass rate 76.7% in 2012 improving and ranked 5th university/degree admission rate of 26.2% in 2012.





EDUCATION - NO SCHOOLING

% of people 20+ with no schooling by Local Municipal Area, 2011

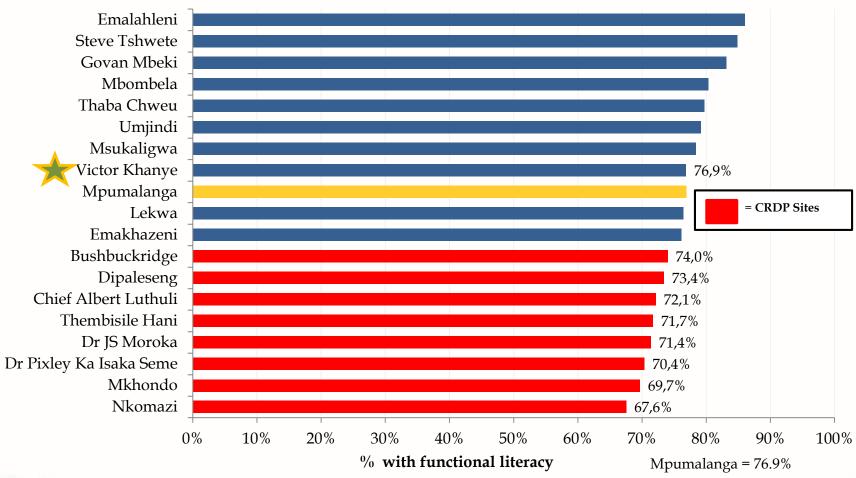






EDUCATION - FUNCTIONAL LITERACY

Functional literacy rate (15 years+ with Grade 7+) by Local Municipal Area, 2011







HEALTH INDICATORS

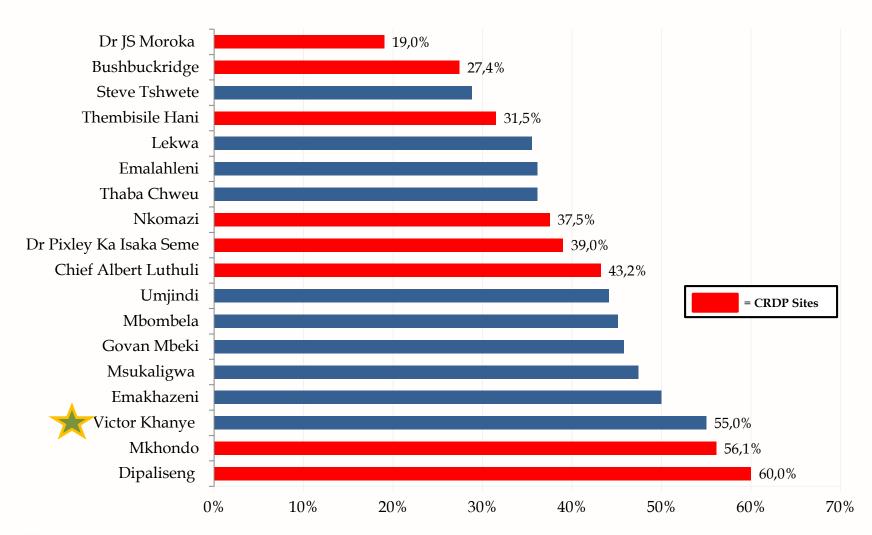
| HEALTH INDICATORS | 2009 | 2010 | 2011 | Ranking: best (1) – worst (18) | |
|--|-------|-------|-------|-----------------------------------|--|
| HIV prevalence rate - survey (pregnant women attending antenatal clinic 15-49 years old) | 30.0% | 25.0% | 55.0% | 16 | |
| HIV prevalence rate - DHIS (excluding pregnant women) | 44.2% | 34.4% | 23.0% | 10 | |
| | 2010 | 2011 | 2012 | Ranking: best (1) – worst (18) | |
| TB cases | 485 | 499 | 428 | 3 | |
| PUBLIC HEALTH FACILITIES | | | 2011 | | |
| Number of clinics | 3 | | | | |
| Number of community health centre | 0 | | | | |
| Number of hospitals | | | - | 1 | |

- HIV prevalence rate of pregnant women was 55% in 2011 increasing trend and third highest in 2011 among the 18 municipal areas.
- HIV prevalence rate excluding pregnant women was 23.0% in 2011 decreasing trend. TB cases decreased & 3rd lowest in province.
- Clinics 3 of Nkangala's 84 clinics.
- Community health centres none of Nkangala's 19 CHCs.
- Hospitals 1 of Nkangala's 8 hospitals.





HEALTH - HIV PREVALENCE RATE







BASIC SERVICE DELIVERY/ INFRASTRUCTURE INDICATORS

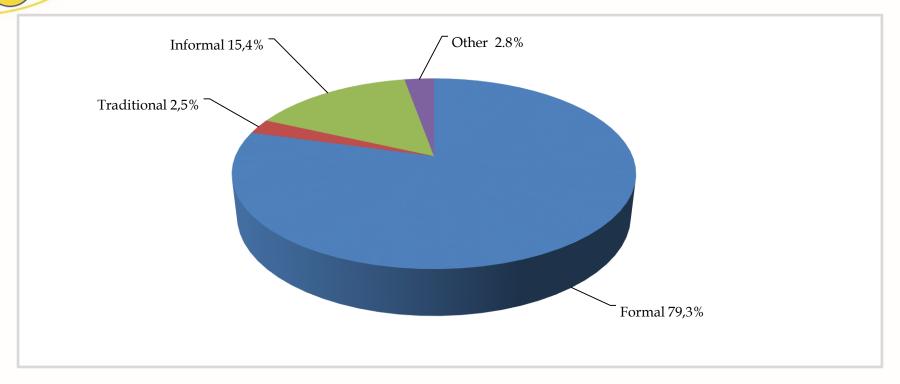
| BASIC SERVICE INFRASTRUCTURE | Trend | Latest figure | Better (+) or worse (-) than Nkangala | Better (+) or worse (-) than province | Ranking: best (1) - worst (18) |
|---|-------|---------------|--|--|--------------------------------|
| INDICATORS | 2001 | 2011 | | | |
| % of households in informal dwellings | 29.2% | 15.4% | (-) (13.8%) | (-) (10.9%) | 13 |
| % of households with no toilets or with bucket system | 11.8% | 5.7% | (-) (3.8%) | (+) (7.2%) | 10 |
| % of households with connection to(tap) piped water: on site & off site | 93.6% | 95.7% | (+) (92.7%) | (+) (87.4%) | 4 |
| % of households with electricity for lighting | 65.0% | 84.9% | (-) (85.7%) | (-) (86.4%) | 10 |
| % of households with weekly municipal refuse removal | 62.3% | 73.7% | (+) (48.3%) | (+) (44.1%) | 5 |

- Households with connections to piped water: on site & off site, weekly municipal refuse removal levels better than district and provincial levels and relatively high rankings.
- Households with informal dwellings, electricity for lighting lower/worse than district and provincial levels.
- In general improving indicators.
- Victor Khanye ranked fourth in Blue Drop Report.
- Ranked 17th in Green Drop report critical state of all aspects of waste water services.





HOUSING - 2011

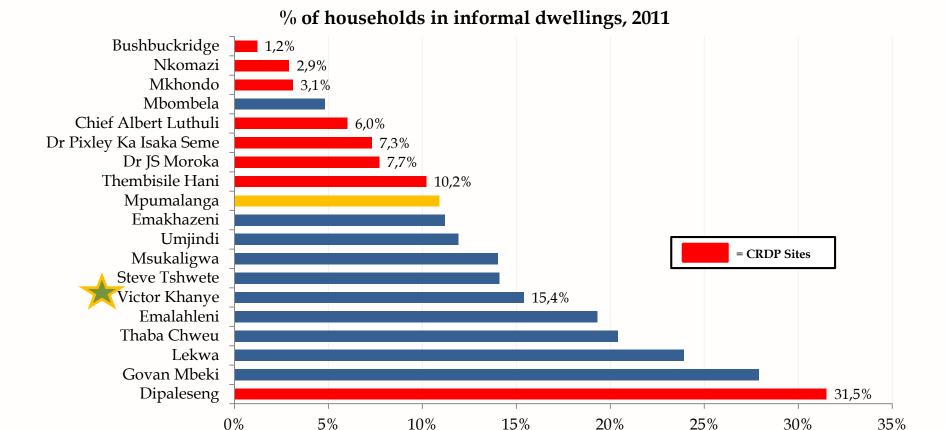


- Formal housing 79.3% 16 291 households in Victor Khanye.
- Traditional housing 2.5% 521 households.
- Informal housing 15.4% 3 158 households.





BASIC SERVICE DELIVERY - HOUSING



% of households in informal dwellings



0%

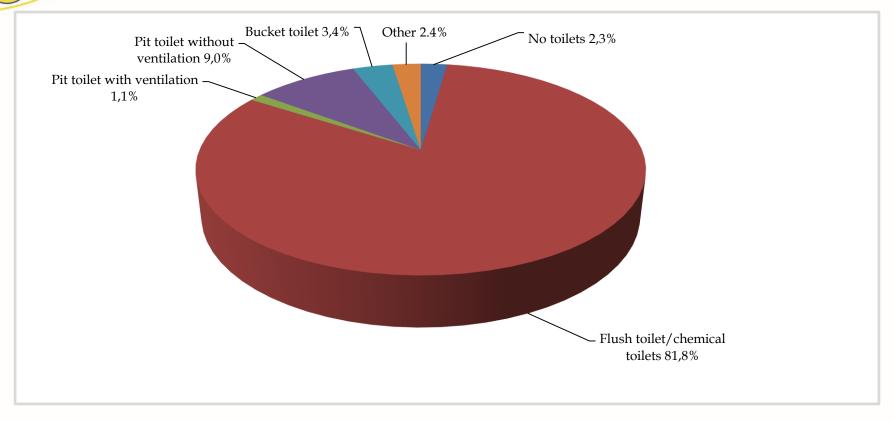


35%

30%

Mpumalanga = 10.9%

SANITATION - 2011



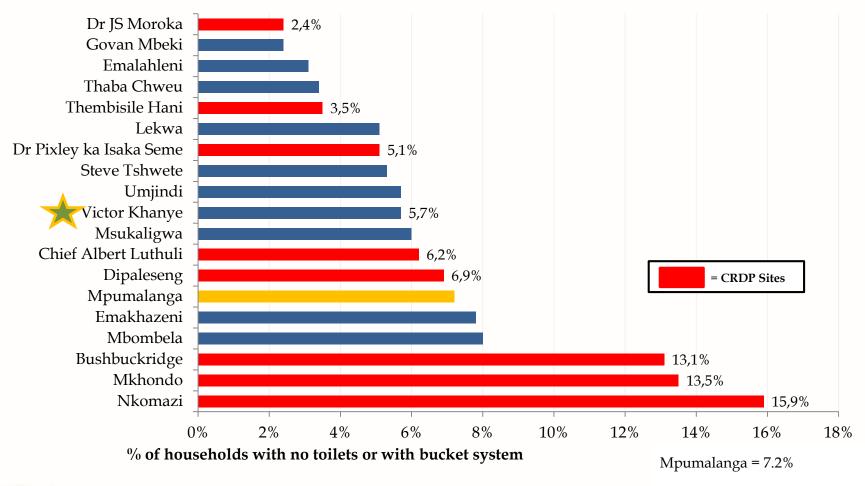
- Flush/chemical toilets 81.8% 16 806 households.
- Pit latrines 2 072 pit toilets with ventilation 1.1% 232 households & pit latrines without ventilation 9.0% 1 840 households.
- No toilets 2.3% 465 households.





BASIC SERVICE DELIVERY- SANITATION

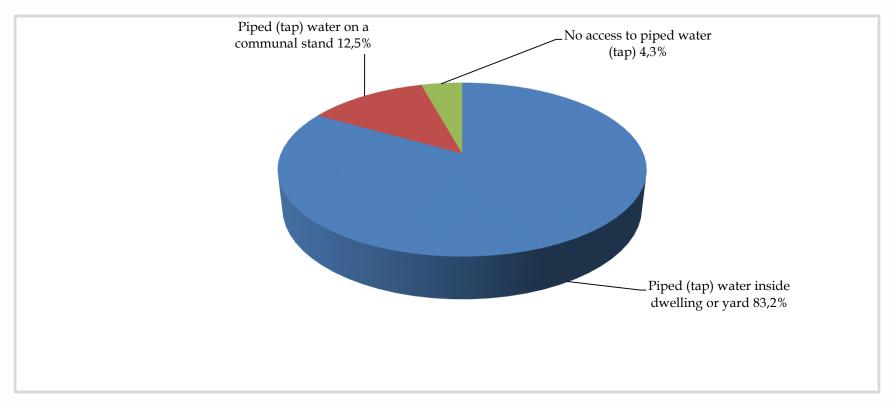
% of households with no toilets or with bucket system, 2011







PIPED WATER - 2011



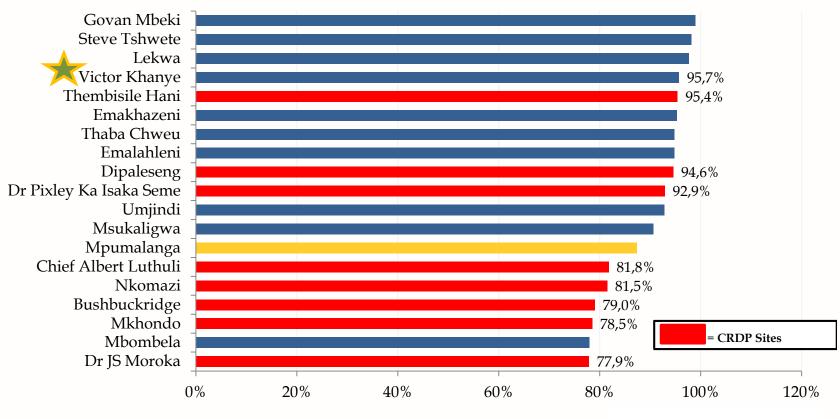
- Piped water in a dwelling or yard 83.2% 17 100 households.
- Piped water on a communal stand 12.5% 2 565 households.
- No access to piped water 4.3% 882 households.





BASIC SERVICE DELIVERY - WATER

% of households with access to piped (tap) water in dwelling, on-site or offsite, 2011



% of households with access to piped water

Mpumalanga = 87.4%





BLUE DROP PERFORMANCE

| MUNICIPAL AREA | 2010 | 2011 | 2012 | Ranking: best (1) - worst (18) |
|-------------------------|------|------|------|-----------------------------------|
| Steve Tshwete | 92.2 | 96.5 | 97.5 | 1 |
| Dr JS Moroka | 95.7 | 84.4 | 92.4 | 2 |
| Mbombela | 80.9 | 74.9 | 87.6 | 3 |
| Victor Khanye | | 18.2 | 80.0 | 4 |
| Emakhazeni | 71.2 | 83.7 | 79.8 | 5 |
| Thembisile Hani | 37.8 | 27.7 | 78.3 | 6 |
| Govan Mbeki | 78.9 | 77.5 | 77.5 | 7 |
| Umjindi | 52.5 | 60.5 | 75.5 | 8 |
| Dr Pixley Ka Isaka Seme | | 46.9 | 40.4 | 9 |
| Dipaleseng | | 6.8 | 40.4 | 10 |
| Emalahleni | 29.7 | 46.9 | 37.5 | 11 |
| Lekwa | 19.5 | 10.4 | 34.4 | 12 |
| Bushbuckridge | 8.4 | 29.8 | 30.8 | 13 |
| Msukaligwa | | 10.5 | 21.2 | 14 |
| Thaba Chweu | 45.1 | 59.4 | 19.0 | 15 |
| Chief Albert Luthuli | 8.2 | 9.7 | 18.4 | 16 |
| Nkomazi | 17.5 | 59.4 | 17.2 | 17 |
| Mkhondo | 28.6 | 5.0 | 11.3 | 18 |

finance

MPUMALANGA PROVINCIAL GOVERNMENT



GREEN DROP PERFORMANCE

Risk profile and log by municipal area

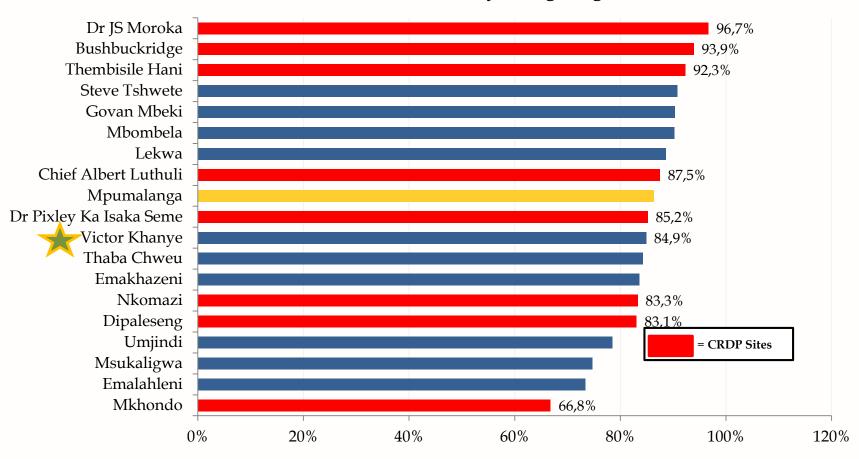
| MUNICIPAL AREA | 2011 | 2012 | Ranking: best (1) – worst (18) |
|-------------------------|-------|-------|--------------------------------|
| Thaba Chweu | 45.2% | 23.9% | 1 |
| Steve Tshwete | 54.9% | 44.2% | 2 |
| Mbombela | 48.5% | 46.6% | 3 |
| Lekwa | 88.9% | 54.0% | 4 |
| Chief Albert Luthuli | 87.0% | 56.5% | 5 |
| Emakhazeni | 68.9% | 62.4% | 6 |
| Thembisile Hani | 64.8% | 62.8% | 7 |
| Dr JS Moroka | 61.6% | 70.2% | 8 |
| Umjindi | 69.6% | 72.7% | 9 |
| Dr Pixley Ka Isaka Seme | 78.9% | 72.9% | 10 |
| Msukaligwa | 90.7% | 73.1% | 11 |
| Bushbuckridge | 83.3% | 73.5% | 12 |
| Emalahleni | 72.5% | 78.4% | 13 |
| Govan Mbeki | 68.4% | 83.2% | 14 |
| Mkhondo | 91.7% | 88.2% | 15 |
| Dipaleseng | 72.2% | 92.7% | 16 |
| Victor Khanye | 94.4% | 94.0% | 17 |
| Nkomazi | 74.4% | 96.5% | 18 |





BASIC SERVICE DELIVERY - ELECTRICITY

% of households with electricity for lighting, 2011



% of households with electricity for lighting

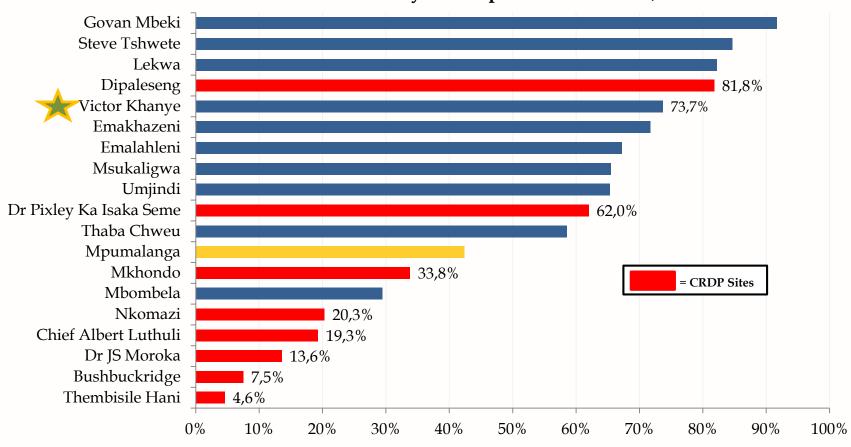
Mpumalanga = 86.4%





BASIC SERVICE DELIVERY - REFUSE REMOVAL

% of households with weekly municipal refuse removal, 2011



% of households with weekly municipal refuse removal

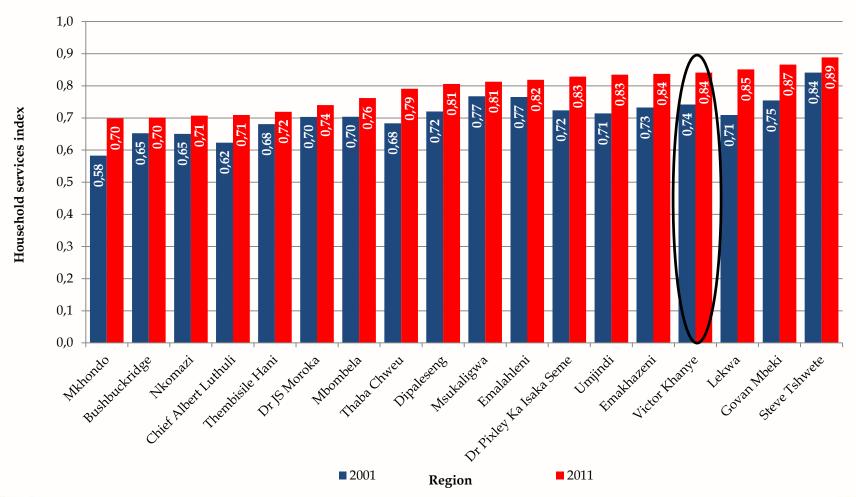
Mpumalanga = 42.4%





BASIC SERVICE DELIVERY

Household Services Index by Local municipal area, 2001 - 2011







HUMAN DEVELOPMENT INDEX

| | 2001 | 2007 | 2011 | Ranking: best (1) - worst (18) |
|-------------------------|------|------|------|-----------------------------------|
| Emalahleni | 0.61 | 0.63 | 0.70 | 1 |
| Steve Tshwete | 0.62 | 0.63 | 0.69 | 2 |
| Govan Mbeki | 0.59 | 0.62 | 0.68 | 3 |
| Thaba Chweu | 0.52 | 0.57 | 0.64 | 4 |
| Umjindi | 0.53 | 0.56 | 0.64 | 5 |
| Mbombela | 0.52 | 0.55 | 0.64 | 6 |
| Emakhazeni | 0.51 | 0.56 | 0.63 | 7 |
| Lekwa | 0.52 | 0.54 | 0.62 | 8 |
| Msukaligwa | 0.51 | 0.54 | 0.61 | 9 |
| Victor Khanye | 0.52 | 0.53 | 0.61 | 10 |
| Dr JS Moroka | 0.46 | 0.50 | 0.60 | 11 |
| Thembisile Hani | 0.45 | 0.49 | 0.58 | 12 |
| Dipaleseng | 0.46 | 0.49 | 0.57 | 13 |
| Dr Pixley Ka Isaka Seme | 0.46 | 0.49 | 0.57 | 14 |
| Bushbuckridge | 0.43 | 0.48 | 0.57 | 15 |
| Chief Albert Luthuli | 0.43 | 0.47 | 0.56 | 16 |
| Mkhondo | 0.43 | 0.44 | 0.53 | 17 |
| Nkomazi | 0.39 | 0.42 | 0.52 | 18 |





AVERAGE HOUSEHOLD INCOME

| MUNICIPAL AREA | 2001 | 2011 | Ranking: highest (1) – lowest (18) |
|-------------------------|---------|----------|---------------------------------------|
| Steve Tshwete | R55 369 | R134 026 | 1 |
| Govan Mbeki | R47 983 | R125 480 | 2 |
| Emalahleni | R51 130 | R120 492 | 3 |
| Mbombela | R37 779 | R92 663 | 4 |
| Lekwa | R38 113 | R88 440 | 5 |
| Thaba Chweu | R35 795 | R82 534 | 6 |
| Msukaligwa | R31 461 | R82 167 | 7 |
| Umjindi | R35 244 | R81 864 | 8 |
| Victor Khanye | R35 281 | R80 239 | 9 |
| Emakhazeni | R36 170 | R72 310 | 10 |
| Dr Pixley Ka Isaka Seme | R23 399 | R64 990 | 11 |
| Dipaleseng | R19 454 | R61 492 | 12 |
| Mkhondo | R26 935 | R53 398 | 13 |
| Chief Albert Luthuli | R22 832 | R48 790 | 14 |
| Thembisile Hani | R18 229 | R45 864 | 15 |
| Nkomazi | R19 195 | R45 731 | 16 |
| Dr JS Moroka | R17 328 | R40 421 | 17 |
| Bushbuckridge | R17 041 | R36 569 | 18 |





INEQUALITY AND POVERTY

| INDICATORS | Trend | | Latest figure | Better (+) or worse (-) than | Better (+) or worse (-) than | Ranking: best (1) - |
|---|--------|--------|---------------|---------------------------------|---------------------------------|------------------------|
| | 2001 | 2007 | 2011 | Nkangala | province | worst (18) |
| Gini-coefficient (0 best to 1 worst) | 0.68 | 0.64 | 0.60 | (+) (0.61) | (+) (0.62) | 12 |
| Poverty rate | 42.9% | 40.5% | 37.7% | (-) (33.1%) | (+) (39.4%) | 8 |
| Number of people in poverty | 25 896 | 27 246 | 28 640 | | | 4 |
| Poverty gap (R million) | R37 | R59 | R79 | | | 4 |

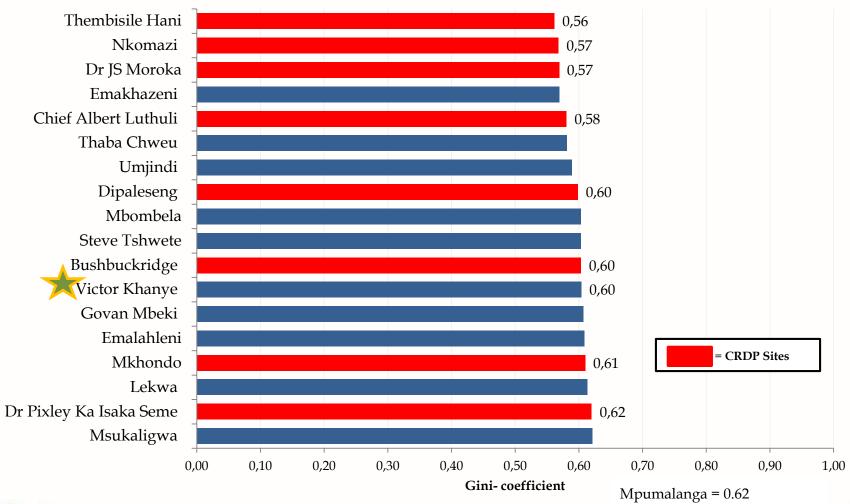
- Gini-coefficient at 0.60 improving but ranked 12 in the province.
- Poverty rate of 37.7% 28 640 poor people (6.6% of Nkangala's poor) decreasing trend.
- Poverty gap (an indicator of how far poor households are below the poverty line) at R79 million increasing trend.





INCOME INEQUALITY

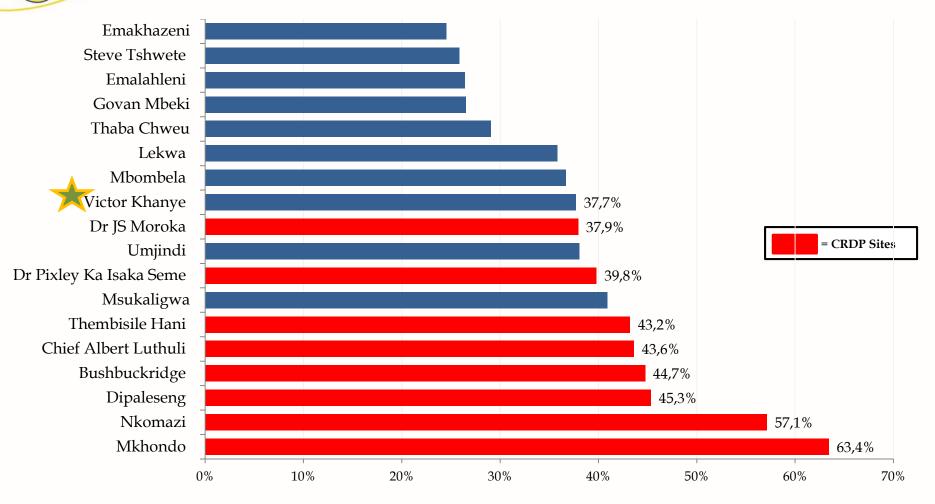
Gini-coefficient by Local Municipal Area, 2011

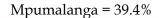






POVERTY RATE

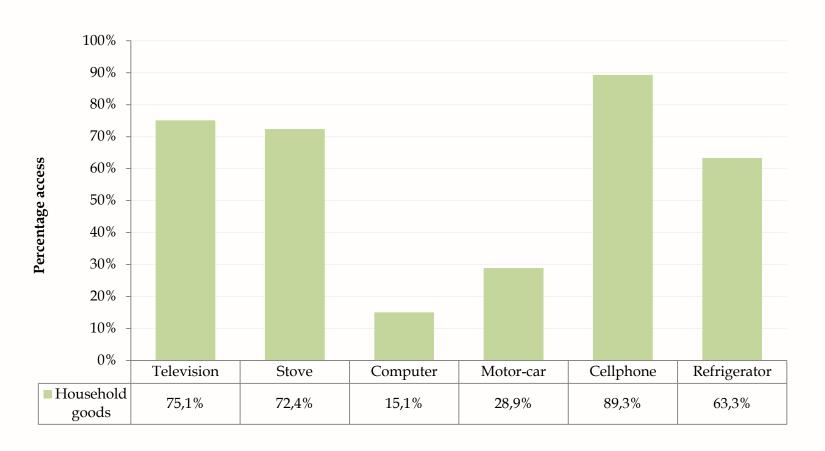








HOUSEHOLD GOODS - 2011

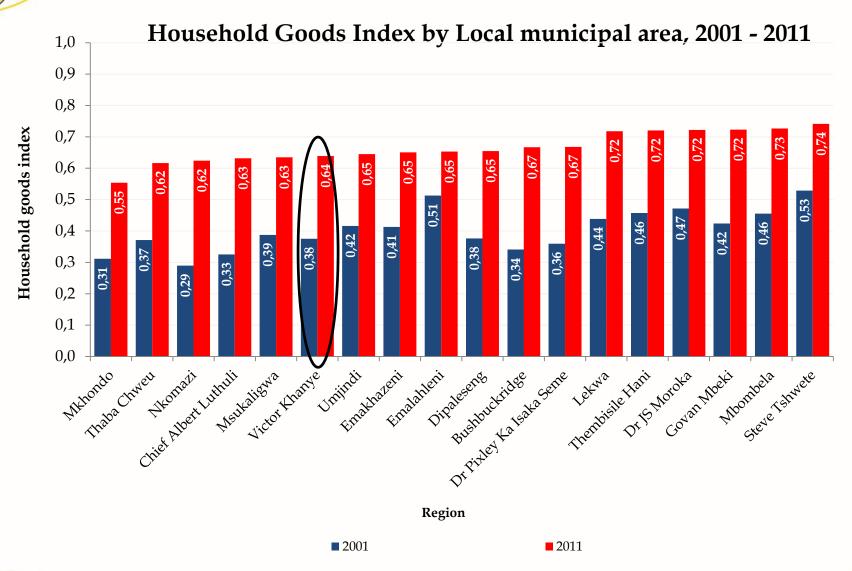


Household goods





HOUSEHOLD GOODS INDEX







ECONOMIC INDICATORS

| ECONOMIC INDICATORS | Trend 1996-2011 | Forecast 2011-2016 | Better (+) or worse (-) than Nkangala | Better (+) or worse (-) than province | Ranking: best (1) - worst (18) |
|---------------------------------------|--------------------|-----------------------|---|---|--------------------------------|
| GDP growth (%) | 2.0% | 3.4% | (-) (4.0%) | (-) (3.5%) | 9 |
| | Tre 2001 | end 2007 | - we | | Ranking: best (1) - worst (18) |
| | 2001 | 2007 | 2011 | | |
| Contribution to Mpumalanga GVA (%) | 2.0% | 1.7% | 1.7% | | 12 |

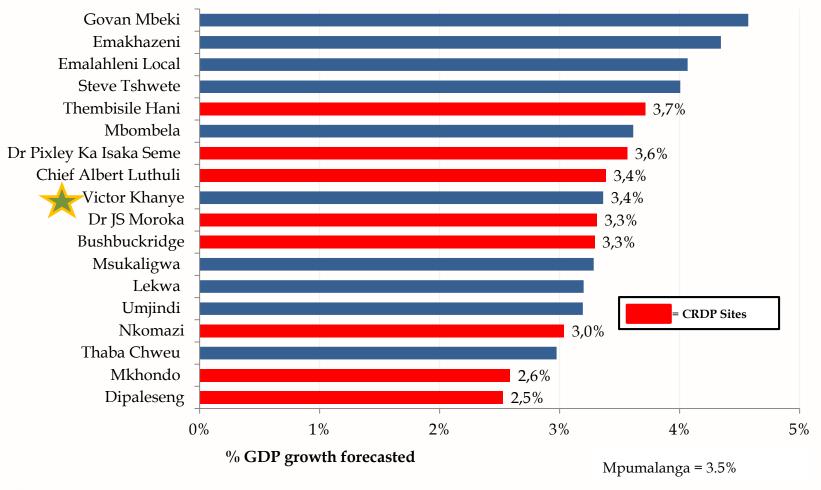
- Expected to record a GDP growth of 3.4% per annum over the period 2011-2016 lower that district and province historic growth rate in the period 1996-2011 relatively low at 2.0% per annum.
- Agriculture, transport, community services, finance and mining should contribute the most to Victor Khanye's economic growth in the period 2011-2016.
- GVA in 2011 R3.4 billion at current prices and R1.9 billion at constant 2005 prices.





GDP GROWTH

Forecasted GDP growth by Local Municipal Area, 2011-2016







ECONOMIC INDICATORS

Contribution by Local Municipal Areas to Nkangala's industries (GVA constant 2005 prices)

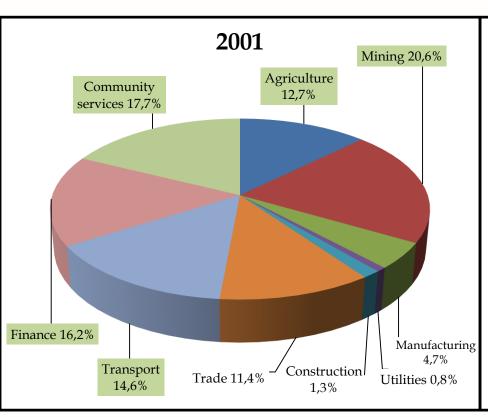
| INDUSTRY | Victor Khanye | Emalahleni | Steve Tshwete | Emakhazeni | Thembisile Hani | Dr JS Moroka | Nkangala |
|--------------------|------------------|------------|------------------|------------|--------------------|-----------------|----------|
| Agriculture | 30.8% | 13.0% | 42.8% | 6.8% | 2.0% | 4.6% | 100.0% |
| Mining | 2.4% | 52.8% | 40.6% | 3.3% | 0.8% | 0.0% | 100.0% |
| Manufacturing | 1.4% | 19.0% | 74.9% | 1.7% | 2.4% | 0.6% | 100.0% |
| Utilities | 0.3% | 74.1% | 20.9% | 1.2% | 1.9% | 1.7% | 100.0% |
| Construction | 4.4% | 52.5% | 27.7% | 3.9% | 6.7% | 4.8% | 100.0% |
| Trade | 5.8% | 46.1% | 26.0% | 3.2% | 14.7% | 4.3% | 100.0% |
| Transport | 8.5% | 48.3% | 25.9% | 9.9% | 4.8% | 2.6% | 100.0% |
| Finance | 5.1% | 48.9% | 39.6% | 2.3% | 2.3% | 1.9% | 100.0% |
| Community services | 6.6% | 34.5% | 26.1% | 3.6% | 14.9% | 14.3% | 100.0% |
| Total | 4.5% | 45.2% | 38.7% | 3.5% | 4.9% | 3.2% | 100.0% |

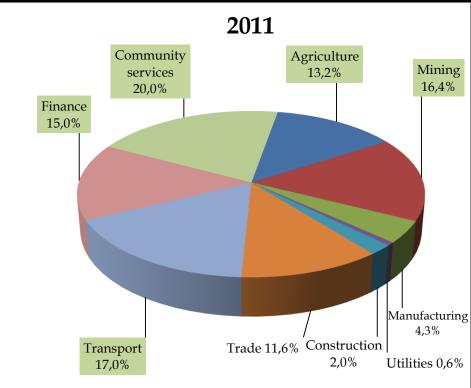
- Contribution to Nkangala economy only 4.5% relatively small economy.
- Agriculture contributing 30.8% to the district's agriculture industry other contributions relatively small.





ECONOMIC INDICATORS





• Leading industries in terms of contribution to Victor Khanye economy – community services (20.0%), transport (17.0%), mining (16.4%), finance (15%) and agriculture (13.2%).





TOURISM INDICATORS

| TOURISM INDICATORS | Trend 2001 2007 | | Latest 2011 | Percentage share of Nkangala | Percentage share of Mpumalanga | Ranking: highest (1) – lowest (18) |
|--|-----------------|---------|----------------|------------------------------------|--------------------------------------|--|
| | | | | | | |
| Number of tourist trips | 20 407 | 49 105 | 118 031 | 9.7% | 3.4% | 10 |
| Bednights | 132 481 | 198 895 | 535 137 | 9.7% | 3.4% | 10 |
| Total spent R million (current prices) | R30 | R86 | R253.8 | 6.9% | 2.2% | 12 |
| Total spent as a % of GDP (current prices) | 2.0% | 3.4% | 6.9% | | | 7 |

- Number of tourist trips increasing 9.7% of Nkangala and 3.4% of the provincial total.
- Total spent R253.8 million in 2011 increasing trend.
- Total tourism spent equal to 6.9% of municipal area's GDP- increasing percentage share of GDP since 2001.





NATIONAL & PROVINCIAL GRANTS & EXPENDITURE

| TYPE OF ALLOCATION | 2011/2012 (R million) | 2012/2013 (R million) | 2013/2014 (R million) | % of allocations to all local municipalities in Nkangala | % of allocations to all local municipalities in Mpumalanga | Ranking: highest (1) - lowest (18) |
|-----------------------|--------------------------|--------------------------|--------------------------|---|--|---|
| Total allocation | R90.6 | R112.7 | R83.3 | 5.9% | 1.6% | 16 |

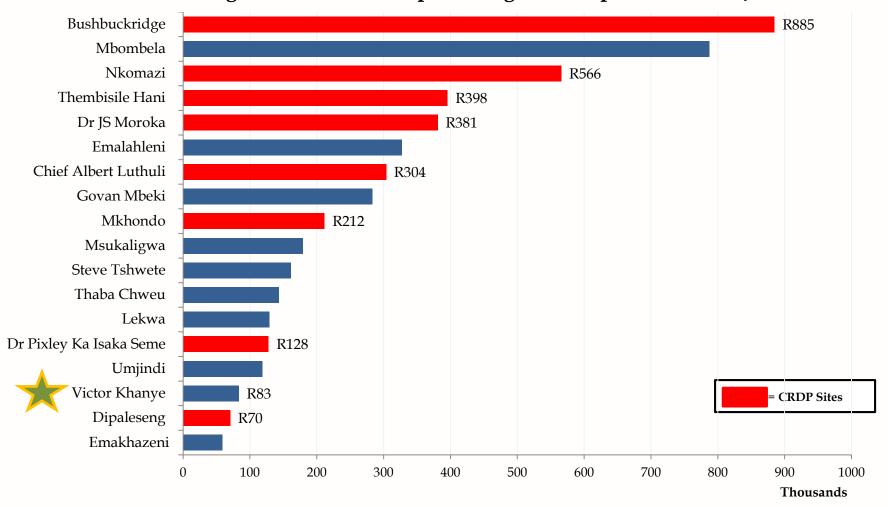
- Decreasing total allocation 1.6% of total allocations to local municipalities in Mpumalanga & third lowest in province.
- MPG total expenditure (especially CoE) in VKLM increased from R210 million in 2009/10 to R295 million in 2012/13 according to NT's Vulindlela database R1 billion in total over the relevant period.
- MPG infrastructure expenditure in VKLM between 2009/10 to 2012/13 just more than R70 million according to the IRM database of NT.
- **Remark**: Victor Khanye Local Municipality (VKLM) obtained an unqualified audit opinion in both 2011/12 and 2012/13 received a clean audit opinion in 2010/11.





TOTAL ALLOCATIONS

DORA budget allocations to Mpumalanga municipalities in 2013/14







CHALLENGES & RECOMMENDATIONS

| | Challenge | Recommendation | | |
|------------|--|--|--|--|
| 1. | High proportion of population aged 0-34 years (children/youth) and relatively high unemployment rate | Resources must be channelled to youth development – importance of skills development & creation of jobs Importance of a job creation strategy targeting youth, women & people with disabilities | | |
| 2. | Educational challenges - relatively low university/degree admission rate | Improving the level of education Importance of interventions to improve the quality of grade 12 certificate & employability of matrics | | |
| 3. | Basic service delivery challenges – especially in terms of informal dwellings | Faster roll-out of basic services and municipal infrastructure | | |
| 4a. 4b. | Relatively high poverty number & rate Very high HIV prevalence rate! | Importance of poverty strategy – emphasis on job creation - impact positively on reduction of poverty Interventions to reduce high HIV prevalence rate | | |
| 5. | Relatively low contribution to Mpumalanga GVA and low growth rate | Importance of attracting new businesses through an investment strategy & active Business/LED forum | | |
| 6. | High dependence/reliance on community services (government) | Identification of key industries/sectors/projects to drive the economy sustainably into the future – role of tourism, manufacturing, trade, transport, agriculture etc (role/impact of Kusile, cargo airport etc?) | | |
| 7. | Reduce unemployment, poverty and inequality (MEGDP & NDP) | Effective and efficient government spending making an impact on the triple challenges | | |
| 8. | Budget must be in line with and respond to IDP & socio- economic challenges | Municipality must work closely with COGTA, Finance and other role-players – IDP Manager & CFO working closely | | |

