



NEDLAC EXPANDED PUBLIC WORKS PROGRAMME

FINAL REPORT: MAY 2022

National Economic Development
and Labour Council



EXPANDED PUBLIC WORKS PROGRAMME

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REAL GROWTH.

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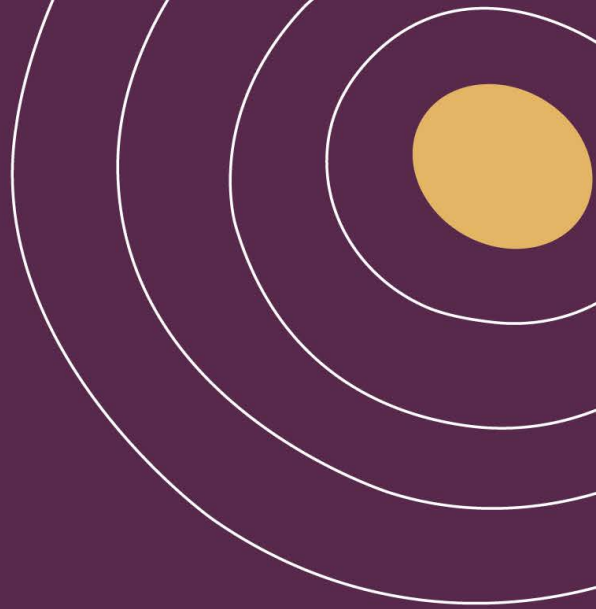
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EXPANDED PUBLIC WORKS PROGRAMME

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Since its inception, the Expanded Public Works Programme (“EPWP” or the “Programme”) has been one of the critical government-led interventions which have been used to combat the ongoing problem of high unemployment (with a current unemployment rate of 35.3% based on the Quarterly Labour Force Survey, Q4 2021) in South Africa, in addition, providing a source of income to many South African households, while creating several critical assets within the different communities in which the Programme has been implemented and contributing to the improvement in service delivery across several municipalities.

The focus of the EPWP has been on utilising labour-intensive methods to create work opportunities for the unemployed and largely unskilled South Africans. The Programme has been implemented in four key sectors, (i) the infrastructure sectors; (ii) non-state sector; (iii) environment and culture sector; and (iv) the social sector. As of the end of quarter three of 2021, the Programme had managed to create a total of 13.2 million work opportunities, with the infrastructure sector creating a majority of these work opportunities. These work opportunities were created by implementing various projects across the nine South African provinces.

It is without a doubt that the EPWP has provided income support to several previously disadvantaged households and remains a crucial intervention aimed at reducing unemployment and alleviating poverty in the country. However, in its implementation, the EPWP has faced several challenges from which key learnings have been derived to improve its performance. Learnings derived from one phase have been used to enhance subsequent phases of the Programme, with critical interventions being designed and implemented by the Programme implementers.

To gain a better understanding of the current challenges facing the EPWP, the National Economic Development and Labour Council (“Nedlac” or the “Development Chamber”) established a mandated Task Team comprising the various constituencies involved in the EPWP (i.e. Community, Labour, Business, and Government), which sought to gain an understanding of the various challenges being faced by the EPWP, with a view of deriving key learnings which could be used to improve the implementation of the EPWP. To gain this understanding, site visits were conducted in March 2022, and three provinces were selected for the site visits, namely: the Western Cape, North West, and Limpopo. A total of eleven EPWP projects were visited, and project implementers and participants were engaged by the Task Team with the assistance of BMS Capital Proprietary Limited (“BMS Capital”) as the service provider used by the Task Team to facilitate such engagements and draw critical learnings from the various projects.

The aim of this report is to: (i) provide an overview of the EPWP, highlighting how the Programme has performed against its set targets, with the Programme now in its fourth phase. (ii) Provide a detailed overview of the projects visited in March 2022, (iii) Overview of critical challenges faced as well as proposed interventions aimed at improving the Programme’s implementation, (iv) Provide recommendations on how the various EPWP constituencies (comprising Labour, Community, Business and Government) can work collaboratively to enhance Programme implementation and (v) Providing an overview of the methodology utilised by BMS Capital to gain a better understanding of the Programme and deriving critical lessons from its implementation.



PROVINCES AND PROJECTS VISITED

During the site visits conducted in March 2022, the EPWP Task Team visited the Western Cape, North West and Limpopo provinces. The provinces and projects visited were selected by the EPWP Task Team in collaboration with the EPWP constituencies, with the projects chosen based on their readiness and proximity to one another within the selected provinces. The site visits commenced in the Western Cape, where the Stellenbosch Parking Management, Transhex Housing, Illiso Care Society and the West Coastal Management projects were visited. Following the Western Cape, the Task Team visited the North West and the Rustenburg Community Works Programme (CWP), Landcare and Fire and Emergency Reservist forces projects were visited by the Task Team. The final province visited was Limpopo, and the Bolubedu Police Station NYS, Artisan Development, Home Based Care and Nursery Management projects were seen. In this report, we provide a detailed overview of each of the abovementioned projects, further highlighting the challenges faced within each project and the interventions proposed to improve the implementation of each project.

Although providing critical insights into the Programme's implementation, it was noted that the sample of projects visited was relatively small. It would be not easy to draw meaningful conclusions on implementing the EPWP as a whole. However, the critical lessons derived during the site visits could be used to encourage engagement between the various public bodies implementing the EPWP to determine necessary interventions that could be put in place in future to improve the EPWP's implementation.

KEY OBSERVATIONS

Below we set out the critical observations noted during the site visits with further details provided in this report.

WORK OPPORTUNITIES CREATED |

The EPWP projects continue to create work opportunities, with these opportunities being mainly created for Women and Youth and fewer opportunities being created for persons with disabilities in the projects visited. In addition, the Transhex project did not effectively make use of labour-intensive methods that were focused on ensuring employment creation; instead, the focus was shifted to project efficiency (use of machines), which is expected to hurt overall labour intensity. Although this project used new technology in the building space, there was an opportunity to create more labour opportunities. It was further noted that the visited EPWP projects could provide some of the participants with temporary or permanent work opportunities outside of the Programme, further providing income support for the participants and service delivery across the various municipalities.



KEY OBSERVATIONS CONTINUED...

INCOME EARNING OPPORTUNITIES |

The visited EPWP projects are creating income-earning opportunities and providing income support for all the participants within the various projects in line with the EPWP objectives. Participants indicated that through the project, they could provide essential goods and services to their families and that through the EPWP, their livelihoods had improved. Through further engagements with participants, inconsistencies were identified, (i) participants indicated that their wages were not always paid on time (i.e. participants of the parking management project indicated that their wages were not paid for January 2022), (ii) participants were also paid a lower effective daily wage rate than reported due to participants being required to work on weekends without compensation for those days. This was expressed by the participants in the Parking Management Project in Stellenbosch.

DEVELOPMENT OF COMMUNITY ASSETS AND THE PROVISION OF SERVICES |

The EPWP showed its ability to develop community assets and improve service delivery within the various municipalities. Community assets such as low-cost housing, police stations, old age homes, etc., are being developed throughout the visited projects.

IMPROVED STAKEHOLDER COLLABORATION |

Although there is more buy-in from the various public bodies, which has led to improved performance about project implementation and the ability to create work opportunities, it was noted that greater collaboration was required to drive partnerships between the EPWP and the various government departments to improve implementation, coordination, and impact. In addition, it was noted that an improvement in the implementation of governance structures to monitor and evaluate the EPWP at a local, provincial and subsequently a national level would improve reporting on the EPWP project implementation and impact. The Phase IV business plan provides for governance structure and various committees in different spheres of government; these should be enforced as a means to monitor the programmes and projects and to improve reporting.



KEY OBSERVATIONS CONTINUED...

TRAINING AND SKILLS TRANSFER |

Training is currently non-mandatory in the EPWP as of Phase II. This was due to the debate around whether there should be a prioritisation of providing more work opportunities or increased training for existing participants. It was, however, noted that the EPWP supplied on the job training with specific projects providing formal training to their participants, however, this was inconsistent with certain participants indicating that no formal training was being provided and that they were unable to leverage the skills obtained from the various projects for alternative employment opportunities outside of the EPWP. Budget constraints and access to suitable training facilities directly impacted the ability to provide formal training to the participants.

During an engagement with the project manager of the Coastal Management Project in the West Coast District, it was indicated that the availability of training facilities was a challenge, and they often have to send participants to Cape Town for training, which can be a challenge as availability of venues is limited. Greater engagement with public bodies and other training institutions would be a key initiative to improve the provision of training to participants to enhance their employability beyond the EPWP. Even though the training is not mandatory, it could be an intervention that enhances the employability of the participants posts the Programme.

LIMITED FINANCIAL RESOURCES |

The EPWP continues to have a positive impact on the livelihoods of its participants and the communities in which the Programme has been implemented. However, limited financial resources have slowed the rate at which the EPWP can continuously impact the livelihoods of its participants and communities. 70% of the EPWP work opportunities are created through leveraged funds with no specific funds set aside to ensure that the public entities and project implementers can create more opportunities and provide more training. Greater participation between the EPWP and the private sector, through leveraging the community business forums, will enable better partnerships and potentially allow the generation of additional resources. These partnerships could provide access to markets for some of the products produced by EPWP participants, enabling a flow of funds back into the projects.



KEY RECOMMENDATIONS

Recommendations on key interventions to improve the implementation of the EPWP are set out below, with greater detail provided in this report.

TRAINING |

Noting budget constraints and the dilemma between creating more work opportunities and providing training, it is recommended that an effort is made to ensure that training is provided to participants in the Programme, and this should be linked not just to the skills required for the job, but to life skills such as CV writing, essential financial management, basic literacy, information on how to apply for projects, loans, for which participants expressed a desire for. This would enable workers to leverage their work opportunity experience to create their jobs and potentially employ others down the line.

Furthermore, training should be aligned to the skills required at a provincial and economic sector level and:

- Target scarce skills for artisans with potential for further skills development and learning pathways.
- Officials' capacity building on EPWP project management, monitoring & evaluation and reporting must be prioritised (including data capturing).
- Conduct systems-based training for officials and monitor all training providers and deliverables.
- Certification of participants upon completion of training should be considered in so far as possible, based on NQF level bands or SAQA prescribed outcomes.

PROPOSED IMPROVEMENTS ON EMPLOYMENT CONDITIONS |

To improve on future design and implementation of the EPWP, responded participants were requested to suggest areas for future improvement. Participants indicated that the EPWP needs improvement in the following key areas of performance:

- Standard employment contracts.
- Standard working hours.
- Standard remuneration packages or stipends are standard.
- Safe working conditions include the provision of adequate PPE.



KEY RECOMMENDATIONS CONTINUED...

SUGGESTIONS FOR FUTURE ENHANCEMENT OF EPWP |

The future of EPWP depends largely on design, implementation, and administration efficacy, and input from participants based on their experience is critical. To assess on improvements needed for EPWP success in future, participants were requested to provide input on two dimensions of the EPWP, namely:

(i) What EPWP should start doing to improve performance and impact

- EPWP should offer more training and skills development opportunities to the youth by identifying sectors not currently targeted in previous phases.
- EPWP should link participants across sectors and programmes to private sector organisations for further experiential training and employment opportunities – private-public partnerships.
- EPWP should consider slightly longer (3-12 months) employment periods, and these should accumulate into levels or skills development grades. Such a move will allow gradual accumulation of skills and absorption into private organisations. Participants should also undergo trade tests and certification.
- EPWP administration, monitoring and evaluation should improve and strict adherence to programme policy on employment & poverty; service delivery & economic growth targets should be enforced. Corrective measures should be taken when deviations are recorded.
- EPWP should start working on exit strategies to enhance exit opportunities available to participants exiting EPWP.
- EPWP implementers should establish partnerships with associations representing persons with disabilities to increase participation in the Programme.



KEY RECOMMENDATIONS CONTINUED...

SUGGESTIONS FOR FUTURE ENHANCEMENT OF EPWP | CONTINUED...

(ii) What EPWP should continue doing to enhance performance and impact

- Identifying new sectors, programmes and sites or locations for project implementation.
- Encouraging entrepreneurship through small business support, thus ensuring the continuous creation of job opportunities.
- Recruiting youth into Programmes across remote rural areas. This should alleviate poverty ravaging most rural and remote communities. However, the issue of stipends needs to be reviewed continually to avoid creating a new poverty layer of 'employed' people.
- Issuing of qualification certification to participants upon programme completion. These certificates should specify unit standards or outcomes on the NQF national bands.
- Providing a combination of practical and theoretical training in a balanced ratio. This enhances both skills and knowledge transfer.

As the EPWP progresses through its current phase, a greater focus would need to be placed on implementing key interventions to address the key observations and challenges faced by the various projects, where possible. Greater focus should be placed on the development of key strategic relationships between the EPWP, its constituencies and the private sector to unlock potential funding opportunities and improve skills development and training, all of which are geared towards ensuring the employability of participants is enhanced.

The EPWP remains a key intervention that can be utilised by the government to combat unemployment, alleviate poverty and improve service delivery while driving economic growth. Furthermore, the Programme has shown its resilience and its ability to be adaptable to an ever-changing economic environment. This was proven by the Programme's ability to assist in the National Department of Health's fight back against the COVID-19 pandemic, where additional work opportunities were created by the EPWP in collaboration with various non-profit organisations in South Africa. Innovation will remain a factor in extending the impact of the EPWP in future as new projects are identified, and new ways of doing things within the various projects are identified.

The pages that follow provide greater detail on the Programme, the projects visited during our site visits, our key observations and recommendations and further detail on how different EPWP stakeholders could work more collaboratively to enhance the implementation of the EPWP to ensure its long-term impact is sustained.



BACKGROUND TO THE PROJECT

As part of the National Economic Development and Labour Council (“Nedlac” or the “Development Chamber”) Development Chamber’s mandate, the Department of Public Works and Infrastructure (“DPWI”) presents quarterly progress reports to the Development Chamber on the performance of the Expanded Public Works Programme (“EPWP” or the “Programme”). The Quarter 1 of 2021/2022 EPWP report presented to Nedlac at a meeting held on 22 September 2021 provided a balanced progress report with good interventions put in place in different provinces where the Programme was being implemented. In addition, the report outlined the decline in the number of participants that have managed to find employment after exiting the Programme. However, it was noted that the EPWP’s mandate did not guarantee any employment/placement absorption into the labour market for participants upon their exit from the Programme. This, however, is an important aspect, and it remains an area of keen interest from the various stakeholders. It should be noted that the labour absorption rate of the overall South African economy also declined over the same period.

To evaluate the balanced report, the Development Chamber agreed to nominate an EPWP Task Team (the “Task Team”) to undertake the EPWP site visits to evaluate and understand the challenges being experienced by the EPWP in the three selected provinces, namely: Western Cape, North West and Limpopo. The site visits sought to assist the Task Team in gaining an understanding of the Programmes implementation, identifying key successes and the challenges being experienced, making recommendations and, where possible, suggesting interventions to be considered by the implementers of the Programme. In addition, the site visits would allow the Task Team to understand the impact of the COVID-19 pandemic on the EPWP’s implementation.

During the site visits, engagement with public bodies implementing the Programme, the participants of the Programme, and the project managers was critical and enabled the Task Team to take lessons, obtain an understanding of the interventions and mechanisms put in place to address the different needs and challenges experienced within the projects visited in the 2022 EPWP site visits. BMS Capital (Pty) Ltd (“BMS Capital”) was appointed by Nedlac to facilitate the review of the EPWP in the selected provinces and projects visited. BMS Capital sought to gain an understanding of the EPWP as a whole, and the selected visits were used to gain an understanding of the EPWP’s implementation across the selected projects visited, thereby taking key learnings on the implementation of the EPWP in the selected provinces and projects, understanding the challenges faced within the selected projects, and to provide recommendations on how the EPWP’s implementation could be improved.

Following engagements between the EPWP Task Team and the EPWP constituents, three provinces were identified for the 2022 site visits. The projects to be visited were selected and approved by the EPWP Task Team and EPWP constituents. The projects to be visited were selected based on the readiness of the project to be visited (considering current ongoing audits), the distance between projects visited within the different provinces selected, and utilising an approach that enables a view of projects across spheres of government, programmes and both urban and non-urban projects were selected. It was further decided that three provinces and eleven projects would be visited by the EPWP Task Team and consequently the Development Chamber to gain an understanding of the performance of the selected EPWP projects and the key challenges faced, intending to gain an understanding of how the key learnings obtained could be used to improve the overall implementation of the EPWP and encourage greater interaction between Nedlac and the public bodies implementing the EPWP to ensure that the EPWP is effectively implemented.



TABLE 1: EPWP APPROVED SITE VISITS FOR 2022

NO.	Project	Sector	Public Body	Town	Programme	Sphere
LIMPOPO						
1.	Bolobedu Police station NYS	Infrastructure	DPWI	Modjadjeskloof	NYS	National
2.	Artisans Development	Infrastructure	DPWI & AgriSETA	Polokwane	Artisan	National
3.	Home Based Care	Social	Social Development	Zebediela	Home Based Care	Provincial
4.	Nursery Management	Environment and Culture	Polokwane Local Municipality	Capricorn District Municipality	Environment and Culture	Local
WESTERN CAPE						
1.	Iliso Care Society	Non-state Sector	DPWI: IDT	Paarl	Non-Profit Organisation Programme	National
2.	West Coast Coastal Management Project	Environment and Culture	Cederberg Local Municipality	Elands Bay	Coastal Management Project	Local
3.	Parking Management	Social Sector	Stellenbosch Local Municipality	Stellenbosch	Community Safety	Local
4.	Transhex Housing Project	Infrastructure Sector	Worcester Local Municipality	Worcester	Housing	National
NORTH WEST PROVINCE						
1.	Rustenburg CWP	Non-state Sector	COGTA	Rustenburg	CWP	National
2.	Landcare	Environment and Care	Agriculture and Rural Development	Rustenburg	Landcare	Provincial
3.	Fire and Emergency Reservist Force	Social	Stellenbosch Local Municipality	Rustenburg	Community Safety	Local

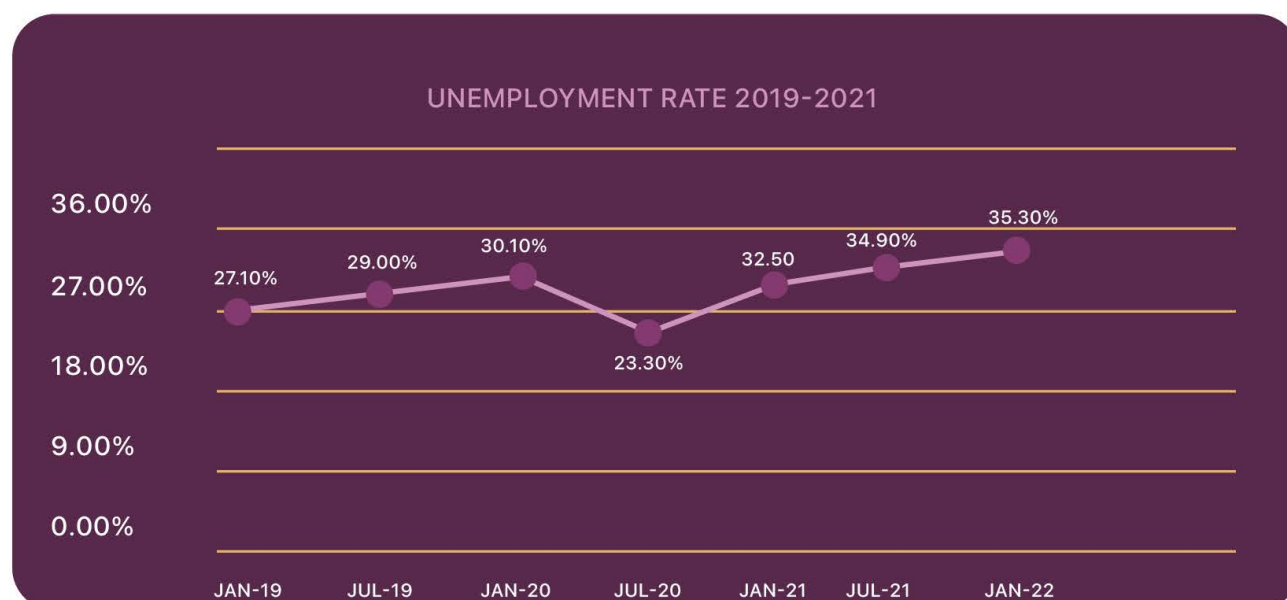
A summary and detailed overview of the above projects are provided in our report. This was obtained from the presentations provided by project managers/implementers during site visits and from what was observed during the site visits as well as interviews with project implementers and participants.



EPWP BACKGROUND

Since 1994 (the dawn of democracy), one of the most significant threats to South Africa's democracy and economic growth has been the rising levels of unemployment. The unemployment rate has steadily increased over the last decade to reach 35.3% (SA, Quarterly Labour Force Survey (QLFS), 4th Quarter 2021) as indicated in the chart below. The ensuing COVID-19 pandemic has placed additional pressure on the already subdued economic growth and this has driven up the rate of unemployment, this pressure is expected to continue in the short to medium term which continues to put pressure on the economy's ability to create employment/work opportunities.

FIGURE 1: SOUTH AFRICA'S UNEMPLOYMENT RATE



SOURCE: STATS SA QUARTERLY LABOUR FORCE SURVEY – Q1 2019 TO Q4 2021

The results of the Quarterly Labour Force Survey for the fourth quarter of 2021, published on the 22nd of February 2022, show that the number of employed persons increased by 262,000 to 14.5 million and the number of unemployed persons increased by 278,000 to 7.9 million in the fourth quarter of 2021 when compared to the third quarter. This has resulted in the official unemployment rate increasing by 0.4% from 34.9% in the third quarter of 2021 to 35.3% in the fourth quarter of 2021 – the highest since 2008. The unemployment rate according to the expanded definition of unemployment decreased by 0.4% to 46.2% in quarter four, 2021 compared to quarter three, 2021. More concerning is the fact that the youth has been the most affected with current youth unemployment breaching the 50% mark. This further adds pressure on the State, to ensure youth work opportunities are prioritised.

Unemployment continues to be one of the most pressing challenges affecting the largely unskilled population, impacting mainly women and the youth in South Africa. African youth (15-34 years) have the worst unemployment rate compared to the other groups, at 57%. Young women (15-34 years) across the board experienced a higher unemployment rate of 57%, while that of young men is 49% (The Conversation, 2021).



EPWP BACKGROUND CONTINUED...

The EPWP, now in Phase IV, remains an important government-led intervention for dealing with unemployment and tackling poverty, with greater emphasis on limited, yet meaningful training and skills development leading towards developing sustainable livelihoods. In addition, The EPWP has been acknowledged as one of the long-standing social protection programmes, with relevance across both rural and urban economies. With the expected increase in South Africa's urban population to 71% by 2030 (Parliamentary Monitoring Group, 2021), and the bulk of these economic migrants being unskilled, programmes such as the EPWP are even more significant for the South African economy, providing employment and work experience/skills development with the specific focus on ensuring the creation of work opportunities – especially for women and youth – as part of the key solutions to solving the country's slow economic growth and rising unemployment, which has been exacerbated by the COVID-19 pandemic.

The COVID-19 pandemic has had a significant impact on programmes such as the EPWP in that state financial resources have had to be reallocated towards fighting the COVID-19 pandemic and this has potentially delayed the role of critical labour-intensive projects that have the potential to absorb a large number of unemployed individuals to short-term work opportunities. However, it has been noted that the EPWP was an agile and adaptable programme, with several work opportunities created to assist the National Department of Health in its response to COVID-19.

PURPOSE OF THIS REPORT

The purpose of this report is to provide a review of the EPWP. It seeks to highlight and analyse the progress and implementation of the EPWP through its various phases, with a focus on the implementation progress of the current Phase IV. This report is structured in the following sections:

Section 1: Introduction and Background, which provides a background of this project and the EPWP as well as the scope of services provided by BMS Capital as mandated by the EPWP Task Team.

Section 2: Methodology, which provides an overview of the methodology followed by BMS Capital to gather information during the site visits to gain an understanding of the implementation of the EPWP in the selected provinces and projects visited to draw key learnings from the projects and provide recommendations on key interventions required to address identified challenges faced by the EPWP project implementers.

Section 3: EPWP Context and Evolution, which provides an overview of the EPWP and how the Programme has evolved from its inception at the start of Phase I to its current Phase IV, highlighting the EPWP's performance against target, key challenges faced, and key learnings took to improve the EPWP's implementation.

Section 4: Project Analysis, which provides an overview of the projects visited during the 2022 EPWP site visits, highlighting the key challenges faced by each project and the key learnings derived from each project visited.

Section 5: Proposed Interventions, which provides a detailed overview of the proposed interventions to improve the implementation of the EPWP.

Section 6: Role of constituencies in advancing the EPWP, which details how BMS Capital believes the various EPWP constituencies could work collaboratively to enhance the EPWP's implementation.

Section 7: Conclusion.



PURPOSE OF THIS REPORT CONTINUED...

This report sought to provide the EPWP Task Team and the Development Chamber with feedback from the EPWP site visits and provides the following:

- An overview of the sites and projects visited;
- A summary of key project highlights;
- A summary of key challenges faced by the various project implementers; and
- An overview of the key interventions required to improve EPWP project implementation.

With the above in mind, we note certain limitations in this study's ability to provide meaningful input into the EPWP's overall implementation as a result of there being:

A limited number of sites visited; the sites visited did not provide a large enough representative sample for us to draw distinct conclusion on the implementation of the EPWP in its entirety. To draw definitive conclusions on the full implementation of the EPWP, more sites/projects would need to be visited, with comparable projects being selected and key lessons being drawn from a greater number of projects, sectors and provinces.

Limited responses were received from the project implementers to the questionnaires provided during site visits, in addition to the questions posed during project implementers' presentations.

As such, in preparing this report we have relied on available research on the EPWP, drawing knowledge from documents such as the quarterly M&E reports, the Phase IV Business Plan, other available third-party research and observations from the projects visited in 2022.

METHODOLOGY

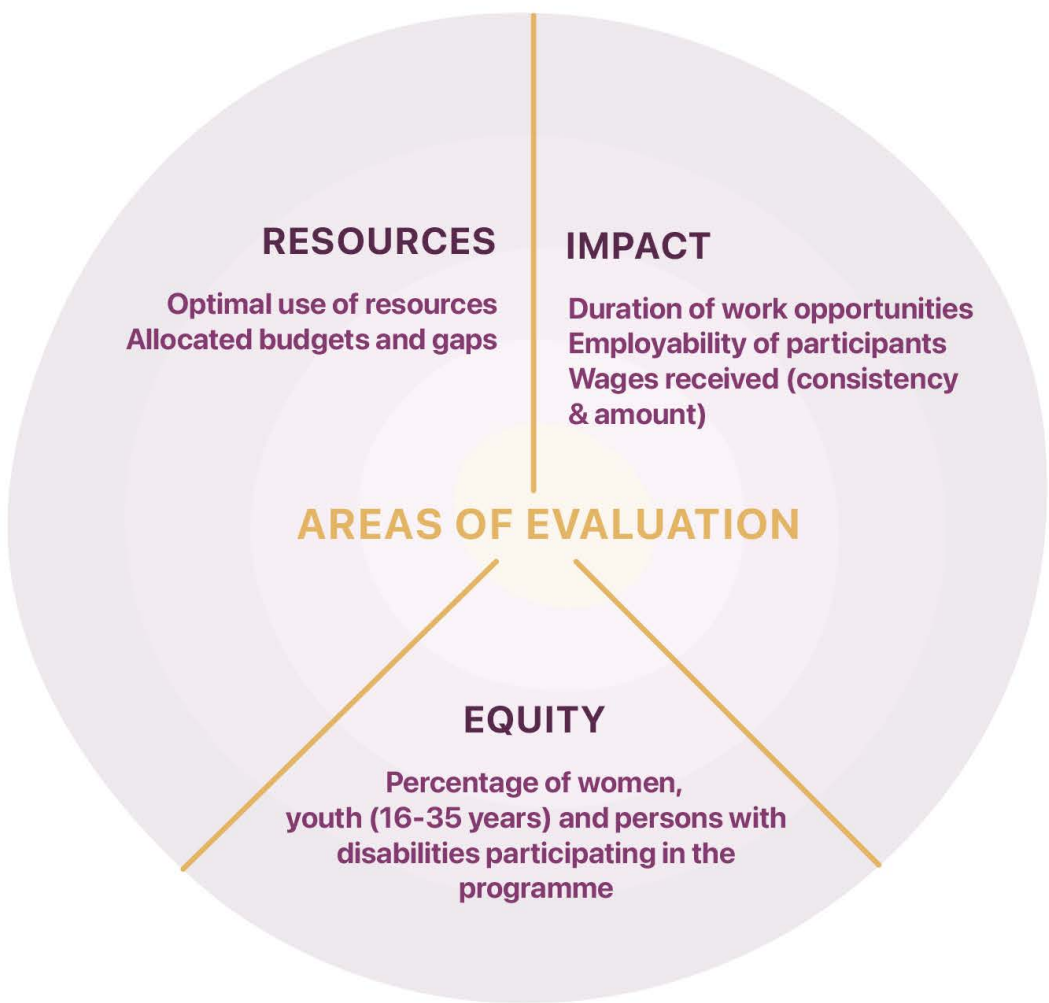
In conducting our review, we have assessed each of the four EPWP phases, analysing them based on set targets. This included carrying out in-depth analysis of each phase and, identifying key success factors and the challenges faced. Materials reviewed during our assessment included quarterly EPWP reports, prior performance reports and other available literature and research about the EPWP such as the "EPWP Phase IV Business Plan 2019-2024". Our goal was to gain an understanding of the EPWP and its past performance and the key challenges the Programme had faced to date.

This informed the methodology and approach taken when conducting the EPWP site visits in a manner that would allow us to gain valuable insights into the performance of the EPWP in the selected provinces and projects to draw key learnings that can be used to improve the overall implementation and performance of the EPWP, where required. During the EPWP site visits, we sought to probe key areas that would provide insight into the projects visited and enable us to draw key learnings from each of the visited projects. The key areas which we focused on are highlighted in the diagram below:



METHODOLOGY CONTINUED...

FIGURE 2: BMS CAPITAL EPWP AREAS OF EVALUATION





IMPACT

The impact of the projects/programmes was probed through engagement with the public bodies, project implementers, and the participants. The areas of focus were:

- **Duration of work opportunities** – a quantitative assessment was conducted through the desktop review and thus the key focus was to gain an understanding to the work opportunities created by the selected projects and obtain an understanding of their duration.
- **Employability of participants** – we sought to obtain an understanding of the absorption rates into the labour markets post-EPWP participation, key drivers of such absorption rates and any gaps or challenges as this is a key aspect of the Programme.
- **Wages received** – the average daily wages needed were probed with a focus on adherence to the prescribed minimum wage for the EPWP, consistency of the payments and uniformity across projects.

EQUITY

Noting the high unemployment among the youth and women in South Africa, and the set targets for work opportunities created for these designated groups, this was an area probed further to obtain an understanding of the recruitment criteria and interventions in place to ensure the prioritisation of these groups. Persons with disabilities were also an area of focus. The focus was on the following areas:

- Percentage of women, youth and persons with disabilities – quantitative assessment to measure against set targets; and
- Review of interventions in place to ensure prioritisation – engagement with public bodies to obtain an understanding of interventions in place, challenges & gaps, as well opportunities that may exist to ensure prioritisation of these groups.

RESOURCES

The successful implementation of the EPWP requires resources and the optimal use of such resources to achieve the targets through operational efficiency and effective implementation. The focus was placed on the following areas:

- Optimal use of resources; and
- Allocated budgets and gaps.

These were considered to be in line with the mandate, objective and targets of the EPWP, and they enabled BMS Capital and the Development Chamber to obtain a thorough understanding of the EPWP, in line the with scope of the project.



THE EVOLUTION OF THE EPWP

The EPWP, introduced in 2003 by the South African Government, is an initiative aimed at reducing poverty and curbing rising unemployment. The Programme was designed to utilise public sector budgets to provide the unemployed with temporary work opportunities in productive, labour-intensive sectors of the economy (EPWP Phase IV Business Plan 2019-2024). This objective is being achieved by creating productive employment opportunities and by enhancing the ability of the unemployed to earn an income during and potentially after they leave the Programme, either in the labour market or through entrepreneurial or cooperative income-generating activities. To date, the EPWP has been implemented in four phases with job creation targets of one million in Phase I; four and half million in Phase II; six million in Phase III; five million in Phase IV. Work opportunities are created through labour-intensive methods, in the following ways:

- Government-funded infrastructure projects.
- Creating work opportunities in the public environment and culture programmes (e.g., Land Care).
- Creating work opportunities in public social programmes (e.g., Community care workers).
- As of phase II, with the introduction of the Non-State Sector, utilising general government expenditure on goods and services to provide the work experience component of small enterprise leadership or incubations programmes.

The ability of participants to earn an income after they leave the programmes is enhanced by providing participants with a combination of work experience and skills development programmes. To deliver on the above goals, four sectors have been utilised as vehicles to deliver the EPWP as shown in the figure below:



Given the Programme's achievements and key lessons learned since its inception, the EPWP has evolved with the key lessons learned from previous phases informing the objectives and priorities of subsequent phases of the Programme. Although the key focus of the Programme has remained unchanged, with the three core performance areas being, (i) employment creation, (ii) income support, and (iii) the development of community assets and the provisions of services, delivered through labour-intensive methods, on a consistent basis at the required quality to enable the creation of a platform to drive broader development impacts.

In the sections below we take a close look at the four phases of the EPWP and highlight each phase's objectives, performance against set objectives and key learnings & challenges faced.

EPWP IMPLEMENTATION





The EPWP is a nationwide, government-led initiative aimed at drawing a significant number of unemployed South Africans into productive work in a manner that will enable them to gain skills and increase their capacity to earn an income that will contribute toward the sustainable development of communities. The EPWP, first established in 2003, takes its origins from the Growth and Development Summit and utilises labour-intensive methods to optimise job opportunities, and to provide training to the participants with the intention that, although the jobs are temporary, the participants can gain skills and experience that will assist them with entering the formal job market post Programme participation. In addition, the training component became non-mandatory given the resource constraints.

The EPWP continues to be led by the DPWI which also provides policy leadership and direction on the design, framework, and implementation of the EPWP (EPWP Five Year Report 2004/05 – 2008/09).

PRIOR PHASE PERFORMANCE OVERVIEW

As a key initiative by the government to combat unemployment and drive economic growth and service delivery, to date, the EPWP has been able to create over 13.2 million job opportunities across its four sectors of operation and different spheres of government. In its first phase, the EPWP was able to exceed its target a year in advance creating 1,709,675 work opportunities (WOs) and an additional 709,675 WOs over the 5 years (EPWP Five Year Report 2004/05 – 2008/09).

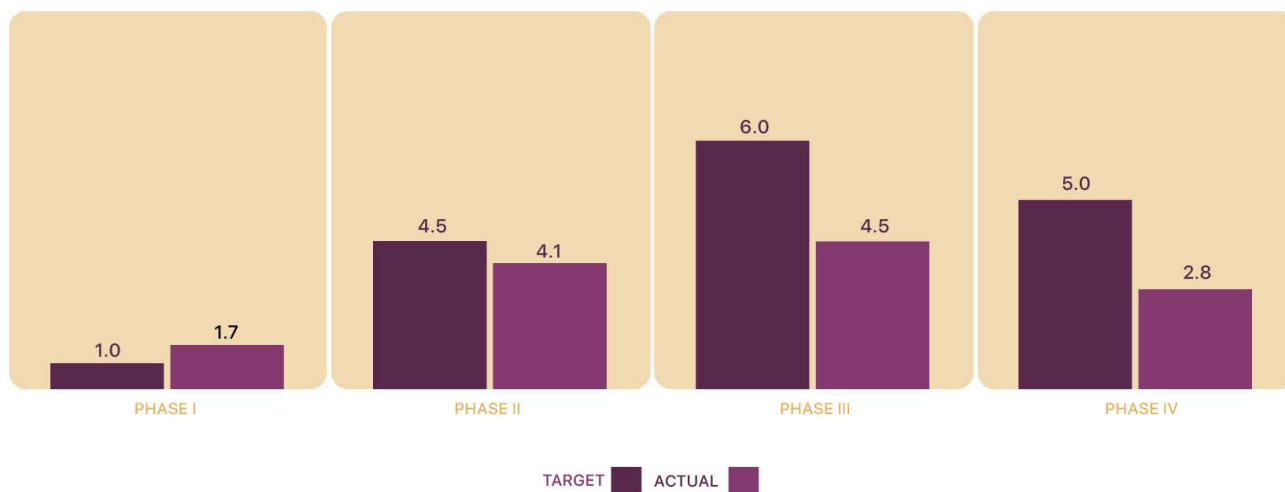
Phase II, a continuation of Phase I, sought to create 4.5 million WOs with a focus on halving the unemployment rate over the five-year period to end in March 2014 (EPWP Phase IV Business Plan 2019-2024). This phase didn't manage to reach its set five-year targets, creating 4.1 million work opportunities against a target of 4.5 million however, continued to create significant WOs for the poor and unemployed.

Through key lessons learned from Phase I, and Phase II, Phase III was implemented to improve the EPWP and overcome the key challenges faced in its former phases. However, Phase III underperformed against its target mainly driven by the various implementers of the EPWP feeling that the targets were unattainable given various constraints (mainly financial resources). Phase III of the EPWP created 4.5 million work opportunities against a target of 6 million. In its current Phase IV, the EPWP aims to create 5 million WOs. Phase IV performance (as measured at the end of Q3 2021) has been good, despite the impact of the ongoing COVID-19 pandemic, with the Programme delivering more than 55% of its WOs target, with two years remaining to the end of its five-year period.

Despite operating in a challenging economic environment characterised by subdued economic growth, rising inflationary pressures, and rising unemployment rates, the EPWP remains a key government initiative that is expected to continue driving the creation of WOs, provide income support for the poor, alleviate poverty while creating quality community assets and improving service delivery to drive local economic growth.



FIGURE 4: EPWP OVERALL PERFORMANCE (IN MILLIONS) AGAINST SET TARGETS AND OBJECTIVES (UP TO Q3 2021)



PURPOSE OF PHASE I:

Alleviate unemployment for at least 1 million people (at least 40% women, 30% youth and 2% disabled) in South Africa by 2009.

PURPOSE OF PHASE II:

Create 2 million FTEs (equivalent to 4.5 million WOs) for the poor and unemployed in South Africa to contribute to halving unemployment by 2014.

PURPOSE OF PHASE III:

Over a million WOs to be provided per year culminating in 6 million WOs and 2.55 million FTE jobs.

PURPOSE OF PHASE IV:

To provide WOs and income support to poor and unemployed people (Overall target on 5 million WOs over 5 years).

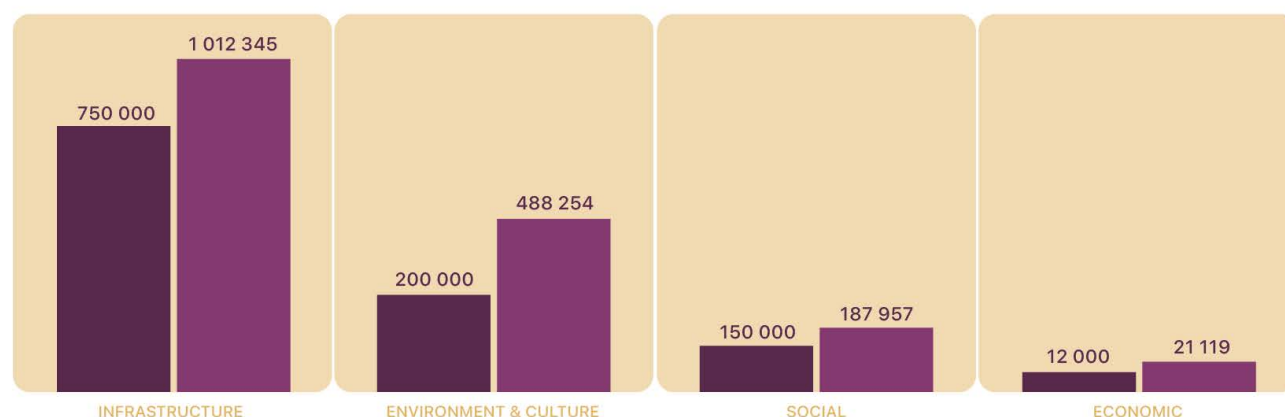


EPWP PHASE I PERFORMANCE REVIEW

OVERVIEW

Since its commencement in 2004, the EPWP has been drawing significant numbers of the unemployed into productive work so that they gain skills and work experience that enhance their future employability. The EPWP is designed to achieve far more than just the creation of work opportunities and is built to deliver tangible outputs. The first phase of the EPWP began in April of 2004, emanating from the announcement made in the State of the Nation Address of 2003 and ran for five years up to March 2009. The main goal of this first phase was to alleviate unemployment for a minimum of 1 million people in South Africa. This target of 1 000 000 WOs was achieved by Phase I of the EPWP a year ahead of time. The graph below provides an overview of Phase I's performance.

FIGURE 4A: EPWP PHASE I OVERALL PERFORMANCE (APRIL 2004 TO MARCH 2009)



SOURCE: EPWP FIVE YEAR REPORT 2004/05 – 2008/09

Phase I	2004/05	2005/06	2006/07	2007/08	2008/09	TOTAL
Infrastructure	109 712	107 571	146 974	250 104	397 984	1 012 345
Environment & Culture	58 796	81 186	129 251	119 034	99 987	488 254
Social	1 650	18 308	37 106	65 912	64 981	187 957
Economic	4 687	1 833	3 483	4 049	7 067	21 119
Non-State Sector	-	-	-	-	-	-
Community Works (DCoG)	-	-	-	-	-	-
Non-Profit Organisation (NPO)	-	-	-	-	-	-
Annual Total	174 845	208 898	316 814	439 099	570 019	1 709 675
Cumulative Total	174 845	383 743	700 557	1 139 656	1 709 675	



EPWP PHASE I PERFORMANCE REVIEW CONTINUED...

OVERVIEW

The total WOs created in Phase I were 1,709,675 over the five-year period from April 2004 to March 2009. The sector that created the highest number of WOs was Infrastructure, with a total of 1,012,345 WOs against a target of 750,000. The WOs created by this sector in the first year of Phase I were 109,712 and more than doubled in the final year of this phase, with a total of 397,984 WOs being created in year five of the first phase. The EPWP Phase I achieved 171% of its target one year ahead of time. All the sectors in Phase I of the EPWP surpassed the targets set against them, with the Environment and Culture sector achieving more than 200% against its target. The figure below highlights the performance of the EPWP Phase I in the various provinces where it was implemented.

FIGURE 4B: EPWP PHASE I OVERALL PERFORMANCE (APRIL 2004 TO MARCH 2009)

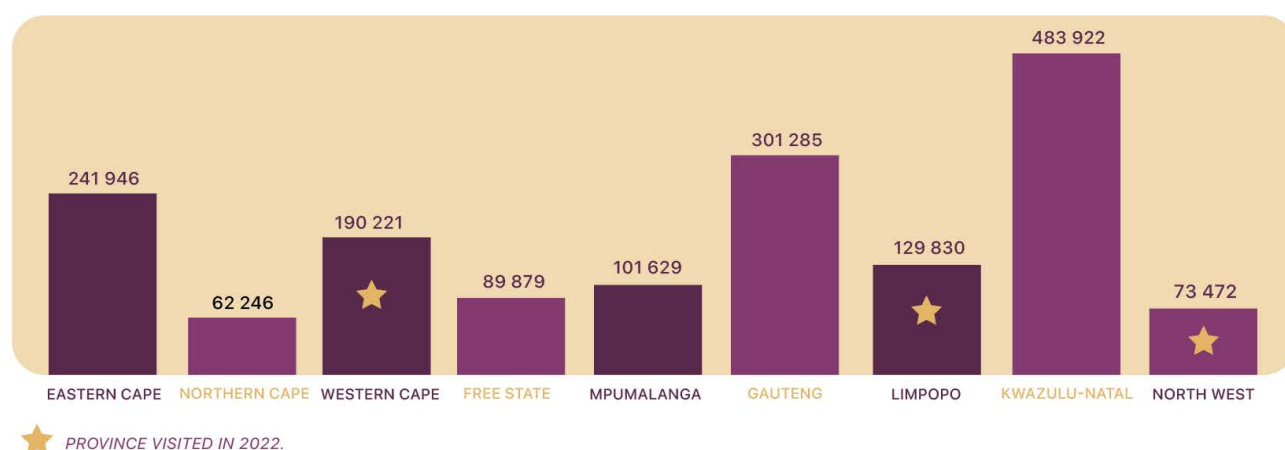


Figure 4B shows the number of WOs created by Phase I of the EPWP by each province. KwaZulu-Natal created the highest number of WOs (483,922) followed by Gauteng (301,285) and the Eastern Cape (241,946). All the provinces increased the number of WOs created over the five-year period, with the Eastern Cape and the Free State increasing by more than 800% and 600% respectively over the five-year period. In Phase I, the sites that the EPWP Task Team plans to visit performed relatively well with Limpopo (129,830) creating the most number of employment opportunities. There were work opportunities created by projects operated by the National Departments and thus not allocated to the provinces.



EPWP PHASE I PERFORMANCE REVIEW CONTINUED...

OVERVIEW

KEY CHALLENGES AND LESSONS OF EPWP PHASE I

Although impactful in its first Phase, the EPWP had a number of challenges and shortcomings. The key challenges included:

- The phase had limited objectives and thus a limited effect on reducing unemployment and alleviating poverty.
- The WOs were short and had a limited effect on poverty alleviation.
- The duration of projects varied considerably across sectors, provinces and municipalities with shorter durations reported in areas with high rate of unemployment implying that work was shared amongst people in the community.
- Levels of performance by public bodies ranged from good to poor.
- Wage rate varied between sectors, in certain instances wages didn't increase to take inflation into account.

The following key learnings were therefore taken into Phase II with the aim of enhancing the impact of Phase I with a target of reducing unemployment by half. These key learnings included (EPWP Phase IV Business Plan 2019-2024):

In terms of programme design:

- Development of an effective mechanism to mobilise funds to scale up performing areas.
- Increasing the Labour Intensity of projects without an excessive long term fiscal burden.
- Explore switching the programme to a demand driven approach.

In terms of programme implementation:

- Focus targeting.
- Set more uniform wage structures.
- Enterprise development became cross-cutting and promote a suitable minimum duration for WOs.
- Mobilisation of capacity (mainly, technical and reporting) support for implementing bodies.



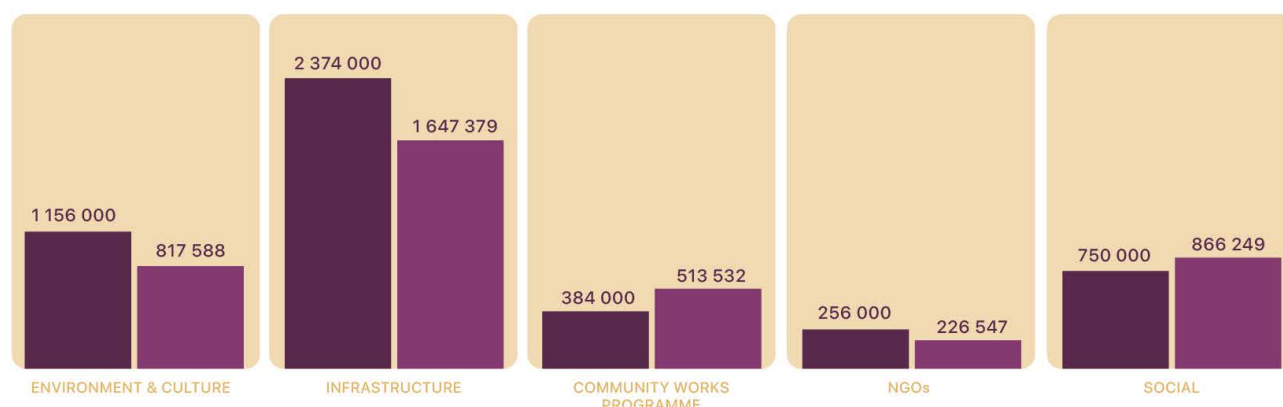


EPWP PHASE II PERFORMANCE REVIEW

OVERVIEW

Phase II of the EPWP was a continuation of the first phase, however, data collected and key learnings of Phase I were used to improve the planning and organisation of the phase. Phase II commenced in April 2009 and ended in March 2014. The Phase II increased the target for designated groups (women, youth and people living with disabilities) and its main goal was to create 2 million FullTime Equivalent (FTE) opportunities for the poor and unemployed people in South Africa in a bid towards halving unemployment by the year 2014. More than 4 million WOs were created in Phase II against a target of 4.5 million and over 1.5 million FTEs were created against a target of 2 million. In this phase, emphasis was placed on driving uniformity and standardization in how works were regulated and carried out across various sectors and provinces. Sustainable development became a key concept in Phase II and participants were encouraged to take a sustainable approach to the implementation of the Programme's activities (EPWP Phase IV Business Plan 2019-2024).

FIGURE 5A: EPWP PHASE II OVERALL WO PERFORMANCE (APRIL 2009 TO MARCH 2014)



4 071 295 TOTAL WOS CREATED

Demographic Performance	Target	Actual	Variance
Women	55%	53.8%	-1.2%
Youth	40%	49.4%	9.4%
Disabled People	2%	0.5%	-1.5%



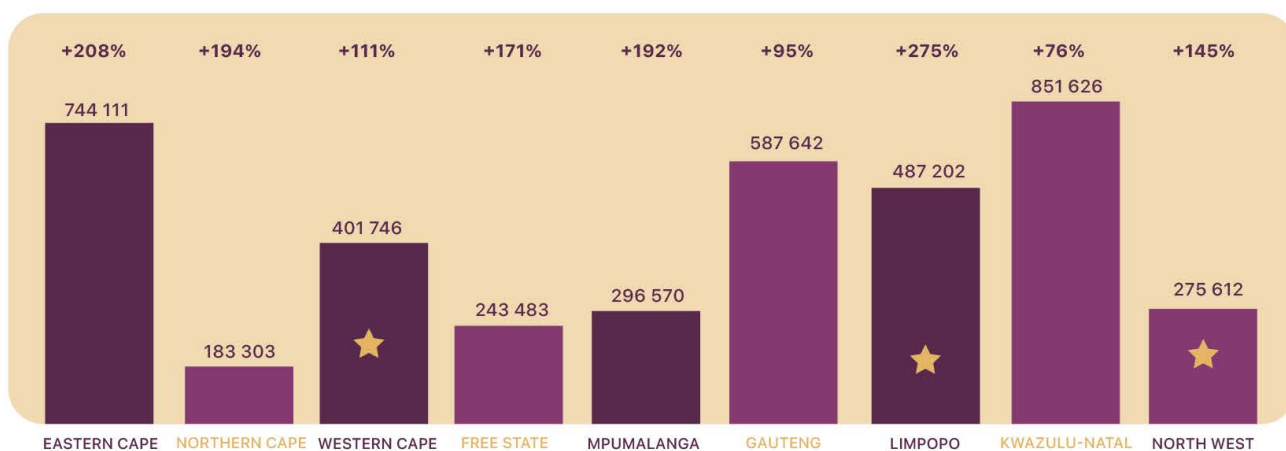
EPWP PHASE II PERFORMANCE REVIEW CONTINUED...

OVERVIEW

Phase II of the EPWP had a target of creating 4,500,000 WOs over the five-year period and a total of 4,071,295 WOs were achieved, translating to an achievement of 81% against the overall set target. The sectors that were able to surpass their targets over the period were: Community Works Programme (134%) and the Social sector (115%). The 2013/14 financial period had the greatest number of WOs created, with a total of 1,017,265 – this was the highest number of WOs created in anyone of the previous financial periods. In Figure 5A, it can be seen that the infrastructure sector continued to create the highest number of WOs although it was not able to achieve its target. Phase II missed its demographic targets for Women and Persons with Disabilities but outperformed its target for Youth WOs created.

Figure 5B below highlights the performance of each province during Phase II. In this phase, KwaZulu Natal continued to create the most WOs with a total of 851,626 WOs created over the five-year period. This was followed by Eastern Cape (744,111), Gauteng (587,642), Limpopo (487,202), and Western Cape (401,746). Overall WOs created by the nine provinces increased by 143% as Phase II continued to build on Phase I with more projects being launched in this Phase.

FIGURE 5B: EPWP PHASE II WOS BY PROVINCE AND GROWTH FROM PHASE I (%)



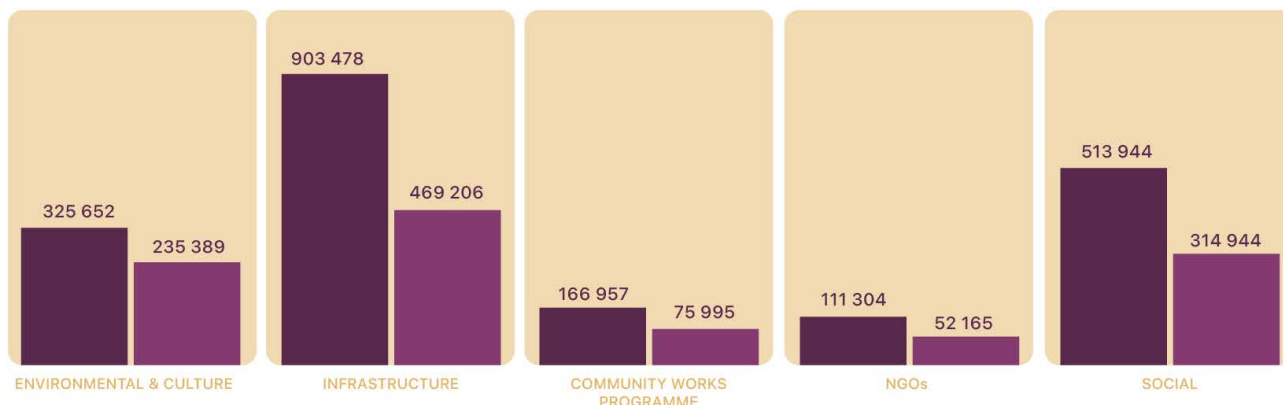
★ PROVINCE VISITED IN 2022.

During Phase II of the EPWP, the South African government added a new layer to its developmental targets for the EPWP, with a new target and focus on FTEs. An FTE job is one year's worth of employment by a single person with a pay of 230 days in a given calendar year. Figure 4C outlines the performance of the FTEs created against the targets set per sector.



EPWP PHASE II PERFORMANCE REVIEW CONTINUED...

FIGURE 5C: EPWP PHASE II OVERALL FTE PERFORMANCE (APRIL 2009 TO MARCH 2014)



1 147 699 TOTAL FTES CREATED

The total number of FTEs created during Phase II of the EPWP was 1,147,699 versus the target of 2,021,335 over the five years from April 2009 to March 2014. Unfortunately, none of the sectors met their targets over the period under review, however the FTE target was being piloted during this phase and was a different method of providing the performance information to the 4.5 million target for WOs. Over EPWP Phase II, the average annual income for each WO was R4,414 at an average wage over the five-year period of R67.91 a day for approximately 65 days (EPWP Phase IV Business Plan 2019-2024).

KEY CHALLENGES AND LESSONS OF EPWP PHASE II

Upon review of Phase II a number of key challenges were identified, these included:

- Poor quality reporting and under reporting.
- No sufficient monitoring and evaluation.
- Difficulty in accessing grants.
- No common audit criteria.
- Lack of branding for projects.
- People living with disabilities were not effectively included in the infrastructure projects.
- Insufficient funding for training.



EPWP PHASE II PERFORMANCE REVIEW CONTINUED...

The key learnings derived from Phase II included: The strength of the South African governments EPWP lies in its ability to innovate and apply key learnings from previous phases. The following key innovations needed to be enhanced in EPWP Phase III:

- In Infrastructure, EPWP broke new ground in trying to mainstream labour intensive methods into government contracting processes, rather than having a set of labour based public works projects separate from the wider infrastructure development system. In EPWP Phase III, the challenge was to improve implementation to capitalize on the untapped employment potential.
- South Africa is still the only country in the world that has a menu of public employment activities in various sectors in addition to the traditional public works programmes replicating successful programmes across the country across the spheres would be key in the Phase III.
- The EPWP fiscal incentives are a unique basket of funding mechanisms that aim to mobilize public bodies to maximize their contribution to the EPWP and at the same time reward those who were doing so through the allocation of additional resources. The appropriateness and success of each funding mechanism should be reviewed and aligned to the expansion and development goals in EPWP III.

In terms of institutional arrangements:

- There was a need to maintain strong leadership, coordination, and implementation arrangements at all levels.
- Key to further expansion was the need to capitalize on the existing developed implementation capacity.
- Accountability for delivery should be tied in by agreements (on principles, targets, and implementation strategies) with the relevant parties.

Technical support to improve areas such as project design and labour-intensive delivery was essential. In addition, there was a need to strengthen partnerships with other government initiatives that could enhance the impact of EPWP programmes or the opportunities available to EPWP Participants. Funding to expand EPWP activities needed to be directed towards the areas of greatest opportunity that represent value for money and generally present potential impacts. These areas needed to be clearly identified. In terms of monitoring and evaluation (M&E):

- The framework for implementing the EPWP was clearer, including definitions, criteria for an EPWP Programme/project, working conditions and related policies (for example, training) and supplemented by technical implementation guidelines to ensure quality services within consistent norms and standards.
- A simple efficient reporting system that minimizes the administrative component was essential. This was complemented with clear, transparent, efficient data management protocols.
- There was a shift of focus from just counting outputs and measure the impact on poverty and unemployment to documenting the value of programmes to communities as well.



EPWP PHASE III PERFORMANCE REVIEW

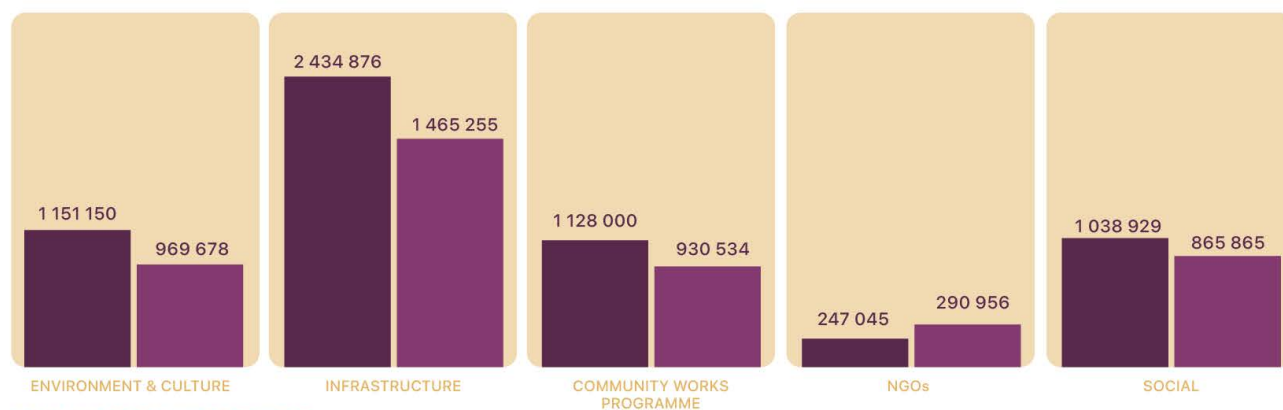
OVERVIEW

Phase III of EPWP (2014-2019) had a target of 6 million WOs with the focus not only being on increasing the number of WOs but also improving the quality of the projects by:

- Providing project and sector-based training aimed at capacitating the participants so that they could exit their projects with skills that would assist them in becoming more employable,
- Providing and creating good quality services and assets in communities,
- Strengthening community participation not only through public sector funding but by including the Non-State Sector,
- Implementing the universal principles that guide all EPWP programmes, and
- Formalising the EPWP coordinating structures.

At the end of March 2019, Phase III had created 4.5 million WOs representing 75% of the target. A total of 73 667 projects were implemented across all spheres of government with an average duration of 90 days. Of the total opportunities created, 66% were women, 46% were youth (target missed), and 1% was people with disabilities (target missed), over the five years R41 billion was transferred to EPWP participants through wages, representing a 45% labour intensity. The figure below provides an overview of the Phase III performance by sector.

FIGURE 6A: EPWP PHASE III OVERALL WO PERFORMANCE (APRIL 2014 TO MARCH 2019)



Demographic Performance	Target	Actual	Variance
Women	55%	66%	11.4%
Youth	55%	46%	-9.1%
Disabled People	2%	1%	-0.7%

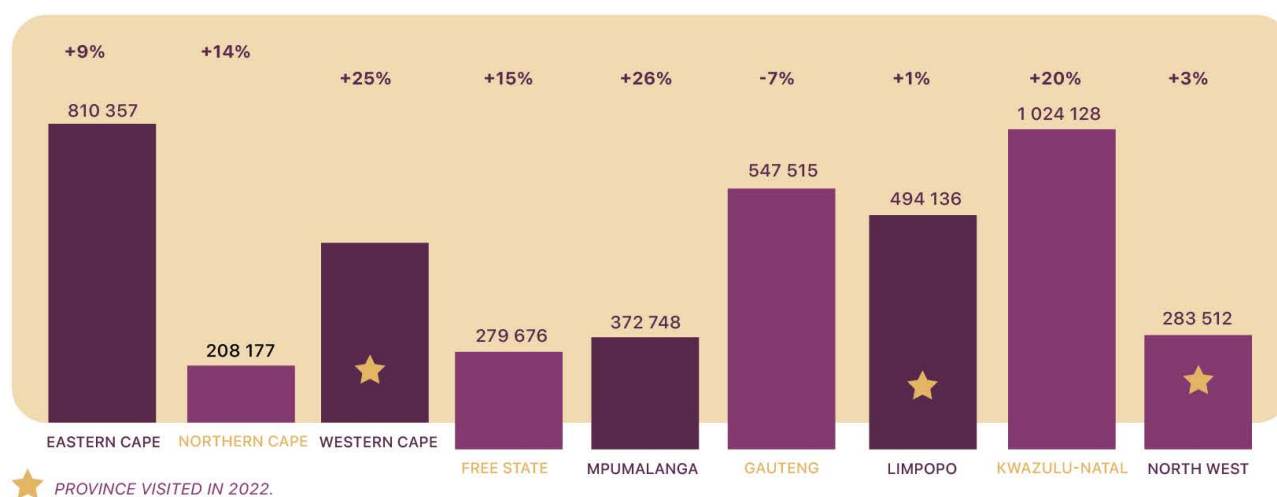


EPWP PHASE III PERFORMANCE REVIEW CONTINUED...

OVERVIEW

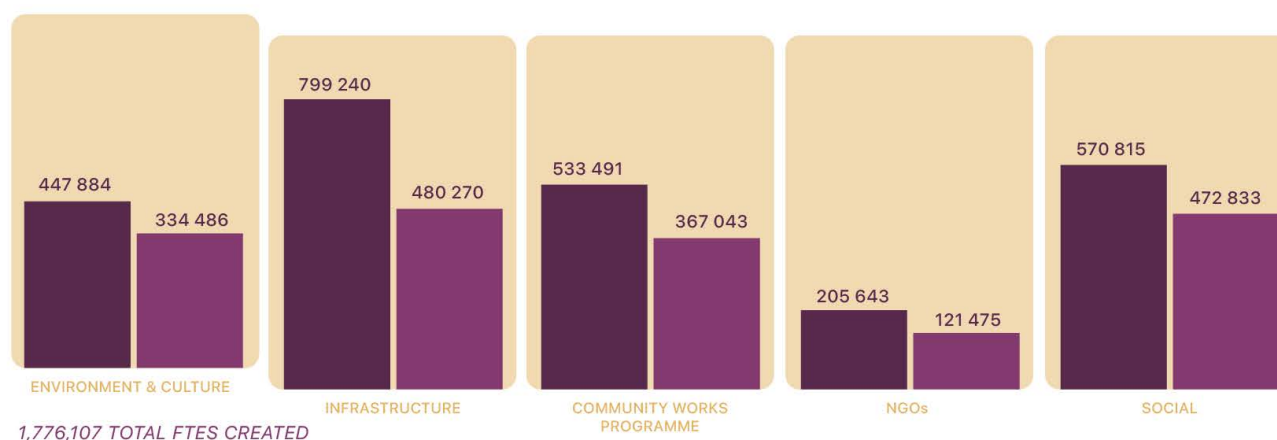
During Phase III the average daily wage rate grew from R97 per day to reach R117 per day behind the target R131 per day by 2018/19. Figure 6B highlights the provincial performance of Phase III with KwaZulu-Natal once again creating the most WOs (1,024,128), followed by Eastern Cape (810,357), Gauteng (547,515), Western Cape (502,039), and Limpopo (494,136). Overall WOs created increase by 11% from Phase II with Mpumalanga (26%), Western Cape (25%), and KwaZulu-Natal (20%) achieving the highest growth rates respectively. Gauteng experienced a decline in WOs created, dropping by 7% in Phase III (-EPWP, 2018).

FIGURE 6B: EPWP PHASE III WOS BY PROVINCE AND GROWTH FROM PHASE II (%)



The figure below highlights the EPWP Phase III performance against its target FTE.

FIGURE 6C: EPWP PHASE III OVERALL FTE PERFORMANCE (APRIL 2014 TO MARCH 2019)



This phase created 1.8 million FTE jobs against its target of 2.6 million.



EPWP PHASE III PERFORMANCE REVIEW CONTINUED...

Key challenges and lessons of EPWP Phase III

Some of the key challenges faced in Phase III included:

- Data reports not meeting stipulated compliance levels leading to inaccurate reports and under reporting.
- Participants and labour unions expected full-time employment.
- Multiple disputes regarding wage rates across the different sectors and projects.
- Lack of technical and managerial capacity for the EPWP implementation.
- There were instances of non-compliance with the Code of Good Practice and Ministerial Determination.
- There was a lack of buy-in and commitment to use own funding for implementing the EPWP from various departments due to a lack of legislation.
- There was a lack of organizational capacity to manage and coordinate the EPWP with a number of public bodies believing that targets were unrealistic.

Key challenges and lessons of EPWP Phase III

Key lessons included:

- Targets should also be linked to Medium-Term Expenditure Framework (MTEF) allocations made to public bodies and adjusted where budgets are reduced.
- There is a need for the Programme to look outside the fiscus for additional funding and develop a policy to enforce implementation.
- Compliance with the EPWP principles improved on the EPWP reported projects. Strengthening the monitoring of the core EPWP principles to improve compliance to the EPWP guidelines was necessary.
- Given the large number of EPWP participants, providing all of them with training was found not to be feasible due to limited budget/funding. Partnerships with the private sector should be strengthened for investments, placements, and training.
- Even though the EPWP is a public sector programme, the review recommended that the EPWP should identify opportunities for increased involvement or partnerships with the private sector.





EPWP PHASE IV PERFORMANCE REVIEW

Given the rising unemployment rate driven by subdued economic growth, the EPWP continued into its current Phase IV which was to be implemented in April 2019 to end in March 2024. Phase IV builds on the key lessons derived from the previous phases as well as international experience and seeks to take the role of public employment to the next level by drawing from the experience and innovations obtained to date to identify measures to address some of the weaknesses of the Programme. This phase is expected to address the challenges experienced in preceding phases, with revised targets that are considered to be more realistic given past performance. However, COVID-19 has had an impact on the Programme and the manner in which it was implemented, threatening the Programme's ability to meet its set targets but also providing an opportunity for the EPWP to play a critical role in creating employment opportunities in support of the fight back against COVID-19. The key objective of this phase is to provide WOs to at least 5 million South Africans by the end of the 2023/24 fiscal year. This phase of the EPWP places emphasis on taking public employment to new levels with a focus on social protection, convergence, and capitalising on development opportunities with more uniformity, feasibility, standardisation and compliance with legislation (The State of the Expanded Public Works Programme in South African Cities 2019-2020, 2021).

This would involve making several notable changes such as:

- Improving compliance with EPWP guidelines.
- Developing the Programme by duplicating and improving projects (applying what works in good projects to underperforming projects).
- Monitoring the quality of projects.
- Improving EPWP coordination.
- Implementing projects that are suitable and more appealing to young people not in education, training, or employment.
- Ensuring accountability and the use of evidence to guide programmes and projects.
- Introducing social audits.
- Developing partnerships with private sector.

As a long-term and instrumental initiative, the EPWP seeks to continue using labour-intensive methods to create work opportunities, improve service delivery, and creating and maintaining quality community assets in order to contribute the continued development and growth of South Africa. Since its inception, EPWP Phase IV has created a total of 2.8 million work opportunities (59% of its five-year target with two years of the Programme remaining) with an average of 71% going to women, 39% going to youth and 1% going to disabled people. As at the end of Q3 of 2021/22, R12.2 billion has been transferred to participants through wages with the Programme achieve a 54% labour intensity. The figure below summarises the performance of Phase IV to the end of Q3 2021/22.

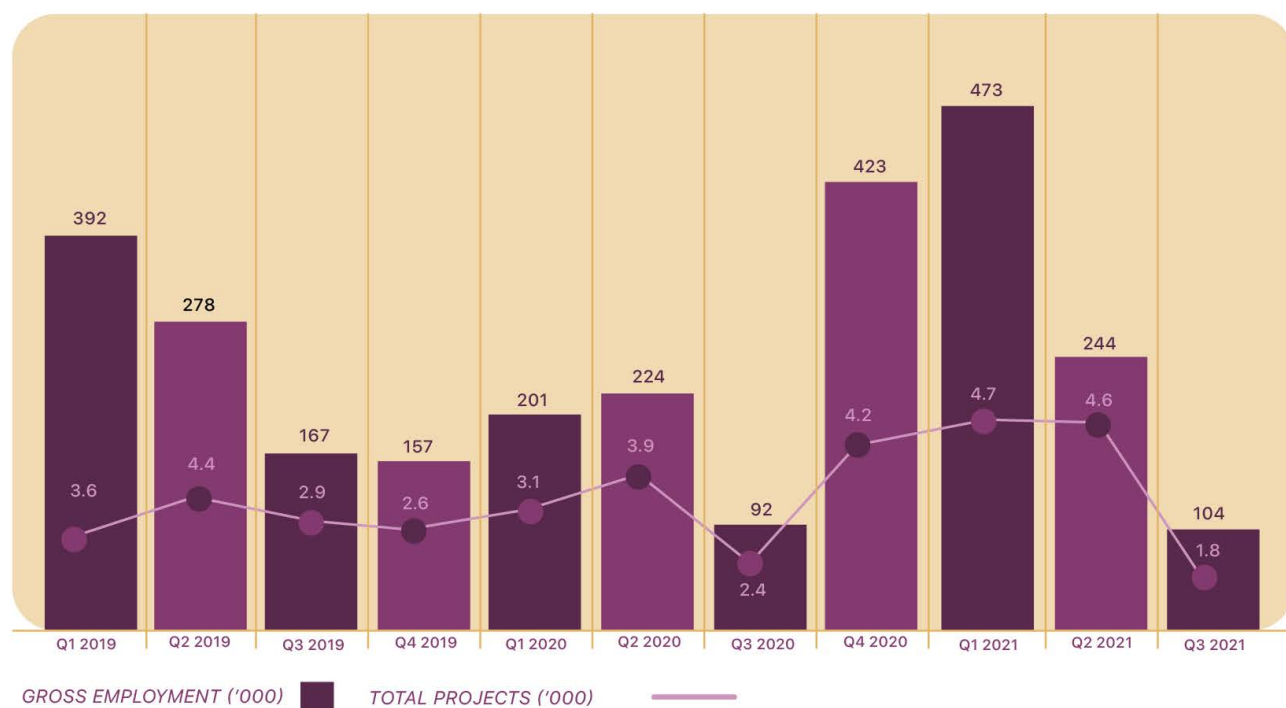


EPWP PHASE IV PERFORMANCE REVIEW CONTINUED...

OVERVIEW

FIGURE 7A: EPWP PHASE IV OVERALL WO PERFORMANCE (APRIL 2019 TO DECEMBER 2021)

Total WOs created – 2.8 million (five-year target of 5.0 million) 59% to target. | Total Projects – 37.9 thousand projects implemented

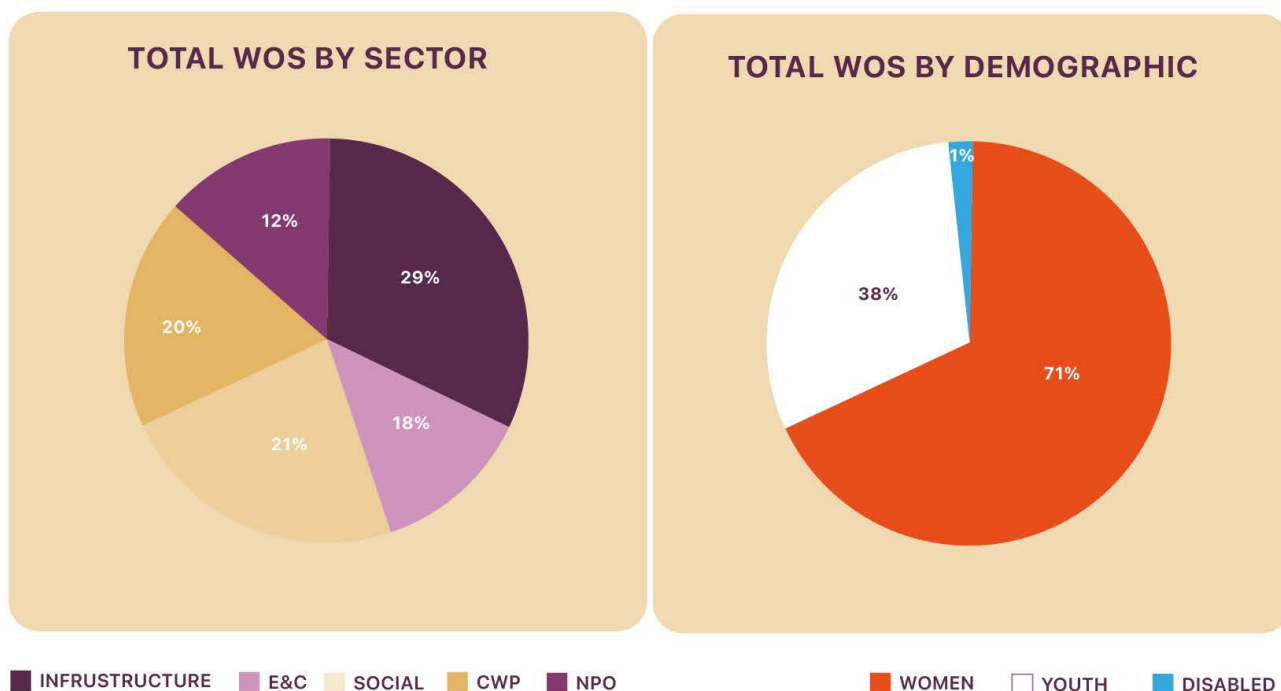


The average daily wage rate has grown from R117.98 per day (behind its target of R137.90) to reach R139.20 per day at the end of Q3 2021 (behind its target of 158.05). In terms of creating WOs, the Non-state sector leads with a total number of 888,505 WOs created at the end of Q3 2021, followed by the infrastructure sector with 785,543 WOs, Social sector with 578,441, Environmental and culture 501,571. A significant number of WOs were created in Q4 of 2020 and Q1 of 2021 as the fight against COVID-19 intensified with the Government preparing for and carrying out its vaccination programme, with vaccination sites being prepared and increase campaigns being run to create awareness about the vaccine. During the site visits for 2022, a greater understanding will be obtained as to why the EPWP is not increasing the number of WOs which can be seen in the decline in both projects and WOs in Q3 of 2021. The figures below indicate the contribution of each sector to WOs creation and the demographic split of these WOs.



EPWP PHASE IV PERFORMANCE REVIEW CONTINUED...

FIGURE 7B: EPWP PHASE IV WOS CREATED BY SECTOR AND DEMOGRAPHIC CONTRIBUTION



One of the key threats to Phase IV's ability to meet its target has been the on-going COVID-19 pandemic which has seen subdued economic growth and contributed to a rise in unemployment, especially amongst youth. COVID-19 began affecting South Africa in early 2020 following the president's decision to implement lockdown measures on 23 March 2020. This saw several projects being halted resulting in the Programme suffering significant setbacks which required innovative solutions at all levels of government. At the time of lockdowns being implement (Q4 2019/Q1 2020), the Programme had created over 850,000 work opportunities. In order to reduce the impact of the lockdowns on participants, the Government:

- Launched an initiative through which its NPOs programme would work with the National Department of health (NDoH) and health NGOs to employ approximately 25,000 youth South Africans to assist with the distribution of critical supplies to combat COVID-19 such as sanitisers, face masks, and soap as well as to assist in educating people on proper hygiene to prevent the spread of the virus, disinfect high risk areas and conduct clean up campaigns,
- In addition, departments were encouraged to make provision for projects and programmes providing essential services such as home and community-based care and waste collection, while ensuring increased safety and strict protocols being followed by all participants that were able to continue working, and
- Furthermore, all participants contracted on EPWP projects were to continue being paid during the initial phases of the national lockdown.

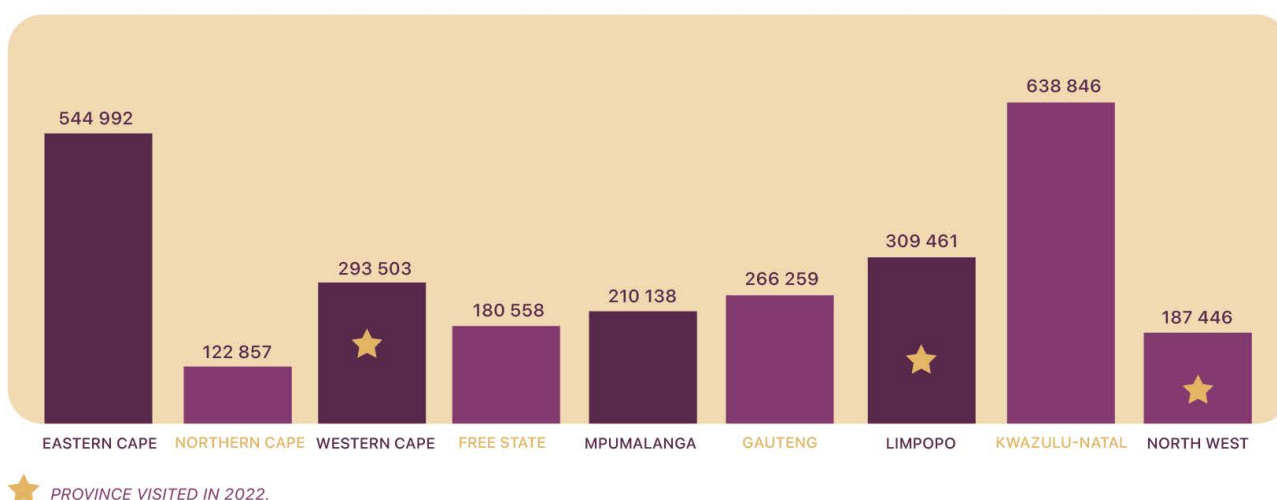


EPWP PHASE IV PERFORMANCE REVIEW CONTINUED...

As essential services and other healthcare initiatives intensified, the EPWP was identified as a key initiative that could be leveraged by government in its fight back against COVID-19, additional WOs were created to support the health NGOs assisting the NDoH in its COVID-19 response. Since the start of the COVID-19 Pandemic, the EPWP has been able to create an additional 1.8 million work opportunities which has seen Phase IV progress at least 55% against its stated target of creating 5.0 million WOs by the end of the 2024 fiscal year. This indicates that the EPWP as a key employment initiative, is agile and with key innovations can be adaptable to continue its key focus of reducing unemployment, providing income to the poor, and creating key community assets while driving service delivery.

The graph below summarizes the performance of Phase IV by province up to Q3 of 2021. KwaZulu Natal continues to create the most WOs with 638,846 by the end of Q3 2021. This is followed by the Eastern Cape (544,992), Limpopo (309,461), Western Cape (291,503), and Gauteng (266,259).

FIGURE 7C: EPWP PHASE IV WOS BY PROVINCE



KEY CHALLENGES AND LESSONS OF EPWP PHASE IV

As the Programme progresses some of the key challenges and lessons of prior phases still need to be addressed and the various activities put in place to achieve the stated objective still need to be implemented. A key lesson to this end is that, with innovative solutions, the EPWP will continue to be a key initiative that is able to continuously create WOs for the poor, and it's clear that the EPWP is an adaptable and agile Programme on which to build on once all the key challenges identified to date have been addressed in the current and future phases.

Although limited in scope, the site visits sought to provide key learnings that could be used to improve the implementation of the EPWP as a whole. In the sections that follow we zoom in to the projects visited and highlight the key learnings from such projects with the intention of providing recommendations to the EPWP Task Team to assist the Task Team in gaining an understanding of the key challenges faced and suggestions on how to overcome such challenges to improve the overall implementation of the EPWP, given the limitations noted above.

EPWP

SITE VISITS





A key component of the review is the facilitation of site visits of selected EPWP projects in three provinces, i.e., Western Cape, North West and Limpopo. While noting that the EPWP has over 11,000 projects across various programmes and spheres of government, it was still important to obtain a view of some of the projects.

In selecting the sites, an approach that enables for a view of projects across spheres of government, programmes and both urban and non-urban projects was selected. It was further decided that for a broader/wider view of the EPWP. Three provinces would be visited. The purpose of the site visits is not to obtain a view of the EPWP completely as this would be limited and require a much broader study, the purpose for an opportunity to engage with some project implementers, as well as the participants to ascertain the impact of these specific projects. Thus, the observations drawn from these projects reflect on the visited projects, although a desktop study on the EPWP was also conducted to have a broader understanding of the Programme. In consideration of all these limitations, the projects shown in table 1 above were selected.

Unemployment in the selected provinces

South Africa has been grappling with high unemployment numbers with the official unemployment rate currently at 35.3%, with the expanded definition of unemployment at 46.2% (SA, Quarterly Labour Force Survey (QLFS), 4th Quarter 2021). This is a cause of concern and warrants various interventions from all stakeholders to ensure that this is addressed through a combination of interventions, such as the EPWP. Even more alarming is the high poverty levels that present an urgent need to introduce social protection measures that will enable people to secure income, temporary or permanent, and measures that can potentially increase the employability of many people who are unskilled and find it difficult to enter the labour market. In addition to this, as per the World Bank, South Africa has the highest gin coefficient in the world, and according to the Pietermaritzburg Economic Justice & Dignity group (PMBEJD), approximately 30.4 million people in South Africa live below the old upper-bound poverty line of R1,268. The group estimates that 13.8 million people live below the food poverty line. The table below highlights unemployment in various provinces and the nation as a whole;

TABLE 2: UNEMPLOYMENT STATISTICS IN SOUTH AFRICA BY PROVINCE

	Official Unemployment Rate (%)					Expanded Unemployment Rate (%)				
	JUL-SEP 2020	APR-JUN 2021	JUL-SEP 2021	QTR. TO QTR CHANGE	YR. ON YR. CHANGE	JUL-SEP 2020	APR-JUN 2021	JUL-SEP 2021	QTR. TO QTR CHANGE	YR. ON YR. CHANGE
South Africa	30.8	34.4	34.9	0.5	4.1	43.1	44.4	46.6	2.2	3.5
Western Cape ★	21.6	25.8	26.3	0.5	4.7	29.1	29.1	30.3	1.2	1.2
Eastern Cape	45.8	47.1	47.4	0.3	1.6	51.2	53.0	54.5	1.5	3.3
Northern Cape	23.1	28.1	24.9	-3.2	1.8	44.0	50.3	49.1	-1.2	5.1
Free State	35.5	36.5	38.1	1.6	2.6	42.6	45.2	45.8	0.6	3.2
KwaZulu Natal	26.4	32.5	28.7	-3.8	2.3	47.5	47.1	48.6	1.5	1.1
North West ★	28.3	35.2	35.7	0.5	7.4	46.5	46.9	52.2	5.3	5.7
Gauteng	33.7	35.4	37.0	1.6	3.3	41.0	42.7	44.9	2.2	3.9
Mpumalanga	27.8	35.2	37.5	2.3	9.7	45.6	46.5	49.7	3.2	4.1
Limpopo ★	26.3	30.4	32.5	2.1	6.2	46.9	49.9	54.5	4.6	7.6

★ PROVINCE VISITED IN 2022.



The size of the indigent population is hence in direct proportion to the income that a municipality will forfeit from its available resources which are often limited. For this reason, it is directly in the interest of the municipality and provincial government to reduce the levels of unemployment within its bounds. In this regard, the EPWP offers the Western Cape, North West and Limpopo municipalities a framework, for responding to unemployment, and reducing poverty in the longer-term. The EPWP is a key programme to these municipalities as it provides value through the development of community assets and the provision of income earning opportunities for the local people.

EPWP in the selected provinces:

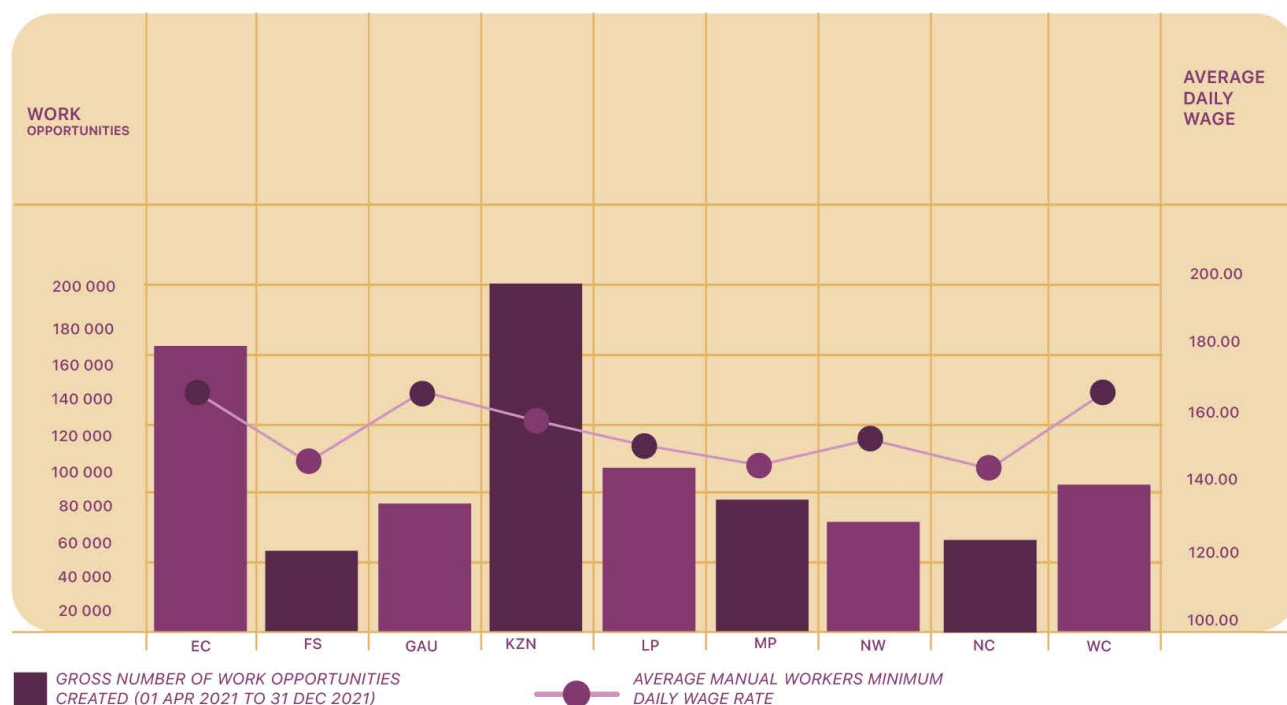
The EPWP is implemented across the 3 spheres of government, i.e. National, provincial and municipal and cuts across various sectors, i.e. Infrastructure, Social, Environment and Culture, as well as Non-state sector. As mentioned above, projects in all these spheres and sectors were selected.

- General requirements to apply for EPWP work:
- Open to unemployed and unskilled women and men, including youth (aged 18 to 35).
- Persons living with disabilities.
- ID document, or valid South African work permit.

Figure 8 below provides an overview of the work opportunities created by province and the average minimum daily wage earned by EPWP participants within the various EPWP projects.

TOTAL WOS VS AVERAGE MINIMUM DAILY WAGE BY PROVINCE

FIGURE 8: QUARTER 3 2021/2022 OVERALL NATIONAL CONSOLIDATED PER PROVINCE





From the above, it is noted that the Western Cape has the highest reported average daily wage rate paid to EPWP participants (R171.75 per day) involved in the various projects although the province doesn't create the highest number of work opportunities through the EPWP (89,516 in the Western Cape), with North West (55,638) and Limpopo (91,338) recording different number of work opportunities during quarter 3 of 2021/2022. The leading provinces in terms of work opportunities are Kwa-Zulu Natal and Eastern Cape. Important to note is that the WO targets are based on budgets (i.e. leveraging off own funds, conditional grants and equitable share) that were allocated by National Treasury at the time of the drafting of the phase IV business plan and have not been adjusted for inflation as it had been anticipated that budgets would not be increasing, and are more likely to decrease rather.

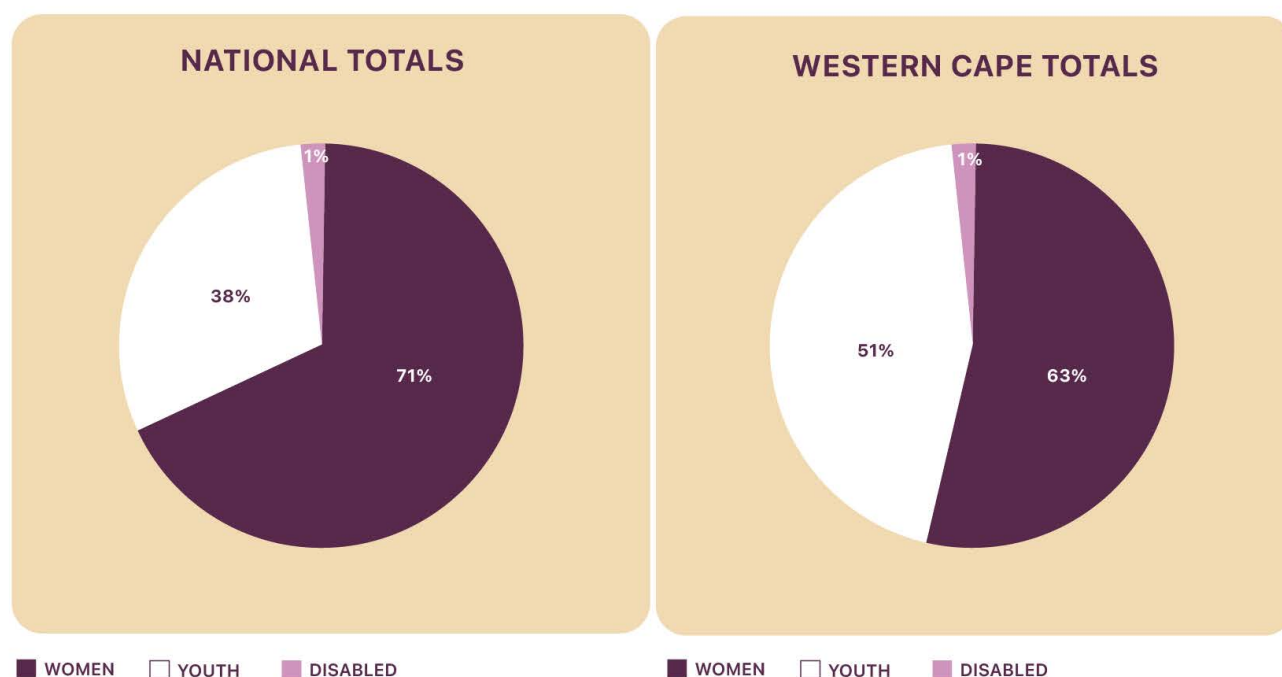
Western Cape

The continuing predicament of the Western Cape is that while it strives to provide world-class services, high levels of unemployment (with a 26.3% official unemployment rate as shown in table 2 above) mean citizens are often unable to pay for these services. Like in all provinces, municipalities generate revenue from its citizens through municipal rates along with charges on water & electricity and other taxes. An unemployed (and often unemployable) citizenry both reduces the revenue flow and inflates expenditure, because funds are diverted to mandated support for the indigent (such as the provision free basic goods and services).

Work Opportunities Created in the province

TOTAL WOS BY DEMOGRAPHIC

FIGURE 9: WC QTR. 3 2021/2022 WOS BY DEMOGRAPHIC (WOMEN, YOUTH, AND PERSONS WITH DISABILITIES (PWD))





From the above it can be seen that most of the work opportunities created were for woman and youth with 61% and 38% respectively at a national level. At a provincial level the Western Cape created more opportunities for women (63%), with youth employment (51%) being above the national total of youth work opportunities (38%), with 71% of the opportunities being created for woman.

As per the EPWP Quarter 3 2021/2022 reported (Containing interim cumulative data for the period: 1 April 2021 to 31 December 2021) the Western Cape had the following:

- 2,142 EPWP Projects;
- 89,516 Gross number of Work opportunities created;
- R13,890,182,778 Allocated Project Budget (Including professional fees) of which R809,880,556 had been paid out in wages to EPWP participants; and
- 26,422 Person years of work including training

Project I: Parking Management Project (Parking Marshalls)

Parking management project overview	
Project Name: EPWP Sector: Public Body Name: Project site:	Parking Management Project (Parking Marshalls). Social Sector. Stellenbosch Local Municipality. Central Business District of Stellenbosch town.
Project Description: (Activities done)	Parking Management, activities of the projects include: Officers manage parking bays, facilitate parking payments. Perform crime prevention in the CBD as they had been trained as peace officers, with some participants trained to enforce by-laws. Traffic wardens assist with the reduction of congestion. Operate the off-street parking on the same principle as boom gates (enter and receive time slip, pay on exit). Removing of kids that are begging in the parking areas of Checkers and Pick and Pay. Removing of illegal vehicle guards at both the on and off-street parking areas throughout the parking areas. Monitoring and managing illegal occupation of loading zones and congestion by delivery vehicles in streets.



Parking management project overview

Project Location:	This project is in the Central Business District of Stellenbosch. The project is a community safety initiative that seeks to assist the law enforcement unit and traffic services to generate revenue for the municipality and create work opportunities for Stellenbosch community. The municipality offers contract positions to current law enforcement peace officers for a period of 6 months with the option of extending for another 6 months.
Total Work Opportunities Created:	The project has created 108 work opportunities during the 2021/22 financial year. Demographics: Women: 72% Youth: 96% PWD: 0% Note: This demographic statistic is for the 1st Cohort (50) participants recruited at the beginning of the financial year. The 2nd Cohort (58) started in February and have not been reported in the statistics reported on the EPWP system.
Stipend paid per day:	R200.00
Days worked in a month:	22 Days
Project Budget:	R1,800,000
Project Funder:	Stellenbosch Municipality Own Funding.
Project Implementer:	Law enforcement Unit Stellenbosch Municipality.
Start Date:	15 Sept 2021.
End Date:	30 June 2022.



PROJECT OBJECTIVES

The objective of the project is to create employment opportunities, reduce crime, and expand the currently implemented and managed EPWP projects which aligns to the strategic goals of Stellenbosch municipality. The Stellenbosch municipality sources its public employment unskilled labour appointments from the Job Seekers database according to the location of the project and the youth and gender targets for the programme. In addition, the project seeks to:

- Expand current public employment initiatives, and
- Provide financial assistance to municipalities to support citizens to mitigate the economic challenges arising from the COVID-19 pandemic.

PROJECT HIGHLIGHTS

- 108 work opportunities created.
- Contributed to reducing crime – through the visibility of the peace officers and strategic placement in high traffic nodes. This is further evidenced by the arrests mentioned by the project managers, i.e. car jammers, fake licenses, etc.
- Income received assisted in providing for a livelihood for the participants, with some expressing that they are now able to send money home and provide for their children – payments received monthly with no issues raised. In addition, the daily rate is almost double the EPWP daily wage rate as per the National Wage Act.
- All statutory payments were made timely – no issues raised.
- Training on use of payment machines received – participants expressed that the skill can be utilized in the retail sector as tellers.
- Training on peace keeping and municipal bylaws received – participants expressed that the skill could be used in applying for jobs as security guards.
- Project is providing significant assistance to the city in keeping the city centre safe and providing convenient and safe parking. This has a knock-on effect in promoting tourism and structures could be put in place with the business community to contribute towards the sustainability of this project.

PROJECT CHALLENGES

- Some participants raised that they had not received the training, there seemed to be some inconsistencies in the training provided to the participants.
- Payment inconsistencies – monthly salaries tend to fluctuate with no explanations given. Upon probing this point, it was ascertained that this could relate missed days at work. This arises questions about “no work, no pay” policy in as far as it relates to sick leave, family responsibility leave, etc. The BCEA provides guidance on this. The non-payment needs to be probed further to ascertain reasoning behind no pay as this may be due to an array of reasons, i.e. sick note not provided, no communication.
- Contracts cut short – participants expressed that their contracts reflected a different date to the date they had been informed as the end date. This was due to budget constraints as explained by the project manager.

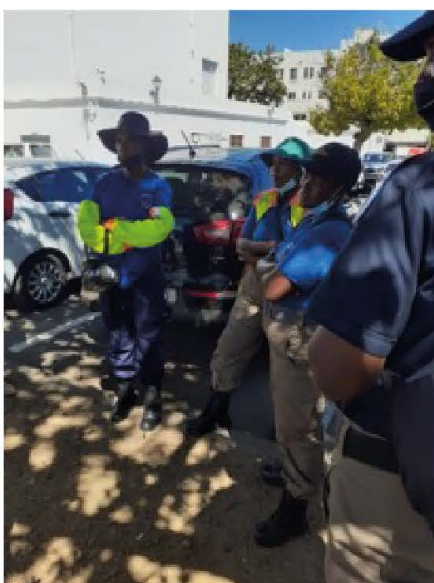


PROJECT CHALLENGES CONTINUED...

- There were no disabled candidates forming part of the Programme.
- Harsh weather conditions such as heat waves and heavy rainfalls require that the municipality secures temporary shelter for off-street parking areas.
- The banking machines at times malfunction which could cause delays and unhappiness from motorists who aren't able to receive slips for payments.
- Sites a bit far apart for the supervisor to be on foot and to get to officers quickly - possibility of bicycle patrols for the supervisors being sought (potentially loan the bicycles from Law Enforcement).
- Parking boards with operating times at off-street parking boards not completed and erected - awaiting on Traffic Engineering.

PROPOSED INTERVENTIONS BY PROJECT IMPLEMENTERS

- Introduction of timesheets with monthly reconciliations provided to participants so they are aware of the payment to be made in a particular month – review of the “no work, no pay” policy to consider certain circumstances when work is missed.
- Lobby local businesses to make contributions towards the sustainability of the project as it had a positive impact on the ease of doing business and created an environment that increases tourism, and subsequently revenues – CSI initiatives to provide uniform, training, shelters, etc., as this would enable for budget reprioritisations at a municipality level.
- Increased efforts to work with associations representing disabled individuals to ensure participation from disabled people.
- Temporary shelter for off street parking areas by the municipality.
- Engage the current service provider to provide resources that will support the participants and ensure that payment machines are working as required.





Project II: Iliso Care Society

Iliso Care Society	
Project Name: EPWP Sector: Public Body Name: Project site:	Iliso Care Society. Non-state Sector. DPWI: Independent Development Trust (IDT). A 648 A Sunrise Street Site C Khayelitsha.
Project Description: (Activities done)	The IDT entered into a Service Level Agreement (SLA) in November 2021 with Iliso Care Society to create 350 work opportunities in the Metro (150), Matzikama (100) and Paarl (50) areas. From January – March 2022 the NPO recruited an additional 150 participants to provide a total of 500 work opportunities. Project Activities: Food Garden. Food Nutrition Centres. Admin Assistants. Women Empowerment Programme. Inhouse book and toy libraries. Learner Assistant programme. Video Production. ECD Centres. Home based care.
Project Location:	Site C, Khayelitsha, Matzikama, and Paarl.
Total Work Opportunities Created:	Total work opportunities created 500 in the 2021/22 year Demographics: Woman: 385 (77%) Youth: 291 (58) PWD: 10 (2%)
Stipend paid per day:	R107.00 for the participants. R129.00 for the Supervisors
Days worked in a month:	12 Days November 2021 11 Days December 2021 19 Days January 2022 20 Days February 2022 19 Days in March 2022.
Project Budget:	R5,076,797.00
Project Funder:	DPWI.
Project Implementer:	IDT.
Start Date:	15 November 2021.
End Date:	28 March 2021.



PROJECT OBJECTIVES

- To educate, empower and raise awareness on the harmful effects of substance abuse.
- To identify social needs/challenges and design sustainable programs to meet those needs.
- To empower the community through skills development programs.
- To help eradicate poverty in the community through job creation.
- To see a self-sustainable organization that is not driven by government funding but lobbying outside funding and private sector.

PROJECT HIGHLIGHTS

- A total of 500 work opportunities were created.
- Some participants left the programme to pursue their studies having utilised the EPWP stipends to pay off some of their fees.
- Some participants exited the programme and were able to secure permanent employment – no indication of rate was given.
- Payments received monthly with no issues raised by the participants – participants expressed that the income assisted them provide for themselves and their families.
- Project is providing assistance to the local clinic with providing extra hands and this is helping improve service delivery.

PROJECT CHALLENGES

- There seemed to be inconsistencies with training provided to participants with some participants expressing that they had not received any training while some attested to receiving training.
- Short implementation period of the EPWP NSS Programme - it was indicated that there was high demand for the programme in the community for both job creation and service delivery.
- There was no involvement of disabled individuals in the project.

PROPOSED INTERVENTIONS BY PROJECT IMPLEMENTERS

- Additional resources for training of the youth and empowerment of the community.
- Education and awareness are key.
- Greater Involvement of community stakeholders to ensure that the programme empowers all community members as substance abuse affects the entire community.
- Establish relations with local disability associations to ensure the involvement of disabled individuals in the programme.





Project III: The Transhex Housing Project

Transhex Housing Project	
Project Name: EPWP Sector: Public Body Name: Project site:	Transhex Housing Project. Infrastructure Sector. Western Cape Department of Human Settlements. Worcester local municipality of the Overstrand District Municipality.
Project Description: (Activities done)	This project spearheads the province's drive in seeking alternative building methods to deliver more housing opportunities using fewer resources to maximize the service delivery reach of scarce resources. The project is one of the catalytic projects identified for implementation in the province of the Western. The entire project comprises 8,873 serviced sites, but implementation is in Phase 1 of the project with the intention to provide 3,231 civil engineering services and top structures that shall comprise the following: BNG units: 1419 sites. GAP: 134 sites. Sectional Title: 680 sites. Enhanced Service Sites: 993 sites. Other (churches, schools etc): five. The project has National Catalytic status, whose primary objective is in the national interest to alleviate the housing need and address service delivery requirements.
Project Location:	The Transhex Housing Project is located on Erf 1 which is owned by the Breede Valley Municipality, located 120 kilometers north-east of Cape Town. The site lies east of the Worcester town and is accessible through the R60 road that leads to Robertson and lies to the south of the road.
Total Work Opportunities Created:	84 work opportunities have been created for the year ending 31 January 2022. Demographics: Women: 12 (14%) Youth: 39 (46%) PWD: 00 (0%)
Stipend paid per day:	R178 per day.
Days worked in a month:	22 days.
Project Budget:	R396,700,000
Project Funder:	Western Cape Department of Human Settlements.
Project Implementer:	Western Cape Department of Human Settlements.
Start Date:	19 October 2017.
End Date:	31 May 2022.



PROJECT OBJECTIVES

The objective of the project is to address the housing need and enhance service delivery in the under capacitated municipalities. In addition to this the project aims to:

- Help reduce unemployment.
- Contribute towards skills development through structured training.
- Promote sustainable livelihoods.
- Consider environmental and climatic issues by doing waste recycling.
- Linking with the tourism sector through selling the recycled products to local people and tourists.
- Improving participants prospects for income generation.

PROJECT HIGHLIGHTS

- Services Phase
 - 2546 serviced sites completed.
- Top structures Phase:
 - Construction in progress, anticipated completion, and handover start - End May 2022.
 - Foundations - 190
 - Practical Completion - 20
 - Finishes - 44
- Sustaining livelihoods of the communities' participating in this project.
 - Income provided for EPWP participants
 - Shelter provided for beneficiaries

PROJECT CHALLENGES

- Despite the significant budget for this project (R396m), work opportunities created were minimal (84) – there is an opportunity to improve more labour-intensive methods to provide more work opportunities in this project. Important to note however that this was influenced by the technology utilized by the WC Department of Human Settlements who were piloting new technology for building houses, thus limited the number of work opportunities.
- There were no disabled participants employed as part of the EPWP in this project.
- Social unrest emanating from competition for access to housing opportunities.
- Supplier issues led to slow progress – Covid-19 impact on global supply chain.

PROPOSED INTERVENTIONS BY PROJECT IMPLEMENTERS

- There is an opportunity to utilise projects of this size and nature to absorb EPWP participants from other projects and to provide more longer-term employment.
- Training programmes to establish the requisite skills to ensure future projects are adequately serviced by the local labour market.
- Communication and demonstration of new building technology to beneficiary community – to maximise the development of community assets and use thereof.
- Issuance of title deeds to follow completion of the project shortly after – maximise the use of community assets and ensure impact. This is beyond the control of the EPWP and is something that the Department of Human Settlements ought to address.







Project IV: The Coastal Management Project

Project IV: The Coastal Management Project	
Project Name: EPWP Sector: Public Body Name: Project site:	Coastal Management. Environment and Culture Sector. West Coast District Municipality (WCDM). This project is in two sites Elands Bay, within Cederberg Local Municipality and Papendorp within the Matzikama Local Municipality and is implemented by West Coast District Municipality (DM). The project team also operates at the following sites: (i) Elands Bay main beach, (ii) Adjacent Verlorenvlei estuary/catchment & Ramsar Site, and (iii) coastal areas between Veldrif and Lamberts Bay and at Papendorp and at the Olifants Estuary.
Project Description: (Activities done)	This project addresses Coastal Management in terms of the Integrated Coastal Management Act (Act No. 24 of 2008). The project also contributes to the implementation of the West Coast DM of Coastal Management Program (CMP) and its projects & functions. The project is also a job creation and poverty alleviation initiative of the district. The project focuses on beach cleaning (litter picking), assisting with the reporting and removal of dead whales and seals, assisting with annual red tide incidents with (DFFE), closing illegal ORV paths/roads in terms of ORV Reg's and reporting illegal ORV driving within the coastal zone, alien clearing within the estuary and coastal areas. It also assists with environmental education during calendar days, such as International Coastal Clean-up, erecting educational and coastal signage. The team assisted with the recent Avian Influenza (Bird Flu) outbreak (collecting and recording dead and sick birds daily with other government departments (DFFE/CapeNature/SANCOB) as part of the provincial disaster management. The participants are trained and equipped with skills to ensure that they can either become independent, business owners in future or get employment from alternative employers. Activities of the project includes: - Cleaning of the beach & estuary (litter picking). - Assisting with the reporting and removal of dead whales and seals. - Assisting with red tide incidents with. - Closing illegal ORV paths/roads and rehab in terms of ORV Regulations. - Reporting illegal ORV driving within the coastal zone/estuary. - Alien clearing within the estuary/catchment and coastal areas. - Assist with environmental education during calendar days, such as International Coastal clean-up; Marine Week etc. - Erecting educational and coastal signage. - Assist with Avian Influenza (Bird Flu) outbreak (collecting, recording & reporting dead and sick birds daily.
Project Location:	This project is located into two sites: Elands Bay 221 kilometres from Cape Town and at Papendorp 307 kilometres from Cape Town both within the West Coast District Municipality.
Total Work Opportunities Created:	The Coastal Management Project has created 14 Work Opportunities during 2020/21 financial year. Demographics: Women: 7 (50%) Youth: 10 (71%) PWD: 3 (21%)
Stipend paid per day:	R120 per day.
Days worked in a month:	22 days.
Project Budget:	R 4,000,000
Project Funder:	Incentive Grant: Department of Public Works & Infrastructure.
Project Implementer:	West Coast District Municipality.
Start Date:	01 July 2021.
End Date:	30 June 2022.



PROJECT OBJECTIVES

To assist in alleviating poverty, reduce unemployment, skills development, supporting coastal management; awareness on environmental issues amongst the communities.

PROJECT HIGHLIGHTS

- Out of 14 EPWP participants, 2 participants have left the Programme by obtaining alternative employment and others are self-employed.
- Improved awareness and education on Environmental and Coastal Management.
- Skills programme training: National Certificate in Forestry NQF Level 2 – for Alien Clearing/Chain Saw training, Herbicide Application, First Aid and Health and Safety, Plant ID.
- Forming sustainable relationship with Government departments and the local communities.
- During the Avian Flu outbreak the project participants assisted the West Coast DM to obtain info for the Provincial Disaster Management Centre in collecting data for the JOC which met weekly.
- During Red Tide Incidents the participants assisted in crowd control and collecting and sorting dead and alive West Coast Rock Lobster as part of the West Coast DM and DFFE's "Red Tide Contingency Plan" to be rescued and placed in other coastal areas not affected by the Red Tide or assisting with the collection and disposal of dead lobster.
- During the Avian Flu large numbers of dead seals were washed out on the beaches which was recorded to all relevant Government departments and removed from the beaches from a health point of view by the participants.
- The project team also assisted in environmental calendar days education and awareness and planted various indigenous trees in the community during Arbor week celebration and assisted during the International Coastal Clean-up Campaigns arranged by the various departments.
- This alien clearing work that gets done annually also provides valuable practical work experience to the project participants.
- Rural communities with high levels of unemployment along the West Coast are given employment opportunities.
- Decreased unemployment rates for the community.
- Exiting previous participants into formal employment.

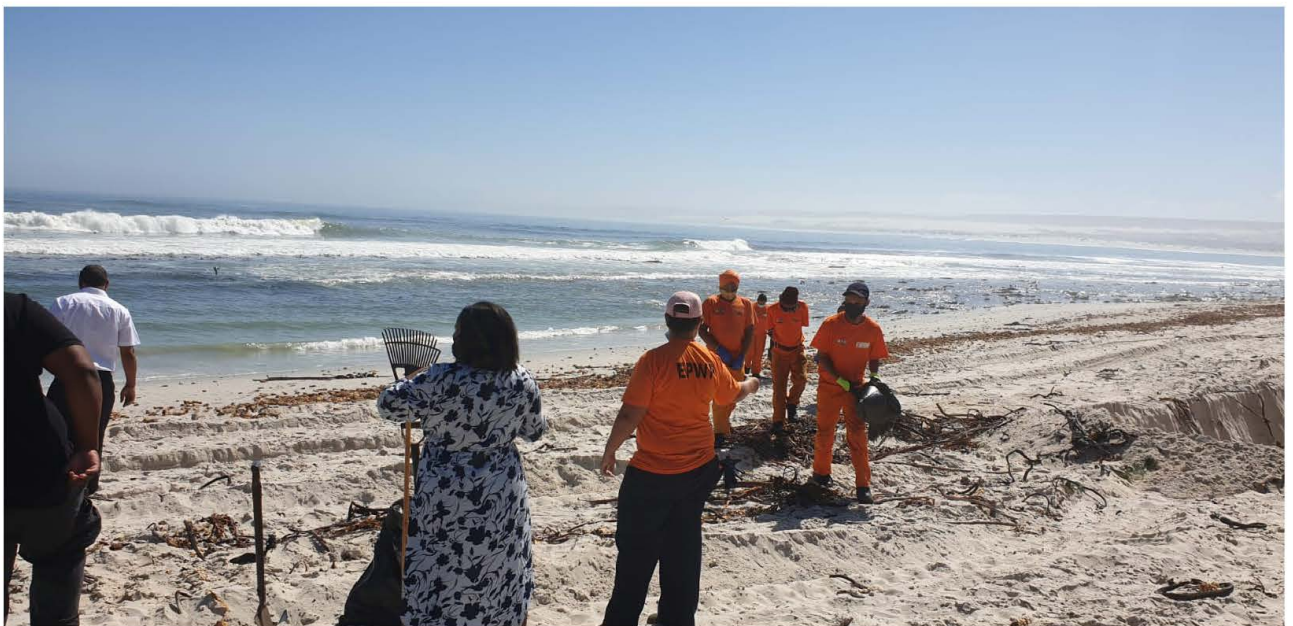
PROJECT CHALLENGES

- There is requirement for more training and larger budgets needed to further capacitate the EPWP participants.

INTERVENTIONS REQUIRED

- Provision of additional coastal signage to educate the coastal communities and visitors to the coast on coastal processes and coastal legislation.
- Business community to potentially contribute towards the sustainability of the project as it has a positive impact on the tourism of the town.
- Additional funding required to potentially expand the existing project to all coastal towns and to make a meaningful contribution to the lives of EPWP participants in all coastal towns.







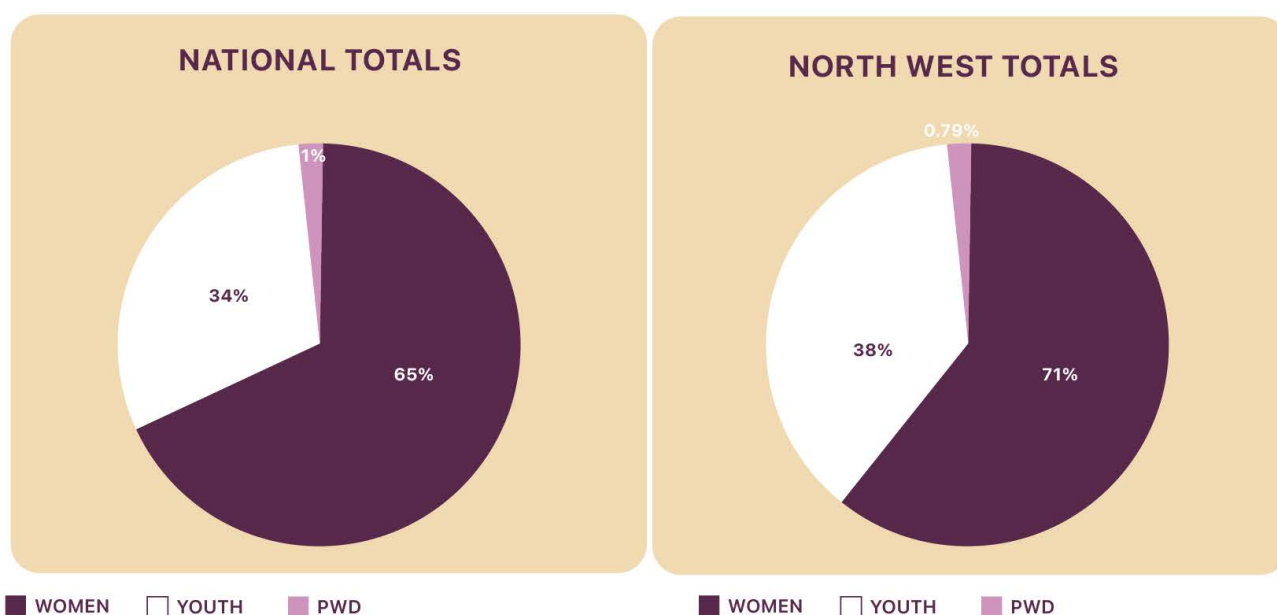
North West

IHS Markit released the North West GDP data estimates which show that the provincial economy declined by 6% in 2020. Most of the economic sectors were negatively affected with only agriculture registering a 10.9% growth whilst the rest declined for the same period. Since the outbreak of the pandemic, the province has had to intermittently close some of its economic sectors to mitigate against the spread of the virus. These closures contributed to the decline in economic activity and negatively impacted growth trajectory. Poverty, inequality, and unemployment remains a challenge in the province. The North West province recorded an unemployment rate of 35.7% in the third quarter of 2021 which was higher than the national figure of 34.9% for the same period. Compared to other provinces, the North West province registered the fifth highest unemployment rate for that quarter. This further highlights the need for programmes such as the EPWP to fight poverty and to create employment in the province.

Work Opportunities Created in the province

TOTAL WOS BY DEMOGRAPHIC

FIGURE 10: NW QTR. 3 2021/2022 WOS BY DEMOGRAPHIC (WOMEN, YOUTH, AND PERSONS WITH DISABILITIES (PWD))



The visited EPWP projects in the North West continue to create work opportunities, it was noted that majority of these opportunities were created for Women (71.32%) and Youth (38.47%) with fewer opportunities being created for persons with disabilities (0.79%) from the projects in the province (See figure 10 above). This trend was also noted in sites visited where between 40% to 50% of participants were women and only one of the three projects reported having hired a person with disabilities.

For Quarter 3 2021/2022 the North West reported (Containing interim cumulative data for the period: 1 April 2021 to 31 December 2021) the following:

- 829 EPWP Projects.
- 55,638 Gross number of Work opportunities created.
- R 6,725,277,484 Allocated Project Budget with R485,926,906 being paid to participants as wages (Including professional fees).
- 16361 Person years of work including training.



Project I: Berseba CWP Agrarian Project

Berseba CWP Agrarian Project	
Project Name: EPWP Sector: Public Body Name:	Berseba CWP Agrarian Project. Non-State Sector. COGTA.
Project site(s):	Berseba village, Rustenburg Local Municipality under Bojanala District Municipality in the North West Province.
Project Description: (Activities done)	This is an agricultural project initiated by Department of Cooperative Governance and Traditional Affairs (COGTA). The project is implemented under the Community Works Programme (CWP). The project addresses food security through the implementation of a vegetable garden and a piggery with a purpose of alleviating poverty within the community. The community has access to land in Barseba Village under the traditional leadership of Bakwena ba Mogopa for the purposes of undertaking primary agriculture. COGTA being the project implementer has a close relationship with sector stakeholders such Department of Rural, Environmental and Agricultural Development and Department of Public Works & Infrastructure (DPWI), the departments provide additional technical support to both the project and participants. Some of the activities included: - Pig rearing and production. - Planting different vegetables. - Selling of the produce. - Marketing of farm produce. - Identification of different markets to sell the produce. - Harvesting and land preparation/crop rotation.
	Berseba village, Rustenburg Local Municipality under Bojanala District Municipality in the North West Province.
Total Work Opportunities Created:	12 Work opportunities during the 2021/22 financial year: Women – 7 (58%). Youth – 6 (50%). People with Disabilities – 1 (8%).
	R105 per day.
	8 days.
	Department of Cooperative Governance and Traditional Affairs.
	COGTA: Community Works Programme
	April 2021
	March 2022



PROJECT OBJECTIVES

The project addresses food security through the implementation of a vegetable garden and a piggery with a purpose of alleviating poverty within the community.

PROJECT HIGHLIGHTS

- A total of 12 opportunities were created.
- The 12 EPWP CWP participants were trained on the following: Basic first aid training; ILO start your business training focusing on costing, marketing and record keeping.
- Establish partnerships with the following key stakeholders:
 - National Department of Public Works and Infrastructure, EPWP Enterprise Development Unit – overall support to start, operate and sustain enterprises.
 - Small Enterprise Development Agency (SEDA) Rustenburg branch, North West Province – Referral for technical training and mentorship support.
 - Department of COGTA – provide financial support for equipment, stipend, and consumables.

PROJECT CHALLENGES

- The long wait for the procurement of piggery husbandry training.
- Operational funding.
- Agriculture support – state vet/ extension officer.
- Support from DSB and LED Units from the Province and Municipalities.
- Mentorship from established pig farmers.
- Enterprise support – training was interrupted as a result of Covid-19.

INTERVENTIONS REQUIRED

- Introduction of mentorship programmes with established pig farmers.
- Establish relationships with training partners to ensure more efficient procurement of training services.
- Exploring of commercial opportunities to ensure alternative revenue streams which will impact project sustainability – provision of access to markets opportunities.





Project II: Tlokweg Land Care Project

Tlokweg Land Care project	
Project Name: EPWP Sector: Public Body Name:	Tlokweg Land Care Project. Environment and Culture. Agriculture and Rural Development.
Project site(s):	Silwerkrans Village in Bojanala District Municipality, the village is occupied by Batlokwa бага Bogatsu community.
Project Description: (Activities done)	25ha of land to be cleared of bush. Increased grazing capacity from 2.2ha per Large Stock Unit to 6ha per large stock Unit per annum. Training provided to 20 employed workers. Increased Awareness among the community about the natural resource conservation. Increased rotational grazing. Increased market linkages for market as they will be encouraged to have contracted market. Increased dry matter production from the veld as bush will have decreased. Increased conception rate of livestock as fodder will be more available. Increased value adding as farmers will be encouraged to add value to their products. Increased better grass species composition.
Project Location:	Silwerkrans Village in Bojanala District Municipality, the village is occupied by Batlokwa бага Bogatsu community.
Total Work Opportunities Created:	20 Work opportunities: Women – 8 Males – 6 Youth – 6 People with Disabilities – 0
Stipend paid per day:	R130 per day for general workers R150 per day for supervisors
Days worked in a month:	22 days.
Project Budget:	R 174,240.00
Project Funder:	DARD Incentive Grant Augmented.
Project Implementer:	Provincial Department of Agriculture and Rural Development
Start Date:	November 2021
End Date:	March 2022



PROJECT OBJECTIVES

The project is aimed at eradicating several environmental problems (reduced biodiversity, reduced biomass, etc.) , which are caused by *Acacia Mellefera*, *Dichrostachys cinerea* and *Acacia karoo*, *Glavia flava*. In additional, it is meant to help provide employment.

PROJECT HIGHLIGHTS

- A total of 20 work opportunities have been created.
- Training provided for all 20 participants.
- Increased grazing capacity from 2.2ha per Large Stock Unit to 6ha per large stock Unit per annum.
- Increased Awareness among the community about the natural resource conservation.

PROJECT CHALLENGES

- Limited budgets by the department.
- No people with disabilities involved in the programme.

INTERVENTIONS REQUIRED

- Proper planning and assistance to be provided through land management principles and more awareness and skills transfer in the Natural Resource management sphere.
- Engagement with disabled individuals associations for improved access to PWD's looking for employment opportunities.





Project III: Fire and Emergency Reservist Force

Fire and Emergency Reservist Force	
Project Name: EPWP Sector: Public Body Name:	Fire and emergency reservist force Social sector Rustenburg Local Municipality
Project site(s):	This project is located at Corner Bethlehem Street & Nelson Mandela Drive, Ward 13 & 14, Rustenburg and Bojanala District in North West.
Project Description: (Activities done)	Contains and combats the fire or other emergency by directing the application of extinguishing media. Effects search and rescue, firefighting, or investigations by gaining access into buildings/structures, wearing Breathing Apparatus when necessary. Salvage operations during and following firefighting, by covering and securing goods, furnishings, etc. Gains access to upper floors of a structure by operating the hydraulic platform or turntable ladder or special rescue appliances. Completes reports on incidents attended by recording the specific details of the incident as required by the completing of the prescribed incident report form for all Emergency Incidents to be dealt with in as short a time as possible so that lives may be saved, property protected and any damage and or injuries minimized. Perform defensive operation and limit fire spread exposure by working within the incident action plan (IAP), setting of traffic cones, signs, or other devices to detour traffic and unwanted personnel on the emergency scene. Turn of light that face opposing traffic to avoid blinding drivers or distracting them. Combat fires using portable extinguishers as classified according to types of fires (Class A, B, C, D or K). Perform extrication duties using equipment such as Jaws of Life, spreader, rams, chain saw, crowbar, air chisels, cribbing, pneumatic lifting bags and any other rescue tools by confirming order with officer who is in command of the scene rescue operation, removing windows, doors or roof.
Project Location:	This project is located at Corner Bethlehem Street & Nelson Mandela Drive, Ward 13 & 14, Rustenburg and Bojanala District in North West.
Total Work Opportunities Created:	26 Work opportunities: Women – 12 Youth – 6 People with Disabilities – 0
Stipend paid per day:	R200 per day
Days worked in a month:	20 days.
Project Budget:	R 1,200,000.00
Project Funder:	Rustenburg Local Municipality
Project Implementer:	Rustenburg LM – Fire & Disaster Management.
Start Date:	November 2021
End Date:	March 2022



PROJECT OBJECTIVES

The project responds to all categories of Emergency Incidents and situations as crew Member, Driver/Operator of Major Specialized Emergency Appliances.

PROJECT HIGHLIGHTS

- A total of 26 work opportunities created.
- Combated several fires that helped saved infrastructure and ensuring the safety of the community.
- The participants also expressed that they were quite pleased with the project and had benefited from it – expressing that payments were always received, and at times prior to when expected.
- Significant on the job training provided.

PROJECT CHALLENGES

- It seems like this project utilises EPWP funds to pay for the employees they require – recruitment requirements include the relevant qualification.

INTERVENTIONS REQUIRED

- The project provided on the job training, and there exist an opportunity to further upskill the participants.





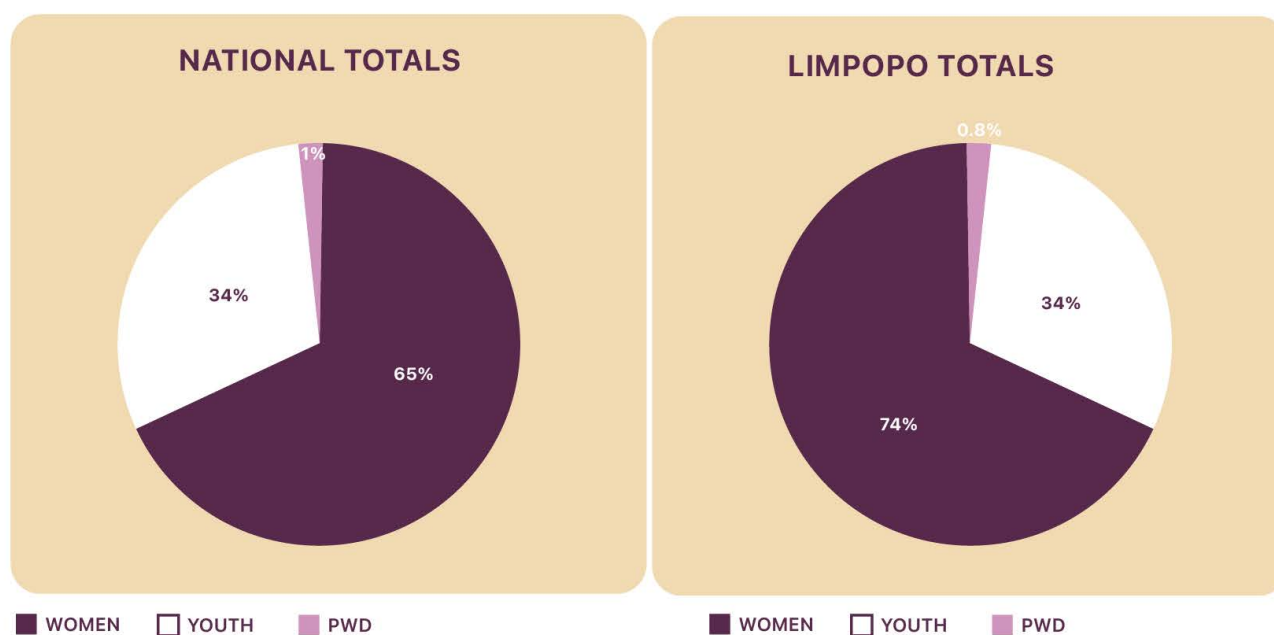
Limpopo

The continuing predicament of Limpopo province is that while it strives to provide world-class services, high levels of unemployment (with a 32.5% official unemployment rate in Q3 of 2021 as shown in table 2 above) mean citizens are often unable to pay for these services. Like in all provinces, municipalities generate revenue from its citizens through municipal rates along with charges on water & electricity and other taxes. An unemployed (and often unemployable) citizenry both reduces the revenue flow and inflates expenditure, because funds are diverted to mandated support for the indigent (such as the provision free basic goods and services). With the high unemployment numbers and inequality in the province, interventions such as the EPWP are crucial in ensuring that people are provided with income earning opportunities and supported in ensuring their future employability.

Work Opportunities Created in the province

TOTAL WOS BY DEMOGRAPHIC

FIGURE 7B: EPWP PHASE IV WOS CREATED BY SECTOR AND DEMOGRAPHIC CONTRIBUTION



From the above it can be seen that most of the work opportunities created were for woman and youth with 65% and 34% respectively at a national level. At a provincial level, Limpopo created more opportunities for women (74.32%), with 33.72% of the opportunities being created for youth, and 0.8% for persons with disabilities.

In addition, as per the EPWP Quarter 3 2021/2022 reported (Containing interim cumulative data for the period: 1 April 2021 to 31 December 2021) Limpopo has the following:

- 1,244 EPWP Projects.
- 91,338 Gross number of Work opportunities created.
- R882,947,426 Allocated Project Budget (Including professional fees).
- 26,422 Person years of work including training.



Project I: Artisan Development Programme Project

Artisan Development Programme Project																								
Project Name: EPWP Sector: Public Body Name:	Artisan Development Programme (2020-2023) Project All Sectors. National Department of Public Works and Infrastructure, Limpopo.																							
Project site(s):	The project is implemented in 3 districts of Limpopo Province by 4 host employers; Capricorn at Thorn Castle and In Touch Community Development Centre, Waterberg District at Lephallale TVET college and Vhembe District at Madz Electrical.																							
Project Description: (Activities done)	The aim of this project is to train 47 EPWP participants to qualify as Apprentices on various Artisan trades, using NSF funding. The training was determined by the availability of SETA accredited workplaces in the province. The project started July 2020 and will end in September 2023. The project provides training and skills development to people in scarce skills trade critical for the market. 47 EPWP participants were recruited for various trades as determined by the available workplaces within the province. The breakdown of placement is as follows: <table><thead><tr><th>Employer/ Workplace</th><th>Trade</th><th>Number of participants</th></tr></thead><tbody><tr><td rowspan="4">Lephallale TVET College</td><td>Boilermaker</td><td>05</td></tr><tr><td>Electrical</td><td>07</td></tr><tr><td>Mechanical Fitter</td><td>05</td></tr><tr><td>Rigger</td><td>03</td></tr><tr><td rowspan="2">In Touch Community Development</td><td>Bricklayer</td><td>08</td></tr><tr><td>Plumbing</td><td>04</td></tr><tr><td>Madz Electrical</td><td>Electrical</td><td>03</td></tr><tr><td>Thorn Castle</td><td>Electrical</td><td>10</td></tr></tbody></table> The main stakeholders or role players of the project includes; Department of Public Works & Infrastructure (DPWI), Agriculture Sector Training Authority (AgriSETA), host Employers, private companies, National Artisan Moderation Board (NAMB) and Quality Council for Trade and Occupations (QCTO).	Employer/ Workplace	Trade	Number of participants	Lephallale TVET College	Boilermaker	05	Electrical	07	Mechanical Fitter	05	Rigger	03	In Touch Community Development	Bricklayer	08	Plumbing	04	Madz Electrical	Electrical	03	Thorn Castle	Electrical	10
Employer/ Workplace	Trade	Number of participants																						
Lephallale TVET College	Boilermaker	05																						
	Electrical	07																						
	Mechanical Fitter	05																						
	Rigger	03																						
In Touch Community Development	Bricklayer	08																						
	Plumbing	04																						
Madz Electrical	Electrical	03																						
Thorn Castle	Electrical	10																						
Project Location:	This project is located at Capricorn district at In Touch Community Development and Thorn Castle, Waterberg districts at Lephallale TVET college and Vhembe district at Madz Electrical. Participants at In Touch Community Development, Lephallale TVET and Madz Electrical are currently placed at various companies for workplace training.																							
Total Training Opportunities Created:	The Artisan Development Programme has created 47 training Opportunities. Demographics: Women: 23 (64%) Youth: 47 (39%) PWD: 00 (0%) Province-wide the Programme has created total of 83 Work Opportunities (W.O) during 2019/20 financial year. Demographics: Women: 53 (64%) Youth: 28 (39%) PWD: 00 (0%)																							
Stipend paid per day:	R3,000.00 per month.																							
Training Period:	3 years (2021-2023).																							
Project Budget:	R 66,000,000.00																							
Project Funder:	Department of Public Works and Infrastructure (EPWP).																							
Project Implementer:	Agriculture Sector Training Authority (AgriSETA).																							
Start Date:	July 2020.																							
End Date:	September 2023.																							



Project I: Artisan Development Programme Project

Artisan Development Programme Project	
Project Activities:	Activities of the projects includes: Training of apprentices on various trades; Prepare apprentices for trade test; Apprentices trade tested; Apprentices certified;
Required Interventions:	Monitoring by AgriSETA and DPWI Training Unit is required to ensure compliance by the host employers. A need to increase the current regulated learner allowance, to motivate the participants.

PROJECT OBJECTIVES

In implementing this programme, the DPWI's EPWP, seeks to achieve the following objectives:

- Reduce poverty and unemployment;
- Contribute towards skills development through structured learning;
- Enhance sustainable livelihoods; and
- Provide on-the-job practical valuable work experience.
- Produce artisans on Engineering sector such as Electrical, Mechanical Fitter, Boilermaker, Rigger, Bricklayer and Plumbing.

PROJECT HIGHLIGHTS

- All 47 participants were sourced from EPWP projects (NYS) - highlighting a 100% absorption rate from the original project. 3 out of the 47 participants have left the programme for the following reasons;
 - 2 learners at Madz Electrical dropped out due to continuous delays of the stipend payout, thus the learners absconded.
 - 1 learner at Lephalale got an offer at another company.
- EPWP participants are placed on various trades.
- Artisan development training is a sustainable training programme, and it will enhance employability after the successful completion of the training.
- All participants are youth and some of them exited from the NYS programmes of the department.
- This programme provides valuable practical work experience to the participants especially during workplace learning as they are placed with companies.

PROJECT CHALLENGES

- Learner dropouts has affected the initial regional allocation. To date 3 out of 47 participants has dropped out.

PROPOSED INTERVENTIONS BY PROJECT IMPLEMENTERS REQUIRED

- Monitoring by AgriSETA and DPWI Training Unit is required to ensure compliance by the host employers.
- Introducing SETA approved certificates/qualifications to assist the participants with future employability.





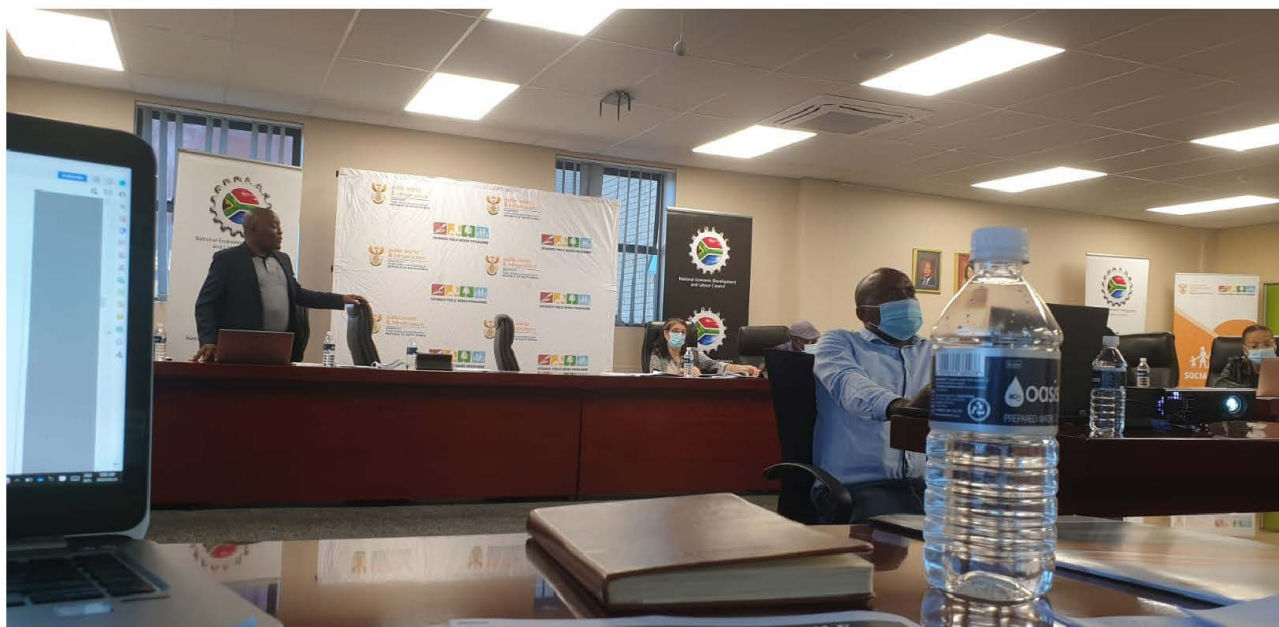
Project II: Incentive Grant: Nursery Management

Incentive Grant: Nursery Management	
Project Name: EPWP Sector: Public Body Name:	Incentive Grant: Nursery Management Environment and Culture Sector Polokwane Local Municipality, Limpopo
Project site(s):	This project is located at (Laboria) Plot number 6 Asbes Street at Polokwane Local Municipality. Ladana is under Polokwane Municipality within Capricorn District Municipality. The programme aimed at propagating ornamental plants and fruit trees. Ornamental plants are utilised to beautify and upgrade Municipal Parks, Entrances and intersections, Cluster offices, local schools, and other recreational facilities, while fruit trees benefit low-cost housing communities.
Project Description: (Activities done)	This project is aimed at City beautification and addressing unemployment by recruiting members of the community through Expanded Public Works Programme. The employees embark on propagating plants for Polokwane Municipality sites and donating trees to schools and its stakeholders for the purposes of undertaking primary agriculture. This is a City Beautification and food security project. The project focuses on plant propagation, ornamental horticulture, and landscaping at Polokwane Municipality wide. All 25 EPWP participants received internal training on Basic Horticulture and accredited financial literature course. This training focuses on plant propagation, plant protection, plant nutrition, and principles in agriculture. Further training on landscaping, horticulture and financial management are planned for the group once skills audit has been completed. The participants are equipped with skills to ensure that some participants can either become commercial farmers, business owners in future or get employment from alternative employers. There is also a new subsection that was initiated within the Nursery, and it's called Urban Forestry. Urban forestry deals with Tree census (inventory), tree planting, tree surgery, pruning and monitoring, Polokwane Municipality adopted a strategic concept known as Vision 2030 which is Smart City. In realizing the Smart City concept, the Municipality is guided by six pillars of which one of them is Smart Environment. With Smart Environment the Municipality is aimed at providing green spaces, controlling air pollution, carbon emission. The world is facing Environmental challenges at this stage, with global warming and climate change in the forefront. Due to factors including transportation, the world is experiencing an increase in the release of greenhouse gases. Polokwane is not an exception; Carbon emission is increasing particularly within the city because of increased high volume of vehicles. To mitigate or reduce the impact of carbon emission, planting of trees is identified as one of the solutions. Trees assist in the process of sequestering carbon, thereby reducing its volume from the atmosphere. The project leader has a close relationship with sector stakeholders such as Small Enterprise Development Agency (SEDA), Limpopo Tourism and Parks Agency (LTPA), Department of Agriculture Fisheries & Forestry (DAFF) and Department of Public Works & Infrastructure (DPWI) to provide additional support to participants who are business oriented. Activities of the project includes: Planting different plants and trees General landscaping at Municipal wide Maintenance of the nursery; Propagating plants for nursery; Basic maintenance of the Nursery Erection and maintenance of irrigation system; Tree planting and tree donation Tree Census Construction of slab at shade house Maintenance of shade house and Greenhouse Tree felling and collection of firewood's Identification of areas for tree planting Drafting of maintenance plan for both trees and other plant material



Project II: Incentive Grant: Nursery Management

Incentive Grant: Nursery Management	
Project Location:	This project is located at Ladana Asbes Street next to Water Purification Plant of Polokwane Municipality. The project is approximately 6 kilometres from Polokwane City Centre, within Polokwane Local Municipality.
Total Training Opportunities Created:	IG Nursery Management has created 25 Work Opportunities (W.O) during 2021/22 financial year. Demographics: Women: 15 (60%) Youth: 10 (40%) PWD: 00 (0%)
Stipend paid per day:	R210.20 per day
Training Period:	21 days.
Project Budget:	R 1,000,000.00
Project Funder:	Department of Public Works and Infrastructure (EPWP Incentive Grant).
Project Implementer:	Polokwane Local Municipality.
Start Date:	02 November 2021.
End Date:	31 June 2022.





PROJECT OBJECTIVES

The project has an ambitious aim of planting and providing 1 million trees by 2030, aiming to plant 100 000 per year. Of which some of those trees should be fruit trees and ornamental trees. Fruit trees shall be provided to households from low-cost housing to rural areas for food security purposes. Indigenous Ornamental trees shall be planted and distributed for both rural and urban environments. Cutting cost of procuring plants that can be propagated internally, construction of landscape by our own EPWP participants. In implementing this Programme, Polokwane Local Municipality, Limpopo seeks to achieve the following objectives:

- Reduce poverty and unemployment within the communities.
- Produce future commercial farmers and business owners from the local communities.
- Develop and nurture the skills of participants in the world of Business management.
- Create short to medium-term employment for the unemployed people in the community.
- Develop skills within local communities through on-the-job practical valuable work experience to ensure survival of participants post the Programme.
- Capacitate potential SMME's within the project by facilitating the transfer of sustainable, technical, managerial, and financial skills through this programme.
- Provide awareness and education about Environmental Management

PROJECT HIGHLIGHTS

- A total of 25 work opportunities created for the 2021/22 financial year.
- Improved awareness and education on Environmental Management.
- Skills programme training: Basic Horticulture and Basic Financial Literature.
- Forming sustainable relationship with local community.
- Donations of ornamental trees to schools and fruit trees to communities.
- Donating indigenous trees to the community during Abor week celebration.
- Won National Abor competition 2021.
- This project provides valuable practical work experience to the project participants.
- Rural communities with high levels of unemployment are given opportunities of employment.
- Won GMC (Greenest Municipality Competition) in 2019.
- Sustaining livelihoods of the communities' participating in this project.
- Decreased unemployment rates for the community.
- Exiting some of the previous participants into formal employment.
- Link GIS and town Planning to Tree planting programme to avoid destroying underground structures and planting where there will be a development.

PROJECT CHALLENGES

- Inadequate resources e.g., irrigation system, water pump infrastructure – the municipality is not funding these items.
- Pad and cooling system are not operational as a results plants are exposed to extreme temperatures.
- Fans are also not operational due to financial constraint.
- More training is still needed to further capacitate the EPWP participants.
- Theft and vandalism on projects outside the nursery.
- No individuals with disabilities.



PROPOSED INTERVENTIONS BY PROJECT IMPLEMENTERS REQUIRED

- Additional farming tools to erect and operate proper green house for the nurseries is required.
- Enterprise Development support is needed to support the co-operative and/or to assist the individuals to open their own businesses – this can provide for commercial opportunities to further contribute to project sustainability.
- The project can have more impact if the Municipality strengthens its relationship with stakeholders such as Limpopo Department of Agriculture and Rural Development; Department of Public Works and Infrastructure; Department of Rural Development and Land Reform, this can assist Incubates have access to state farms to further their careers in farming.
- Additional funding needed for SMME development and enterprise support.
- Strengthening the partnerships with Small Enterprise Development Agency (SEDA), Limpopo Tourism and Parks Agency (LTPA), Department of Agriculture Fisheries & Forestry (DAFF) and Department of Public Works & Infrastructure (DPWI) to make a meaningful contribution to the lives of EPWP participants.





Project III: IG Ancillary Health DSD (Sekutupu Old Age Home)

IG Ancillary Health DSD (Sekutupu Old Age Home)	
Project Name: EPWP Sector: Public Body Name: Project site:	IG Ancillary Health DSD (Sekutupu Old Age Home) Social Sector Provincial Department of Social Development, Limpopo Province This project is in Limpopo province, Capricorn district in Lepelle Nkumpi local municipality. It is in the former Groothoek Hospital in Zebediela. In the very same project, the sector also implements the another project called IG Cooks and is being reported on the reporting system with profile ID 9153.
Project Description: (Activities done)	The mission of the project is to ensure the provision of comprehensive integrated, sustainable, and quality social development services to the vulnerable individuals, households, and communities in partnership with relevant stakeholders. 18 EPWP participants are placed at housekeeping, food service aid and nursing section to assist in the smooth running of the project. The initiative has improved the quality of life of the residents (aged persons) and employees in the centre. There is also reduction of complaints, and the institution can carry on its mandate of providing 24-hour care and protection services to the older persons. Activities of the project within the Centre includes: Ancillary Health Care workers: Giving health education. Bed making. Changing linen and nappies. Bathing older persons. Feeding of older persons. Cooks: Pre-preparation and cook food items according to the menu/recipe. Deliver food to different sections. Serve and pack food trolleys according to diet list. Wash dishes, utensils, and cooking equipment. Cleaning of the kitchen and food trolleys. Cleaner: General cleaning in the whole facility. Groundsman: Cleaning and watering the garden. Prune and trim flowers and trees. Mow the grass. Remove weeds and garden refuse. Apply insecticides. Cultivate the soil for trees and flowers.
Project Location:	This project is in Limpopo Province, Capricorn District in Lepelle Nkumpi local municipality. It is in the former Groothoek Hospital in Zebediela. The project is about 60km from Polokwane town.
Total Work Opportunities Created:	Sekutupu old age home has created 18 work opportunities during 2021/22 financial year. The w/o are from 4 different EPWP projects (10 Ancillary Health Care workers, 6 cooks, 1 cleaner funded through integrated grant and 1 grounds man paid through voted funds. Demographics: Women: 17 (94.4%) Youth: 05 (27.7%) PWD: 00 (0%)



Project III: IG Ancillary Health DSD (Sekutupu Old Age Home)

IG Ancillary Health DSD (Sekutupu Old Age Home)	
Stipend paid per day:	R102 per day.
Days worked in a month:	20 days.
Project Budget:	R 440,640.00
Project Funder:	Department of Social Development.
Project Implementer:	Department of Social Development.
	01 April 2021.
	31 March 2022.

*OWING TO THE VULNERABILITY OF THE ELDERS IN THIS SITE, PICTURES WERE PROHIBITED.





PROJECT OBJECTIVES

In implementing this programme, the Department of Social Development

- Reduce poverty and unemployment within the communities.
- Develop and nurture the skills of participants in cleaning, cooking, and hygiene.
- Create short to medium-term employment for the unemployed people in the community.
- Develop skills within local communities through on-the-job practical valuable work experience to ensure survival of participants post the Programme.
- Provide awareness and education on the rights and abuse of older persons.

PROJECT HIGHLIGHTS

- Placement of EPWP participants assisted in the improvement of services rendered including the cleanliness of both the elderly and the surroundings.
- Placement of ten (10) participants with the required training in Ancillary Health Care contributes to rendering quality and relevant services within the project.

PROJECT CHALLENGES

- Shortage of Department of Social Development staff. It is noted that the EPWP assisted in closing this gap.
- Limited budget.
- No individuals with disabilities involved in the project.

PROPOSED INTERVENTIONS BY PROJECT IMPLEMENTERS

- Placement of more EPWP participants to address poverty and unemployment within the local community and assist in providing experience and skills transfer. The allocation of budgets would be based on the needs and availability of budgets.
- Establish relationships with associations representing persons with disabilities.



Project IV: Balobedu Police Station

Balobedu Police Station	
Project Name: EPWP Sector: Public Body Name: Project site:	Bolobedu Police Station. Infrastructure. Department of Public Works and Infrastructure. This project is in the Modjadjeskloof area in the Greater Letaba Municipality. (Coordinates: Longitude- 30.22274; Latitude- 23, 64412). The project is within Ward 22.
Project Description: (Activities done)	The focus of the project is the Repair and renovations, which includes conversion and construction of additional accommodation for the South African Police Service. It also includes construction of ramp facilities for the disabled. Activities of the project includes the following: Demolition and clearing of burnt rubble; Building/ bricklaying; Excavations; Plastering; Painting; Building of ramp facilities for the disabled; Storm water reticulation and paving; Cabling; Installation of lifts in the new buildings; Installation of CCTV cameras and equipment; Landscaping.
Project Location:	This project is located at Bolobedu township (Kgapane), which is about 8km from Modjadjeskloof in the Greater Letaba Local Municipality. The project is located within Ward 22
Total Work Opportunities Created:	This project has created over 80 Work Opportunities (W/O) during 2018/19 to 20/22 Financial Years. This number includes 13 National Youth Service (NYS) participants who are currently part of the project, though 2 (two) participants have dropped out of the programme. Demographics: Women: 41(51%) Youth: 39 (49%) PWD: 00 (0%)
Daily Wage rate per day:	Skilled Workers: R250 per day Unskilled Workers: R173 per day
Stipend for NYS Participants:	R96 per day
Days worked in a month:	16 days.
Project Budget:	R 93 785 622.52
Project Funder:	South African Police Service.
Project Implementer:	Department of Public Works and Infrastructure.
Name of Contractor:	Maseno General Trade (Pty) Ltd.
Name of Principial Agent:	M Swanepoel & Cecil Moyo (SSA).
Start Date:	22 May 2018.
End Date:	31 March 2022.



PROJECT OBJECTIVES

In implementing this programme, the Department of Public Works and Infrastructure seeks to achieve the following objectives:

- Ensure restoration of a fully functional Police Station that is user-friendly and easily accessible by every member of the community including the people living with disabilities.
- Create short to medium-term employment for the unemployed people (especially youth) in the community to address poverty and unemployment.
- Develop and nurture the skills of participants to prepare them to be employable.
- Capacitate youth (NYS participants) through on-the-job practical valuable work experience to ensure survival of participants post the Programme.
- Capacitate potential SMME's, (with special focus on the Built Environment) within the project by facilitating the transfer of sustainable, technical, managerial, and financial skills through this project.

PROJECT HIGHLIGHTS

- Structured skills programme training (Community House Building- Level 3): 60 NYS participants were trained in the project, with 55 having been successfully exited- meaning they received their certificates of attendance and toolboxes after going through the training.
- Capacitating SMME who are/ were sub-contracted under the Contractor;
- A sizeable number of community members have benefitted directly and indirectly throughout the lifespan of the project, either by being employed in the project or selling merchandise and/ or food to project members.

PROPOSED INTERVENTIONS BY PROJECT IMPLEMENTERS

- Involvement of persons with disabilities.



KEY OBSERVATIONS





WORK OPPORTUNITIES CREATED

The EPWP projects continue to create work opportunities, however, it was noted that majority of these opportunities were created for women and youth with fewer opportunities being created for persons with disabilities against the designated group targets from the projects visited. In addition, it appeared as though the projects with smaller budgets created more opportunities than those with higher budgets. It was further noted that the EPWP projects were able to provide some of the participants with temporary and/or permanent work opportunities outside of the existing programme. The projects visited are creating short-to-medium-term work opportunities in line with the EPWP guidelines and objectives. This further provided income support for the participants and resulted in improved service delivery across the various municipalities.

It was further noted that the projects visited created fewer employment opportunities for persons with disabilities against the designated group targets. Project managers raised that some of the projects were not suitable for persons with disabilities due to the activities involved, however opportunities within administrative support could be earmarked for those with disabilities. Additionally, disabilities should be viewed beyond just physical disabilities as there could be scope to involve more persons with disabilities.

INCOME EARNING OPPORTUNITIES

The EPWP projects are creating income earning opportunities and providing income support for all the participants within the various projects in line with the EPWP objectives. Participants indicated that through the project, they were now able to obtain and provide basic goods and services to their families and that through the EPWP their livelihoods had improved. Through further engagements with participants, inconsistencies were identified, (i) participants indicated that their wages were not always paid on time (i.e., participants of the parking management project indicating that their wages were not paid for January 2022), (ii) Participants indicated that that they were not compensated for having worked on weekends.

DEVELOPMENT OF COMMUNITY ASSETS AND THE PROVISION OF SERVICES

The EPWP showed its ability to develop community assets and improve service delivery within the various municipalities. Community assets such as low-cost housing, police stations, old age homes, etc. are being developed throughout the visited projects. This indicates that the EPWP programme is playing a critical role in improving the general livelihood of the people in the visited communities while reducing unemployment and improving the infrastructure and service delivery in the local municipalities.



TRAINING AND SKILLS TRANSFER

It was noted that the EPWP did provide on the job training with certain programmes providing formal training programmes to their participants, however, this was inconsistent with certain participants indicating that no formal training was being provided to them and that they were unable to leverage the skills obtained from the various programmes for other employment opportunities outside of the EPWP. It is noted however that although training would be beneficial, that it is not mandatory for the EPWP. This observation is being made with the understanding of this fact, but with the view that training could increase the employability of the participants. Through further engagement with the project managers implementing the various projects, it was noted that budget constraints and access to suitable training facilities had a direct impact on the ability to provide formal training to the participants. Greater engagement with public bodies and other training institutions was noted as being a key initiative to improve the provision of training to participants which would further improve their employability beyond the EPWP projects.

IMPROVED STAKEHOLDER COLLABORATION

Although there is more buy-in from the relevant government departments which has led to improved performance with regards to project implementation and ability to create work opportunities, it was noted that greater collaboration between the EPWP and the various government departments would assist to improve implementation, coordination, and impact. In addition, it was noted that an improvement in the implementation of structures to monitor and evaluate the EPWP was critical to improve reporting on the EPWP project implementation and impact.

LIMITED FINANCIAL RESOURCES

The EPWP continues to have a positive impact on the livelihoods of its participants and the communities in which the Programme has been implemented. However, limited financial resources has slowed the rate at which the EPWP is able to continuously impact the livelihoods of its participants and communities. Greater participation between the EPWP and the private sector through leveraging the community business forums will enable for better partnerships and potentially enable the generation of additional resource. These partnerships could provide for access to markets for some of the products produced by EPWP participants, enabling for a flow of funds back into the projects. In addition to this, it is believed that such partnerships with the private sector could further enhance skill development and transfer to EPWP participants as several private sector institutions have developed formal learning and development programmes.

RECOMMENDATIONS





TRAINING

Noting the potential budget constraints and the dilemma between creating more work opportunities and providing training, it is recommended that an effort is made to ensure that training is provided to participants in the Programme, and this should be linked not just to the skills required for the job, but to life skills such as CV writing, basic financial management, basic literacy, information on how to apply for projects, loans, and so on. Participants expressed a desire for this type of training as many indicated that they struggle with drafting CV's, computer literacy, etc. This would enable workers to leverage their skills to create their own jobs and potentially employ others down the line.

Crucial to the success of this training endeavor are all the above factors – proper institutional recognition of the EPWP; adequate financial resources; proper communication around the aims and implementation of the Programme; longer-term jobs in which skills can be adequately practiced; and a database providing details of participants and the skills they can offer to prospective employers. Where partnerships already exist, they should be expanded to all projects.

Align training to provincial skills needs and economic sector opportunities.

- Target scarce skills for artisans with potential for further skills development and learning pathways.
- Officials' capacity building on EPWP programme/project management, monitoring & evaluation and reporting must be prioritized (including data capturing).
- Conduct systems-based training for officials.
- Monitor all training providers and deliverables.
- Certification of participants upon completion of training should be considered in so far as possible; based on NQF level bands or SAQA prescribed outcomes.

PROPOSED IMPROVEMENTS ON EMPLOYMENT CONDITIONS

To improve on future design and implementation of the EPWP, responded participants were requested to suggest areas for future improvement. Participants indicated that the EPWP needs improvement on the following key areas of performance

- Standard employment contracts.
- Standard working hours.
- Standard remuneration packages or stipends standard.
- Safe working conditions.



SUGGESTIONS ON FUTURE ENHANCEMENT OF EPWP

Future of EPWP depends largely on design, implementation, and administration efficacy; and input from participants based on their experience is critical. To assess on improvements needed for EPWP success in future, participants were requested to provide input on two dimensions of the EPWP, namely:

What EPWP should start doing to improve performance and impact

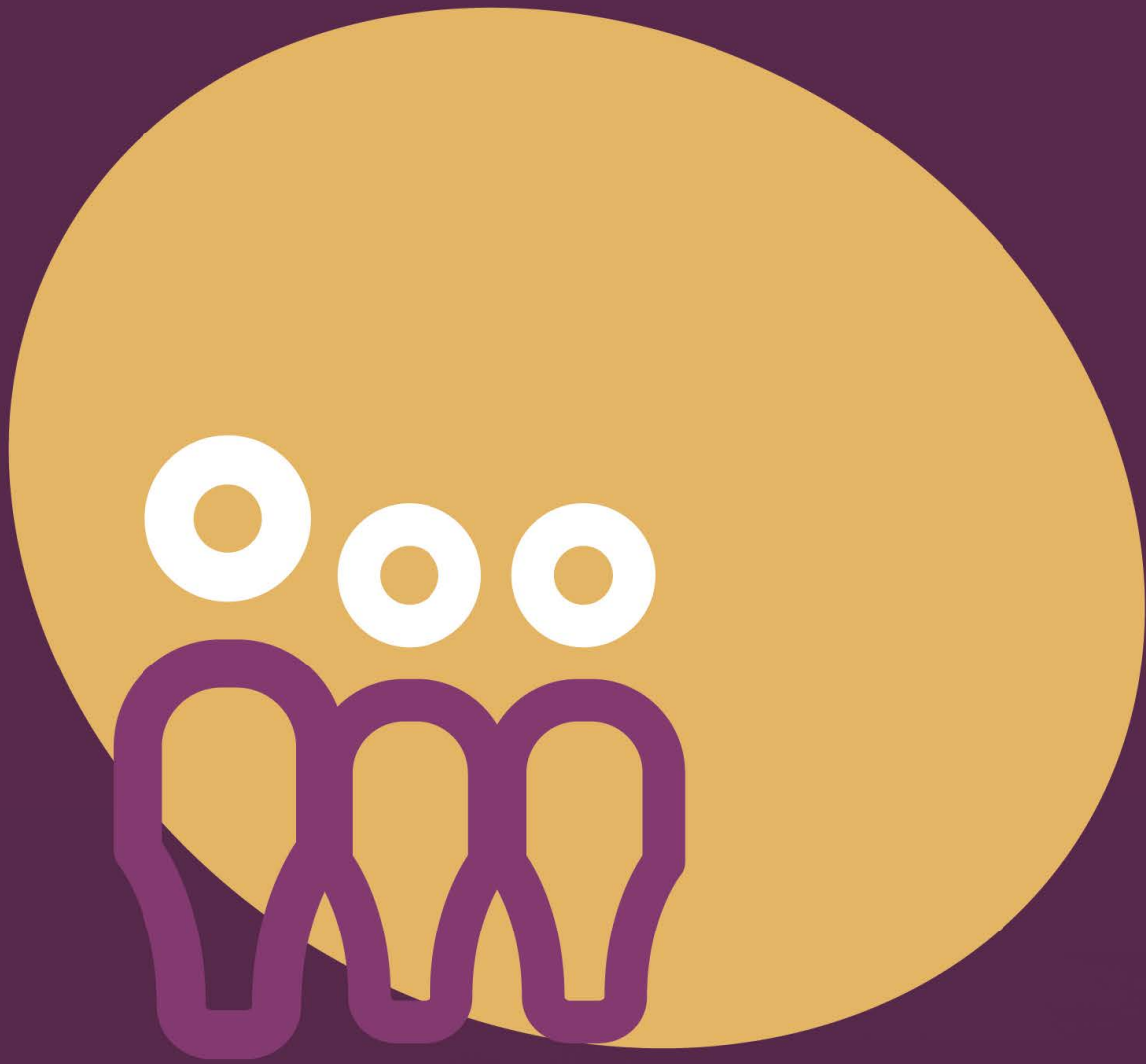
- EPWP should offer more training and skills development opportunities to the youth by identifying sectors not currently targeted in previous phases and these sectors should include renewable energy, reforestation, etc.
- EPWP should link participants across sectors and programmes to private sector organisations for further experiential training and employment opportunities – private public partnerships.
- EPWP should consider slightly longer (3-12 months) employment periods, and these should accumulate into levels or skills development grades. Such a move will allow gradual accumulation of skills and absorption into private organisations. Participants should also undergo trade tests and certification.
- EPWP administration, monitoring and evaluation should improve and strict adherence to programme policy on employment & poverty; service delivery & economic growth targets enforced. Corrective measures should be taken when deviations are recorded.
- EPWP should start re-working on exit strategies to enhance exit opportunity availability to participants exiting EPWP. This must be done jointly with private sector partners and relevant stakeholders.
- EPWP implementers should establish partnerships with associations representing persons with disabilities to increase participation into the programme.

What EPWP should continue doing to enhance performance and impact

- EPWP should continue identifying new sectors, programmes and sites or locations for project implementation. By continually identifying new sectors, programmes, and project locations; EPWP will accommodate more youths into training and skills development as well as job and business market.
- EPWP should continue encouraging entrepreneurship through small business support, thus ensure the burden on creation of job opportunities is lessened.
- EPWP should continue recruiting other youth into programme across remote rural areas. This should alleviate poverty ravaging most rural and remote communities. However, issue of stipends needs review continually to avoid creating new poverty layer of 'employed' people.
- EPWP must continue issuing qualify certification to participants upon programme completion. These certificates should specify unit standards or outcomes on the NQF national bands.
- EPWP should continue providing a combination of practical and theory lessons in balanced ratio. This enhances both skills and knowledge development.

EPWP

ROLE OF THE CONSTITUENCIES



ROLE OF THE CONSTITUENCIES



The Nedlac constituencies can play a crucial role in advancing and improving the implementation of the EPWP. This involves initiatives and interventions to ensure sustainability of the programme, compliance with the prescribed guidelines and principles, as well as contributing to the future employability of the participants.

BUSINESS

The business constituency has a dual role that they can play to assist with the sustainability of the EPWP, as well as potential training and exit for the participants. The proposed interventions are as follows:

CSI Funding

The businesses benefit directly from some of the services of the EPWP, this was witnessed with the Parking Management project and the Coastal Management project which had a positive impact on tourism. The business constituency can lobby local businesses that benefit directly to set up a separately managed fund to contribute towards the procuring of uniforms, lunch, consumables, PPE, and any other relevant items that can be beneficial to the project. The funds could also be utilized to fund the wages of the participants, similarly to the YES programme structure.

In addition, the CSI fund could also go towards remunerating service providers that provide training to the EPWP participants. This would go a long way in improving the employability of the participants.

Training

Some businesses have internal training departments and capabilities which can be leveraged for the benefit of the EPWP participants where possible. In addition, businesses may have industry experts that could provide trainings to the EPWP participants to improve skills development.

Employment Opportunities

Improved collaboration between business and government could lead to some of the participants being absorbed into the formal labour market by the businesses who could use the EPWP as a recruitment source, especially if they played a role in the training of the participants. This would be determined by operational needs and budgetary constraints on the business side, however there is an opportunity for some participants to be absorbed.

ROLE OF THE CONSTITUENCIES



LABOUR

The labour constituency represents the interests of the participants with the working conditions, wages and wellbeing being a keen interest for them. They can play the following role:

Governance

The labour constituency needs to play a key role in ensuring that there required oversight structures are in place so as to ensure that adherence to principles and guidelines is prioritized. This is to ensure that all participants issues are resolved timeously, i.e. monthly payments, working conditions, etc.

Lobbying

The EPWP Phase IV business plan allows for the minimum wage to be determined as per the National Minimum Wage Act, this is a crucial component as it has a direct impact on the income received by the participants and has the potential to impact budgets and number of work opportunities created. The labour constituency can play a part in this process and the determination of the minimum wage through lobbying and advocating for the participants. This needs to be done in consideration of the impact on work opportunities and available budgets.

COMMUNITY

A key component of the EPWP is the development of community assets and services, thus making the communities a direct beneficiary of the Programme. This highlights the importance of their involvement in the implementation of the EPWP. The constituency can play the following role;

Community buy-in

The constituency can ensure that there is full community buy-in to the various EPWP projects. It was noted in the Housing project in Cape Town that there was social unrest emanating from the allocation of the houses. With better community buy-in and engagement such can be avoided as it leads to project delays.

ROLE OF THE CONSTITUENCIES



Selection of participants

The Phase IV Business Plan outlines things to be considered during the selection of participants. The involvement of local community leaders could support the selection of the EPWP participants to ensure the process is fair and there is adherence to the business plan.

GOVERNMENT

Government is the implementer of the project and has to play an oversight role in the implementation of the EPWP. The government has the responsibility of setting the policy for the EPWP and also ensure adherence by the public bodies implementing the projects.



CONCLUSION

The EPWP remains a key government-led initiative designed to combat unemployment and alleviate poverty using labour-intensive methods to create work opportunities for unemployed South Africans. From its first phase, the EPWP has shown its resilience and its continued ability to create work opportunities, provide income support to its participants while creating valuable community assets and improving service delivery across various municipalities.

We believe that if the key challenges identified and discussed above are addressed, the impact of the EPWP could be enhanced which will contribute positively to employment creation, poverty alleviation and result in the transfer of greater skills and knowledge that will ensure continuous and potentially the long-term employability of the Programme participants. The key to its on-going success rests in the ability of programme implementers to continuously innovate to find new ways of doing things and unlocking greater opportunities for employment creation, we believe that collaboration between key EPWP stakeholders is key to unlock further opportunities for the EPWP to utilise in order to drive the creation of work opportunities.

Greater engagement is required on the key challenges identified by the EPWP Task Team to drive EPWP policy improvement to enhance implementation. Although limited in scope, we believe this study provides a good indicator of the key challenges faced by EPWP implementers and participants.

**"...SUCCESS RESTS IN THE ABILITY OF
PROGRAMME IMPLEMENTERS TO
CONTINUOUSLY INNOVATE..."**

ANNEXURE A – REFERENCES

EPWP Phase IV Business Plan 2019-2024

http://www.epwp.gov.za/documents/Cross_Cutting/Monitoring%20and%20Evaluation/EPWP_PhaseIV_Business_Plan_2019-2024.pdf

EPWP Five Year Report 2004/05 – 2008/09

http://www.epwp.gov.za/documents/Cross_Cutting/Monitoring%20and%20Evaluation/EPWP_Five_Year_Report.pdf

Parliamentary Monitoring Group

<https://pmg.org.za/page/Urbanisation#:~:text=South%20Africa%20is%20urbanising%20rapidly,rise%20to%2071%25%20by%202030.>

The State of the Expanded Public Works Programme in South African Cities 2019-2020, 2021

https://www.sacities.net/wp-content/uploads/2021/06/EPWP_AR_pages_2808_WEB.pdf

EPWP Five Year Report 2004/05 – 2008/09

http://www.epwp.gov.za/documents/Cross_Cutting/Monitoring%20and%20Evaluation/EPWP_Five_Year_Report.pdf

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<https://pmg.org.za/page/Urbanisation#:~:text=South%20Africa%20is%20urbanising%20rapidly,rise%20to%2071%25%20by%202030.>

The State of the Expanded Public Works Programme in South African Cities 2019-2020, 2021

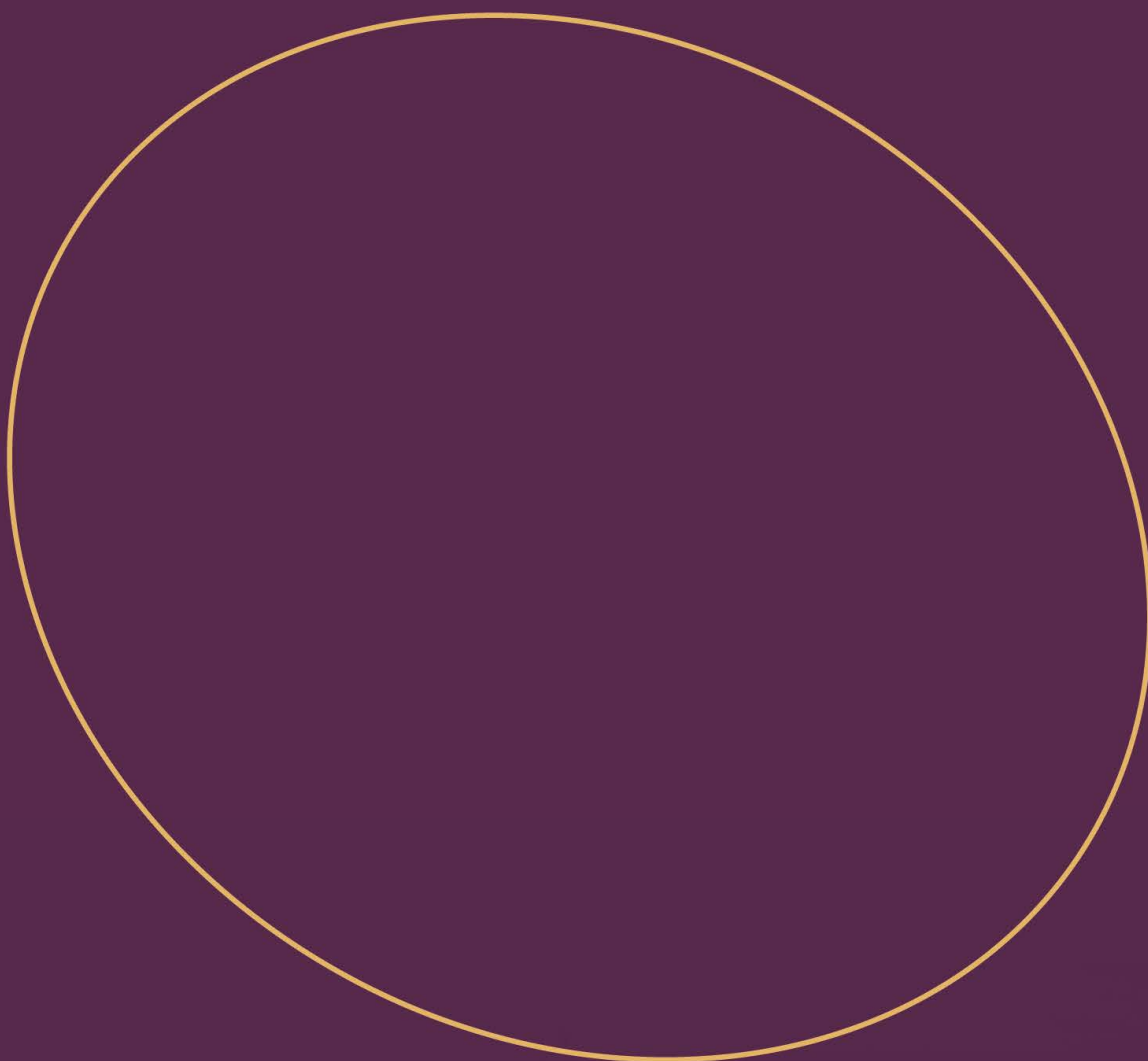
https://www.sacities.net/wp-content/uploads/2021/06/EPWP_AR_pages_2808_WEB.pdf

ANNEXURE B – REVIEWED REPORTS AND DOCUMENT

NO.	Title	Author/Institution
1.	EPWP Phase IV Business Plan 2019/20 until 2023/24	Department of Public Works and Infrastructure – EPWP
2.	EPWP Quarterly Reports	Department of Public Works and Infrastructure – EPWP
3.	Quarterly Labour Force Surveys (2019-2021)	Statistics South Africa
4.	Presentation to Public Works Portfolio Committee on EPWP	Department of Public Works and Infrastructure – EPWP
5.	Strategic Plan (2020/21 – 2024/25)	Department of Public Works and Infrastructure – EPWP
6.	EPWP Reporting Guideline Document	Department of Public Works and Infrastructure – EPWP
7.	EPWP Large Projects Guidelines	Department of Public Works and Infrastructure – EPWP
8.	Framework for Monitoring and Evaluation of the EPWP	Department of Public Works and Infrastructure – EPWP

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THANK YOU.
END



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