





# Table of Contents

What is the EPWP?	2
What are we expanding?	2
How does the EPWP work?	2
Infrastructure Sector	3
Economic Sector	5
Environment and Cultural Sector	6
Social Sector	7
Training	8
Contacts	9



## What is the EPWP?



The Expanded Public Works Programme (EPWP) is a national programme that aims to draw a significant number of the unemployed into productive work. This programme involves creating temporary work opportunities for the unemployed, while ensuring that workers gain skills and training on the job, and so increase their capacity to earn an income in the future.

The programme is one of an array of government's initiatives to try to bridge the gap between the growing economy and the large numbers of unskilled and unemployed people who have not yet enjoyed the benefits of economic development. The fundamental strategies to increase employment opportunities in the economy are aimed at increasing economic growth so that the number of nett new jobs being created starts to exceed the number of new entrants into the labour market. They are also focused on improving the education system and access to training in a way that better equips the workforce to take up the largely skilled work

opportunities which economic growth will generate. In the meantime, there is a need to put in place short to medium-term strategies that seek to reduce the vulnerability of the unskilled and marginalized. The EPWP forms one of these government measures aimed at creating additional job opportunities through providing a combination of work opportunities and skills development and training for a minimum of one million people by the year 2009.

## What are we "expanding"?

The emphasis of the EPWP is to expand the use of labour-intensive methods in government-funded service delivery projects to create more work opportunities and stimulate entrepreneurial activity. Many public bodies around the country are already implementing public works type programmes and one key objective of the EPWP is the expansion and replication of existing best-practice programmes, under the Code of Good Practice for Special Public Works Programmes (SPWP), or learnership employment conditions. Many EPWP projects were initiated over the last ten years, and provide successful models within the context of the EPWP. Another feature of EPWP projects is the built-in attempt by the public sector body to define and facilitate exit strategies for workers when they leave the programme, as a way of helping to build bridges between the first and second economy.

## How does the EPWP work?

The programme has a target of providing employment opportunities and training for at least one million unemployed people in its first five years. It involves all spheres of government as well as State Owned Enterprises (SOEs), establishing itself as a cross-cutting government programme that extends beyond the Department of Public Works. Projects are implemented that change the way in which prioritised services are delivered and expenditure occurs, but without creating any additional financial burden. These projects are being implemented under four sectors – environmental and cultural, social, infrastructure and economic sectors – in this way expanding the focus of the programme beyond the traditional infrastructure sector.







## Infrastructure Sector

The infrastructure sector involves large-scale programmes using labour-intensive methods to deliver government-funded infrastructure. There is an emphasis on the construction of rural and low volume municipal roads, municipal pipelines, sidewalks and storm-water drains. In many cases other infrastructure projects will also be implemented using more labour than would be done conventionally. People living in the vicinity of these infrastructure projects will be employed by contractors to carry out the work. In addition, 1500 emerging contractors and site supervisors will be put through Construction Education and Training Authority (CETA)-registered learnerships to gain the necessary skills to build infrastructure labour-intensively.

Labour-intensive construction methods involve the use of an appropriate mix of labour and machines, with a preference for labour where technically and economically feasible, without compromising the quality of the product. International and local experience has shown that, with well trained supervisory staff and an appropriate employment framework, labour-intensive methods can be used successfully for certain types of infrastructure projects. Labour-intensive infrastructure projects under the EPWP involve:

- using labour-intensive construction methods to provide employment opportunities to local unemployed people;
- providing training or skills development to those locally employed workers;
- building cost-effective and quality assets.

### How are EPWP infrastructure projects funded?

EPWP infrastructure funds are channelled through conditional provincial (PIG) and municipal infrastructure grants (MIG) as direct allocations to provinces and municipalities from National Treasury. These funds also incorporate allocations from programmes that are being phased out after 2004, such as Special Poverty Relief Allocations, Community Based Public Works Programme, (CBPWP) and Consolidated Municipal Infrastructure Programme (CMIP) funds.

The Department of Public Works does not have a separate fund for EPWP projects at national level, therefore no applications are made directly to DPW. Other targeted infrastructure is to be funded through regular infrastructure budgets of State Owned Enterprises (SOEs), government departments and municipalities.



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## What is the role of provinces and municipalities in implementation of infrastructure projects?

Provincial departments and municipalities are to use the Integrated Development Plan (IDP) and other prioritisation processes to identify projects that are suitable in terms of deploying labour-intensive methods.

Provinces and municipalities will use the guidelines developed by the Department of Public Works, namely the Guidelines for the Implementation of Labour-Intensive Infrastructure Projects under the Expanded Public Works Programme, which will

assist them with identification and design of feasible labour-intensive projects. Municipalities are not required to reprioritise, but should identify feasible labour-intensive projects from their IDPs and execute these using the DPW Guidelines. Infrastructure executed at local level according to the guidelines using labour-intensive methods will be reported as an EPWP project. The primary targeted infrastructure includes rural and municipal low-volume roads, stormwater drains, sidewalks and trenching. These encompass the minimum requirements for activities expected to be executed using labour-intensive methods, and provinces and municipalities are encouraged to do more.



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Upon identification of suitable projects, municipalities will have these projects registered in the MIG system with the Department of Provincial and Local Government MIG Unit. Once approved, municipalities will proceed with the execution of the project, bearing in mind that any labour-intensive projects must be managed by consultants and contractors with proven labour-intensive competencies.

DPW and the CETA are making learnerships available to emerging contractors on labour-intensive construction.

### How does a contractor access the learnerships on labour intensive construction?

Municipalities and provincial roads, transport and public works departments enter into agreements with DPW, which provides mentorship, and the CETA, which pays for the training provider, to afford local contractors these opportunities.

Municipalities identify and allocate suitable projects for these learnerships and contact DPW to apply for them. Advertisements encouraging contractors to apply for the learnership

programme are published in local newspapers once all legalities between the municipality, DPW and CETA have been finalised.







## Economic Sector

In 2003 Cabinet agreed that the economic sector targets for the next five years (2004/5 - 2008/09) would be as follows:

- **Objective 1:** Create and contribute to the overall EPWP objective to create 3000 venture learnerships/income-generating opportunities. The assumption is that each of these 3000 venture learnerships will employ three persons
- **Objective 2:** Create 12 000 job/work opportunities in this sector

Cabinet also decided that work opportunities would be created in the economic sector through utilising general government expenditure on goods and services, to provide the work experience component of small enterprise learnership/incubation programmes. Cabinet also identified other examples of possible economic sector EPWP initiatives such as: community production centres and other agriculture-related initiatives under the DOA; community-based/cooperative income-generating projects (as described in the Growth and Development Summit (GDS) Agreement, with possible funding from business); and micro-enterprise development programmes.

The Department of Trade and Industry (**the dti**) has been tasked with the responsibility of coordinating the economic sector. As sector coordinator, **the dti** is responsible for: producing the sector plan, producing an implementation plan; and coordinating and driving implementation in the economic sector.

DPW assists **the dti** with the coordinating function through (i) identifying existing local programmes and the potential for expanding these programmes nationally; (ii) ensuring that EPWP principles are incorporated into the sector and implementation plan, and (iii) assisting with resource planning for the sector.

### The economic sector's SMME contribution to the EPWP is informed by the following principles:

- The EPWP should be implemented in a manner that stimulates SMMEs, economic activity, labour absorption and long-term economic growth;
- Cross-cutting activities, such as infrastructure provision, will be coordinated strategically to extract maximum economic and social benefits;
- The EPWP will specifically target HDI persons in the 2nd economy for SMME development, with the aim of building bridges between the second economy and the first economy;
- Use of government expenditure and incentives for the development of SMMEs;
- Provide quality goods and services in the process of developing SMMEs through the use of government expenditure; and
- Involve all spheres of government and State Owned Enterprises (SOEs), and possibly the private sector.

### The economic sector's job opportunities contribution to the EPWP is informed by the following principles:

- Promote the increased use of labour-intensive methods and employment;
- Avoid displacement of existing employees;
- Provide quality goods and services in the process;
- Train each of the EPWP participants; and
- Involve all spheres of government and SOEs.





## Environment and Cultural Sector

The environmental and cultural sector involves the employment of people on projects to improve their local environments, under programmes initiated by the Department of Environmental Affairs and Tourism (DEAT, which heads the sector), Department of Agriculture, Department of Arts and Culture, Department of Water Affairs and Forestry and the Department of Science and Technology.

These programmes include working for water, people and parks, coastal care, land care programmes, growing a tourism economy, working on fire and wetlands programmes and community-based natural resource management. This sector brings together the powerful combination of building South Africa's natural and cultural heritage, and utilising this heritage to create both medium and long-term jobs and social benefits. This also applies to particular ways of working with communities, building on their historical custodianship of these resources and locating projects within the broader sustainable development strategy.



**The planned outputs for the sector over the next three years can be summarized as follows:**

- Clearing of 200 000 hectares of alien vegetation
- Rehabilitation of 40 wetlands
- The support of 20 fire protection associations
- The clearing of 700 km of coast and upgrading of facilities along this coast line
- Rehabilitation of 10 000 ha of land
- Establishment of 32 waste management programmes
- Establishment of 150 historical and community tourism projects

**To achieve the EPWP objectives, DEAT has set the following requirements for its projects:**

- 30% of the budget must be utilised for community wages
- 30% of training days must be accredited training
- At least 9% of temporary job days must be utilised for training
- At least 10% of workers must be provided with an exit opportunity in the form of a permanent job or a further training opportunity
- A greater emphasis is placed on the provision of learnerships and skills programmes

Funds for EPWP programmes in this sector will be allocated to the relevant national and provincial departments budgeting processes i.e. Departments of Environmental Affairs & Tourism, Agriculture, Water Affairs and Forestry, Arts and Culture and Science & Technology. Funds will then be dispersed to the projects using existing, successful models.







## Social Sector

The EPWP social sector consists of the following departments: the National Department of Public Works as the strategic coordinator, the Department of Social Development which is a lead department, the Department of Education and the Department of Health. Other key role players include: the Department of Labour, The National Youth Service Programme, municipalities, the Health and Welfare (HW) SETA, the Education Training and Development Practices (ETDP) SETA and other relevant stakeholders including NGOs and CBOs.

The social sector's initial focus is on the expansion of Home and Community Based Care (HCBC) programmes in the health/social areas and on Early Childhood Development (ECD) programmes in the social/education areas. These programmes are highly labour-intensive and provide enormous opportunities for the creation of work opportunities, given the large needs for these services.

The social sector has set the target of creating 150 000 job opportunities in these two programmes in the next five years. 122 240 of these will be created in the HCBC programme to reach 2.9 million beneficiaries, and 19 800 will be created in ECD to provide good quality ECD services to 400 000 children.

Work opportunities in this sector will consist of skills programmes and learnerships during which health workers, caregivers and ECD practitioners and volunteers in these programmes will undergo formal training while also doing practical work in these areas. Upon completion of these learnerships, workers/volunteers will have obtained a formal qualification in Home and Community Based Care or ECD, thus enabling them to enter into formal employment in these sectors that will need to grow to address large gaps in service delivery.



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# Training

According to the special Code of Good Practice, all the EPWP beneficiaries should be trained while they work. Every beneficiary is entitled to 2 days of training out of every 22 days worked.

The Department of Labour is funding all training for EPWP Beneficiaries in all Sectors and among all the stakeholders. SETAs provide funding for the training of EPWP Workers through Learnerships.

Workers within the infrastructure sector are provided with the four (4) Unit Standards of Life Skills and are trained in the skills related to the job.

The contractors and supervisors in the infrastructure sector are trained through Skills Development Contractor Learnerships and exit with contractor qualifications after 2 - 3 years.

The three other sectors, namely environment and cultural, economic and social sectors, provide training related to the sector core functions and life skills courses. More information is available from the sector plans.

The registered skills programme at the Department of Labour comprises 4 Unit Standards namely:

1. HIV/AIDS- NQF 1-2 Credits
2. Managing My Personal Finances - NQF 1-5 Credits
3. Career Guidance - NQF 2-5 Credits
4. Environmental Awareness - NQF 1 - 3 Credits



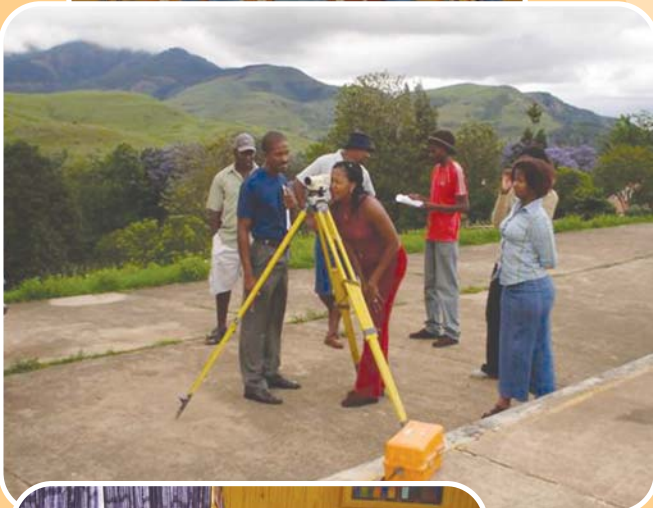
## **As a work-seeker how do I access these jobs which are to be created?**

As labour-intensive projects will be locally based, once departments and municipalities have identified a project, communities in the area of the project will be notified that temporary workers are required. Community development workers as well as local media, including local radio and newspapers, will communicate messages. In the meantime, before any project is started, people who want to have their details and skills entered on the database of work-seekers should do so through the regional offices of the Department of Labour.

## **As a worker, how do I access the training paid for by the DOL?**

To qualify for the training, one has to be working on an EPWP project. The contractor will request training from the DOL, and the DOL will then provide training as near as possible to the project site.

Details on EPWP jobs and training can be accessed from the Department of Labour provincial offices.





**To access training for workers under the EPWP, enquiries can be made at the nearest Department of Labour Provincial office:**

**East London**

Tel: (043) 701 3041

Fax: (043) 701 0122

**Durban**

Tel : (031) 366 2006/8

Fax : (031) 305 7928

**Bloemfontein**

Tel: (051) 505 6243

**Kimberley**

Tel: (053) 838 1546

Tel : (053) 838 1544

**Pretoria**

Tel: (012) 309 4364

Cell : 082 921 4260

**Limpopo**

Tel : (015) 290 1610

**Gauteng**

**G. South**

Tel: (011) 497 3263

Fax : (011) 497 3140

Cell : 072 674 8046

**G. North**

Gauteng North :

Tel : (012) 309 5180

Cell : 082 958 6272

Tel : (012) 309 5116

**Witbank / Mpumalanga**

Tel (013) 655-8891

**Western Cape**

Tel : (021) 441 8001

Cell : 083 547 6611

Mr Barend Connan

**North West**

Tel : (018) 384 1339

Tel : (018) 384 5113

**For further information on the EPWP contact  
the Department of Public Works  
at 012 337 3115  
or 012 337 2507  
or visit us on  
[www.epwp.gov.za](http://www.epwp.gov.za)**