



EXPANDED PUBLIC WORKS PROGRAMME
Creating opportunities towards human fulfilment

SECOND QUARTERLY REPORT

Financial Year 2004/05

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National Department of Public Works
Expanded Public Works Programme (EPWP)
Second Quarterly Report (July - Sept 2004)

December 2004

1. Introduction

This report covers both progress with programme management issues (such as institution building and capacity building) and data on EPWP projects, as collected from national departments, State-owned Enterprises (SOEs) and provinces. It does not yet include data from municipalities for which only preliminary information was received via the Municipal Infrastructure Grant (MIG) monitoring system, managed by the Department of Provincial and Local Government (dplg).

For PWP's which involve the substitution of labour for machines, this report reflects both the gross and net job opportunities over the six-month period. The net job opportunities is the job opportunities that can be ascribed to the utilisation of labour-intensive methods, whereas the gross work opportunities is the job opportunities which would have resulted had the same work been done using machine-intensive methods. The formula used to determine the net job opportunities is explained in the section on the second quarter data.

2. Monitoring and Evaluation

The draft monitoring and evaluation framework for the EPWP has been distributed to the four EPWP sectors for comment and final inputs. The focus in the M&E Framework will be to select meaningful data and information in the most cost-effective way. The EPWP needs to collect data and information from sites that will be selected purposively to feed the lessons learned into project planning and implementation, as well as to identify the key issues that need attention in more detailed evaluation studies. A number of indicators have been identified which will be monitored and measured in all EPWP projects. As far as possible, these indicators have been integrated into existing reporting systems of the various sectors. For example, the existing National Treasury monitoring system will be used to monitor EPWP projects funded through the Provincial Infrastructure Grant (PIG), and the EPWP indicators have been included in the single monitoring system which is being established for the Municipal Infrastructure Grant (MIG). It has been agreed with Stats SA that indicators on the EPWP will be included in both the Labour Force Survey (LFS) and the General Household Survey (GHS).

3. Project Data for the Second Quarter

To date reports have been received from the provincial infrastructure departments, from national departments, and from the Environmental and Culture Sector (coordinated by the Department of Environmental Affairs and Tourism - DEAT). The Social Sector submitted limited information as shown in the annexures. The Economic Sector Plan is still being developed by the Economic Sector departments. The reporting system for the Municipal Infrastructure Grant (MIG) is also still being developed and the EPWP indicators from municipalities can only be reported by dplg once this system is in place.

More than 82 000 gross work opportunities were created by the end of the second quarter of the financial year 2004/05 (Annexure A), while the net work opportunities (as per the assumptions outlined below) stand at approximately 75 600. The total wages paid amounted to about R127.8m, as against the first quarter figure of R33m. In the first quarter the number of work opportunities reported on was the total (gross) number of work opportunities for local labour created on EPWP projects. The figure was approximately 38 000.

As was stated then, subsequent reports would reflect on the net work opportunities created by the EPWP. In order to do this, the number of work opportunities created in the infrastructure sector would need to be reduced by the number of work opportunities which would have been created if the infrastructure projects had been carried out using machine-intensive methods. The additional employment creation through the use of labour-intensive methods varies, depending on the degree of labour-intensity of the production methods used. Due to the complexity of the issue it should be noted that there is no uniform formula that can be applied across the board to calculate net work opportunities. For example, the average increase in employment creation in Gauteng's labour-intensive programme is 10%, whereas the average increase in employment creation on the Gundo Lashu roads programme in Limpopo is 600%.

The number of work opportunities created per sector was also indicated for the first quarter, with most jobs being created in the Infrastructure Sector (almost 25 000). In the second quarter, most net work opportunities were also created in the Infrastructure Sector (almost 52 000), with the gross number in this sector standing at more than 58 000.

In the Environment and Culture Sector approximately 23 700 net work opportunities were created in the second quarter. The figures for the Social and Economic Sectors cannot be reported on fully at this stage.

The EPWP's goal is to alleviate unemployment for a minimum of one million people (at least 40% women, 30% youth and 2% disabled) in South Africa by 2009. Data for the Second Quarterly Report shows that the work opportunities

created thus far were for approximately 58% women, 21% youth and 0.4% people with disabilities.

Given the many challenges experienced by reporting bodies, the data for this quarter should still be viewed and used with circumspection. The EPWP Unit is continuously checking the data received from reporting bodies in an effort to improve the quality of the data for subsequent reporting periods.

An up to date list of projects received per sector is attached as Annexure F. Social Sector departments could not submit a first quarter report on the number of jobs created to date. As was stated above, the sector could still not submit reports according to the required template for the second quarter. However, the limited data and information received have been included in this report (par. 8.3).

As stated in the first report, most people are employed as manual workers in the Infrastructure and Environment and Culture Sectors. These manual workers are employed by contractors, who also employ supervisory staff. Depending on the nature of the project, some skilled artisans are also employed.

The average duration of employment on infrastructure projects is approximately four months, and for environment projects the average duration of employment is approximately six months. These employment duration periods are a function of the nature of the work being carried out.

The geographical location of the projects and the total budget for each project are also provided in Annexure F. The majority of infrastructure projects reported on are in Gauteng, because this province has a programme in place to increase the labour intensity of all of its infrastructure projects.

A report was received on the MIG that indicates the number of jobs created through this programme to date. This was a consolidated report without project level data. The figures could thus not be verified. It was reported that 5422 job opportunities were created by 30 September 2004 on this programme. It needs to be noted however that:

- 1- Employment figures have only been received from two provinces (Eastern Cape and Mpumalanga). These two provinces have reported that 5422 job opportunities have been created by 30 September 2005.
- 2- This data reflects all job opportunities created on all MIG projects and at this stage it is not possible to disaggregate this in terms of Labour intensive or EPWP projects vs equipment intensive projects
- 3- There is also no indication as to whether or not the EPWP Guidelines were used on these projects.

Given the concerns about this data, these figures have not been incorporated into the final second quarter report figures. The Department of Public Works

(DPW) will be engaging closely with dplg to improve the quality of data in the coming quarters so that the MIG job figures can be included in the overall EPWP figures.

4. Coordination and institutional arrangements

As the national coordinating department for the EPWP the DPW's approach to coordination has been one of creating a supportive and enabling framework and environment for the programme to be successfully implemented by government bodies across the Infrastructure, Environment and Culture, Social and Economic Sectors. The coordinating activities also involve close engagements with departments and spheres of government. In order to achieve this, a number of coordinating mechanisms have been established.

The first is the Directors-General (DG's) Steering Committee that is meeting monthly. The four sectors submit regular progress reports to this committee. This committee is convened by DPW and the following departments and bodies are represented:

- Presidency (PO)
- National Treasury (NT)
- Department of Labour (DOL)
- Department of Social Development (DSD)
- Department of Environmental Affairs & Tourism (DEAT)
- Department of Trade and Industry (DTI)
- Department of Public Enterprises (DPE)
- South African Local Government Association (SALGA)

The Sector Coordinating Committees for the Environmental, Social and Infrastructure sectors still meet monthly, while the Economic Sector Coordinating Committee has had several meetings to finalise the sector plan. The monthly meetings serve to take stock of progress in these sectors, discuss common challenges and to ensure that there is a common approach to training and exit strategies across the sectors.

A special *EPWP Unit* to coordinate this programme has been created in DPW. This unit is responsible for day-to-day coordination of the programme. Since the first quarter, additional staff members in the form of a Senior Programme Manager, Programme Managers and support staff have been appointed. Except for the Deputy Director General post, all approved posts in the unit are now filled.

Even though all provinces have established Provincial EPWP Steering Committees, not all of them function equally effectively. Not all provincial implementation plans that will set provincial targets for projects and job creation have been finalised.

5. Training

Training is a critical part of the EPWP. It is a requirement of the EPWP that beneficiaries should undergo 2 days of training out of every 22 days worked. This is according to the Code of Good Practice for Special PWPs, gazetted by the Department of Labour. It is also required that the managers of labour-intensive projects should be trained in order to build capacity to manage EPWP projects at the required scale.

The Department of Labour (DoL) plays a critical role in the implementation of national skills development initiatives and is responsible for the training in the EPWP through the various sector education and training authorities (SETAs). The EPWP *Training Steering Committee* oversees training initiatives and learnerships. The committee comprises of representatives of the EPWP sector coordinating departments, DoL, the South African Qualifications Authority (SAQA) and the SETAs. The EPWP Training Steering Committee has:

- Developed a standard 10-12 day training course for those workers in short-term employment in the Infrastructure and Environment and Culture sectors. This course will provide workers with (amongst others) general life skills, awareness and understanding of HIV/AIDS, labour market information and information about EPWP exit opportunities, such as learnerships, internships, further education and training (FET), regular employment, recognition of prior learning opportunities and national youth service opportunities.
- Assisted all sectors with the development and implementation of relevant learnerships and skills programmes. This includes working with the relevant SETA's to ensure their active support for all EPWP programmes as required.
- Mobilised training providers to ensure that sufficient training capacity exists to provide all the training required in the EPWP.

Steady progress had been made with training initiatives in the EPWP. These are now discussed briefly.

Life Skills Training in the Environmental and Infrastructure Sectors

- Provincial visits were conducted to advance stakeholder awareness with regard to the EPWP. The first training sessions have started in Limpopo and the Northern Cape at the end of November 2004.
- The standard Life Skills training course for workers will be rolled out the Infrastructure and Environment and Culture Sectors in the new financial year. These courses will be for a duration of 10 days in the Infrastructure Sector and 12 days in the Environment and Culture Sector.

Table 1 shows the planned training per provincial clients as at the end of November 2004 in the Infrastructure and Environment and Culture Sectors.

Table 1: Planned / Demand for Training to Date

Province	Client	Sector	No of Workers
KZN	Provincial Department of Transport	Infrastructure	378
Limpopo	Gundolashu Project	Infrastructure	1 055
Northern Cape	Galeshewe Tourism Route	Environment and Culture	925
KZN	Provincial Department of Housing	Infrastructure	500
KZN	Ethikwini Municipality	Infrastructure	250
KZN	Umgenti	Infrastructure	400
Limpopo	Sakasonke	Infrastructure	300
North West	Africon	Infrastructure	100

Linkages between EPWP training and ABET

A task team has been established consisting of the National Department of Education (DOE), DOL and DPW to discuss ways to integrate the Adult Basic Education and Training (ABET) initiatives into EPWP training. At this stage the following options are under consideration:

- To provide ABET as an exit opportunity to the learners who can exit as educators or service providers of ABET programmes. DOE estimates that 2700 educators could be targeted initially.
- ABET as part of the Life Skills Training and to provide bridging gap support to those who are found to be not yet competent due to numeracy and literacy problems.
- To take those on ABET programmes into EPWP Projects and provide them with job opportunities while on ABET classes.

Training for Managers of Labour Intensive Projects

In order to build capacity among all role players in the sectors, the Construction Education and Training Authority (CETA) has put in place Labour Intensive Unit Standards aimed at engineers, officials, contractors, site supervisors and foremen. The various unit standards are at NQF levels 2, 4, 5 and 7 and cater for all the relevant role players in the construction industry. These unit standards are mandatory for the relevant staff working on EPWP projects that are being implemented in accordance with the EPWP Guidelines.

Training of Government Officials and Sector Members on the Labour Intensive Methods.

In October and November, DPW implemented a training programme on the use of the EPWP Guidelines in all provinces and municipalities around the country. This was a basic two day training programme to empower officials to identify suitable EPWP projects and adapt the contract documentation for these projects to ensure that they must be done labour intensively.

The LGW SETA has allocated R13 million to train municipal officials and a comprehensive implementation plan has been prepared to train at least 1200 officials during the 2004/05 and 05/06 financial years. DPW is working with the CETA to implement a similar programme for the training of national and provincial government officials on the required unit standards for the implementation of labour-intensive methods.

Through DOL, the various sectors are also engaging with the SETAs to ensure their support for the EPWP. The table below outlines the various SETAs who are involved with the EPWP and the role they are playing.

SETA	Sector	Role and activities	Progress
Construction Education and Training Authority (CETA)	Infrastructure	<ul style="list-style-type: none"> • Development of unit standards on Labour intensive construction • Training of training providers on labour intensive construction • Contractor and supervisor learnership programmes for labour intensive construction • Artisan learnership programmes 	<ul style="list-style-type: none"> • All unit standards complete • Trainers trained • Support for first 750 learnerships in place
Health & Welfare Sector Education and Training Authority (HWSETA)	Social	<ul style="list-style-type: none"> • Development of learnership programmes for Home Based Care workers • Assisting DSD with the preparations for rolling out these learnerships 	<ul style="list-style-type: none"> • 75 HCBC service providers have been accredited
Education & Training Authority (ETDP SETA)	Social	<ul style="list-style-type: none"> • Registering and accrediting existing (informal) ECD training providers to enable training to roll out 	<ul style="list-style-type: none"> • Currently training for level 4 ECD learnerships (approximately 40 learners per province with emphasis on ISRDP & URP nodes)
Local Government and Water Sector Education and Training Authority (LGW)	Infrastructure	<ul style="list-style-type: none"> • Working together with DPW and CETA on rolling out a training programme to train municipal officials in the management of labour intensive EPWP infrastructure projects 	<ul style="list-style-type: none"> • LGW SETA has identified part of the budget to start the programme. CETA has applied for additional funds from NSF. • MOU's between the two SETA's being put in

SETA	Sector	Role and activities	Progress
SETA)			place
Tourism & Hospitality Sector Education and Training Authority (TH SETA)	Environment	<ul style="list-style-type: none"> • Will be establishing a short course on environmental awareness for workers in this sector. 	
Services Sector Education and Training Authority (SETA)	Economic	<ul style="list-style-type: none"> • Is working together with DOL on establishing a new venture creation learnership for SMME's at NQF level 2. 	<ul style="list-style-type: none"> • Existing NQF level 4 learnership is being adjusted to create an NQF 2 learnership

6. Involvement of Business and Labour

The Business Trust has committed to supporting the EPWP for the coming years through the establishment of a facilitation fund. The facilitation fund will be used to promote the expansion of innovative and best practice EPWP programmes in the public and private sectors. A call for proposals for organisations to manage this fund has been issued and this fund is now becoming operational. Support being considered includes supporting the environmental sector to expand into other areas such as waste management, and assisting the DPW to mobilise municipalities to implement their infrastructure projects in terms of the EPWP tender and design guidelines.

7. Communications

From January to March DPW visited every province as part of its road show to create awareness and support for the EPWP at provincial and municipal level, amongst officials, engineers and contractors in the construction industry. An audience of more than 700 municipal managers and councillors was reached. In addition DPW has briefed seven of the nine provincial Executive Councils and all the Provincial Heads of Department (HOD) meetings.

A comprehensive EPWP communications programme is being executed through GCIS. Activities include radio programmes and talk shows, press conferences and press releases, and interviews with the print media. In addition a logo and slogan for the EPWP have been designed. Posters and leaflets have also been designed and an EPWP website has been established (www.epwp.gov.za).

The next phase of the communication and marketing strategy, due to commence in January 2005 will focus on explaining the programme better and on mobilising provinces and municipalities for implementation.

8. Summary of Progress per Sector

8.1. Infrastructure Sector

- Audits of the Provinces

The Auditor General's (AG's) Office has conducted audits in eight of the nine provinces so far to assess the extent to which provincial departments are complying with the conditions in the Division of Revenue Act (DORA) regarding the use of the EPWP Guidelines for the Implementation of Labour-Intensive Infrastructure Projects in the Infrastructure Sector. Upon completion the AG's Office will submit a report to DPW with its findings which can then be shared with the provinces, so that they can take corrective action to avoid audit queries in their final audit reports.

- Housing and the EPWP

In the Housing Sector, a detailed sector plan has been prepared and is being finalized. The sector plan has been discussed with the provincial housing departments which will be responsible for its implementation. The plan focuses on the use of the EPWP Guidelines for the Implementation of Labour-Intensive Infrastructure Projects for all infrastructure activities to be done in housing projects. This will bring these projects (that are often partially funded by the MIG anyway) in line with MIG projects.

- Building maintenance programme

DPW has also put in place plans to use its own budgets for the maintenance of government buildings for the implementation of the EPWP, with the aim of building on the experience of a number of existing provincial programmes, such as Gauteng's Zivuseni Programme and the Western Cape's Saamstaan Programme. DPW has formed a partnership with the Independent Development Trust (IDT) to assist the national and provincial departments of Public Works to implement this programme. This programme is scheduled to commence in January 2005.

- Electrification Programme

The Department of Minerals and Energy (DME) has reported on the execution of Eskom's Integrated National Electrification Programme for the second quarter.

- EPWP Contractor Learnership Programme

DPW and the CETA are working together on building capacity amongst SMME contractors to participate in and contribute to the EPWP. As a result a contractor

learnership programme based on the experience of the successful Gundo Lashu programme has been established as part of the EPWP.

The learnerships involve both practical work experience through carrying out labour-intensive infrastructure projects funded by the provinces and municipalities, and classroom training funded by the CETA. The learners are also provided with mentoring by mentors appointed by DPW, and with access to credit and bridging finance (through ABSA Bank). At the end of the learnerships the contractors and their supervisors will graduate with NQF-registered qualifications and with the experience and expertise required to successfully tender for the labour-intensive projects which will be tendered by the provinces and municipalities on an ongoing basis, in accordance with the EPWP guidelines. EPWP staff members are in ongoing engagements with provinces and municipalities to brief them about the EPWP and to encourage them to participate in these labour-intensive contractor learnerships.

MOU's have been signed for 666 learnerships so far. Details are provided in the table below. Additional MOU's will be signed shortly with Rustenburg (60 learnerships), Mangaung (75 learnerships), and Mogale City (10 learnerships). This will bring the total number of learnerships 811.

MOA signed on EPWP Contractor Learnership Programme				
Name of Public Body	Province	Contractor Learnerships	Supervisor Learnerships	EPWP Projects
Roads Agency Limpopo (With all 26 municipalities in the province)	Limpopo	26	52	78
Mossel bay Municipality	Western Cape	6	12	18
Cape Agulhas Municipality	Western Cape	2	4	6
George District Municipality	Western Cape	6	12	18
Overberg District Municipality	Western Cape	2	4	6
Department of Transport and Roads	Western Cape	20	40	60
Ethekwini Municipality	Kwazulu Natal	24	48	72
Oliver Tambo Municipality	Eastern Cape	15	30	45
Coega Development Corporation	Eastern Cape	10	20	30
Chris Hani	Eastern Cape	10	20	30
Klipfontein Corridor Project	Western Cape	10	20	30
Nkangala District Municipality	Mpumalanga	21	42	63
Department of Roads, Public Works and Transport	Northern Cape	25	50	75
Department of Transport, Roads and Public Works (and all municipalities in the province)	Free State	30	60	90
Department of Public Works	Mpumalanga	15	30	45
Total		222	444	666

DPW is still engaging with other public bodies to sign up for this programme. In order to accommodate the increasing interest in this programme, DPW has

requested that the CETA allocate an additional 750 learnerships to the existing 750 learnerships, totalling 1 500 learnerships for the programme.

Out of a total of 185 learners that have signed learnership agreements to date, 27% are female and 77% are below the age of 35 years.

8.2. Environmental and Cultural Sector

The environmental and cultural sector consists of the following departments

- Environmental Affairs and Tourism (DEAT)
- Water Affairs and Forestry (DWAF)
- Arts and Culture (DAC)
- Agriculture (NDA)

The sector has clustered its activities into a number of core programmes namely:

- Sustainable Land Based Livelihoods;
- Working for the Coast;
- People and Parks;
- Working for Tourism; and
- Working on Waste.

The sector programmes have been consolidated under the umbrella brand FARANANI - "Working together in building a foundation for the future".

The Environmental and Cultural Sector programmes are well established. The focus in the sector is on how these programmes can be expanded, coordinated, integrated and improved in order to ensure increased employment creation and improved outcomes. In addition, the different departments in the sector have been working on aligning their existing monitoring and evaluation systems to the EPWP requirements to ensure that they are able to report to DPW as a sector.

Sector departments have embarked on road shows to brief the Provincial sector Departments and the Nodal Municipalities about the Expanded Public Works Programme. Relevant Departments and Nodal Municipalities were informed about the environment and culture focus of the EPWP. An important aspect that was addressed was to reach a common understanding and to agree on appropriate co-ordination mechanisms that are needed to facilitate the implementation of the environment and culture pillar of the EPWP. The roles of municipal and provincial authorities in this sector were also discussed. The importance of aligning the EPW with the ISRDP (Integrated Sustainable Rural Development Programme) and the URP (Urban Renewal Programme) was also discussed on these road shows.

The challenge of exit strategies for workers in the sector and training modules more focused on filling skills gaps is a priority, because it will improve the chances of workers exiting into other more formal work opportunities.

The environmental sector was once again able to report on its second quarter activities within the timeframes agreed upon.

8.3. Social Sector

The Social Sector could thus far not submit data and information in the required EPWP reporting format, because of the way in which data are currently collected for reporting purposes. Discussions are under way to address this challenge that influences the way in which consolidated quarterly reporting can be done. Reporting is thus done on the basis of information received – and cannot be consolidated in the annexures to this report.

This sector of the EPWP is focusing on the expansion of Home Community Base Care (HCBC) programmes in the health/ social areas and on Early Childhood Development (ECD) programmes in the social/ education areas. Both of these areas are highly labour-intensive and provide enormous opportunities for the creation of work opportunities, given the large needs for these services. Under the leadership of the Department of Social Development (DSD), the Social Sector has produced an EPWP sector plan. The sector has set the target of creating 150 000 work opportunities in HCBC and ECD in the next five years.

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

The intention is to motivate for increased budgets for these programmes, which in turn will enable those graduating from the EPWP work opportunities to obtain longer-term employment in these programmes. Thus, the EPWP will serve as a training and work experience feeder programme for long term work opportunities in HCBC and ECD.

The current focus of the sector is on establishing an enabling framework that will allow the sector to grow and achieve the required targets. There are a number of policy decisions and operational processes that need to be put in place before the sector plan can be meaningfully implemented. These include a common system of remuneration for people employed on these programmes, improved programme management and reporting systems, and training unit standards, qualifications and learnerships in line with the National Qualifications Framework (NQF).

The implementation of these policy decisions and operational processes needs to be accelerated if the huge potential of the social sector to contribute to the employment creation goals of the EPWP is to be realised.

8.3.1. Home Community-Based Care (HCBC)

A total of 122 240 possible work opportunities have been identified in HCBC. There are currently 892 sites and 19 616 volunteers supported by the Department of Social Development. Only 5 988 volunteers are receiving a stipend in the current financial year. In addition, the Department of Health currently provides stipends to an estimated 19 810 volunteers across all of its HIV/AIDS programmes of the 60 000 plus community health related volunteers linked to the Department.

There are three elements to the plan for expanding these programmes. Part 1 provides for 20 000 work opportunities and is based on training existing volunteers at existing sites, and an increase of 1068 volunteers compared to the previous year. No additional funding is required for this programme outside of the funds needed to develop and roll out the training programme at NQF levels 1 and 3. An 18-month work opportunity is recommended here during which employees' prior learning will be assessed as a basis for determining their level of training.

Part 2 creates 90 000 work opportunities based on recruiting more people to work on HCBC, on existing sites. Part 2 will cost an additional R253 million per annum for the DoSD-funded programme and R240 million per annum for the DoH-funded programme.

Part 3 provides for an additional 12 000 extra work opportunities, based on an expansion of the number of HCBC sites by an estimated 300 additional sites per annum. The additional cost of Part 3 is R90.8 million per annum.

Below is a brief overview of the progress to date with regard to the HCBC:

- The development of unit standards at NQF levels 3 and 4 is now at an advanced stage and will be completed and registered as a qualification by the end February 2005.
- Work is well underway with the development of an integrated curriculum framework for a skill programme at level 3 in Home Community Based Care. Consultation is taking place with all stakeholders for this purpose. The Department of Health and the Department of Social Development are currently finalising an integrated curriculum framework for Home Community Based Care. Completion of this integrated training programme will allow people to go on to specialise in a health or social field, ensuring that people are not stuck in jobs that do not have potential for growth.

- HWSETA has registered over 75 HCBC service providers and will appoint assessors and moderators by end November 2004. Additional service providers in the various provinces are currently being assisted with the accreditation process so that work opportunities can be created for local service providers.
- Liaison between the sector and the HWSETA has improved over the past few months. It was agreed that to existing level 1 Auxiliary health worker unit standard would be used as a basis for developing the HCBC caregiver programme. Additional electives to cover the social development aspects of a caregivers work would be developed and added for the purposes of the EPWP.
- Unit standards for Ancillary Health Care have been developed and submitted for public comment. This process is being jointly driven by the Department of Health, Department of Public Works, Department of Social Development, the SETA and Umsobumvo and is supported by the European Union.
- The sector is also engaging the SETA's in clarifying the NQF levels at which the modules are pitched to ensure that principles of articulation and progression are upheld.
- Provincial social sectors in the Western Cape, Limpopo, Northern Cape have submitted their implementation plans. The other provinces are being assisted to finalise their sector implementation plans. These plans will outline priority areas for implementation and funding models for the integrated programme.
- The National Social Cluster has accepted a proposal for a common stipend of R500 for HCBC workers who are generalist and do not have any specialised training in a particular field. The cluster has also accepted a recommendation for a stipend of R1 000 for Community Health Workers whose work will be slightly more specialised in areas of health.
- EPWP monitoring and evaluation workshops were held with national departments. Monitoring and reporting requirements were also discussed at the nine provincial workshops. Additional workshops are planned with the monitoring teams in the specific departments.

8.3.2. Early Childhood Development (ECD)

There are approximately 23 482 ECD sites and 54 500 ECD practitioners nationally. The majority of these sites (83%) are either community based or home based. Approximately 40% of these sites are in poverty stricken rural areas. Of the 6 million children in the country, only 16% are receiving formal ECD provision.

The target workers in the EPWP are the unemployed and/or underemployed parents and caregivers in all ECD programmes.

The majority of the ECD practitioners are on or below NQF L1. As part of expanding ECD services, 19 800 work opportunities are planned in the next 5 years, within the existing budget allocations. Of these, 15 300 will be learnerships provided in partnership with the SETAs. The remaining 4 500 will be provided by the DoE under its conditional grants programme.

The EPWP ECD programme can only be comprehensively implemented once the relevant departments have agreed on the overall delivery framework for ECD. For example, decisions need to be made as to whether Grade R will be provided in ECD centres or only in schools. This integrated framework will make it easy for the programme to be aligned to EPWP.

As a result, the ECD component of the sector has spent the last six months developing an integrated ECD plan through consultation with the relevant stakeholders. Once this integrated plan is approved, urgent policy changes have to be made regarding the delivery model of some of the components such as the delivery model of Grade R.

The following is a brief overview of progress with regard to the ECD component of the Social Sector:

- The Guidelines for Early Childhood Development Services have been revised and updated through a consultative process with UNICEF and all relevant stakeholders. The final draft of the Guidelines will be presented to the Social Development MINMEC for approval.
- The ECD Interdepartmental Committee, consisting of the Office on the Rights of the Child, Department of Health, the Department of Social Development and the Department of Education, developed an integrated plan for comprehensive ECD services, Tshwaragano Le Bana. The plan has been submitted to the Minister of Education for approval. The plan provides an integrated approach for converging basic services for improved childcare, early stimulation and learning, health and nutrition, water and sanitation – targeting young children (birth to five years of age), expectant and nursing mothers and community groups. The primary components of the plan centre around services to the child: integrated management of childhood diseases; immunisation; nutrition; referral services for health and social security grants; early stimulation and the development and implementation of psychosocial programmes. To support the primary focus of the plan the following secondary components form part of the plan; human resource development, infrastructure development, research, and monitoring and evaluation.

- There are currently 2 registered ECD Learnerships, an L4 learnership for ECD practitioners and a level 5 learnership for ECD trainers. Work is underway to develop L6 learnership for ECD trainers. The focus on level 6 is to ensure that trainers are at least one level above the level they are offering training. There are approximately 75 NGOs providing ECD training. However, the concentration of these service providers is around Gauteng, WC, KZN and Free State. The ETDP seta is currently assisting additional service providers in the provinces such as Limpopo, Northern Cape and North West where there are very few accredited service providers.
- A principle agreement to establish a level 1 learnership was concluded with the SETA. In addition, it was agreed that the current level 4 learnership funded by the National Skills Fund (NSF) would be extended from 2004/5 and aligned with the Department's priorities. A joint application for funding would be submitted to the NSF to cover the costs of both these learnerships. The details of this agreement would be fleshed out and captured in a MOU to be signed.
- Work is well underway to develop a skills programme in the ECD sector to complement and facilitate entry to NQF L4 and L5.

8.4. Economic Sector

A draft Economic Sector Plan has been drawn up and is currently under discussion in the Economic Sector departments.

The following progress in the economic sector should be noted:

- Since October 2004, the DTI, DPW and DBSA have been meeting on a weekly basis to develop the Economic Sector Plan. On the 15 November 2004, a workshop was held between DPW, DTI, DBSA and DPE on the sector plan, which will provide the strategy for the economic sector
- DTI will engage with the Departments of Labour, Provincial and Local Government, Public Enterprises, Transport, Minerals and Energy, Agriculture and Communication on the sector plan and request commitments from these Departments. These commitments will be included in the implementation plan. The process is expected to continue up to February 2005.
- The Business Trust will appoint a consultant to work with DTI on the Economic Sector Plan. The job description of this consultant will be defined early December 2004, in a meeting between DTI, DPW, and the Business Trust.
- DPW has been engaging with the Department of Labour on the New Venture Creation Learnership (Level 2). A facilitator to develop the Learnership has been appointed. The qualification is expected to be finalized by March 2004.

9. Challenges and Conclusions

There is still a need to correct the tendency for the EPWP to be seen as a Department of Public Works (DPW) programme rather than as a programme of the whole of government; hence the need to intensify efforts to overcome widespread resistance to the use of more labour-intensive methods in infrastructure. This resistance is based on the perception that labour-intensive methods are more difficult to manage, take longer, are more costly, and result in inferior quality products. DPW is continuing to focus on establishing demonstration projects to overcome this perception.

Some environmental sector programmes, and some labour-intensive infrastructure programmes in some provinces, such as the Zibambele programme in KZN and the Gundo Lashu programme in Limpopo, are running successfully and could be expanded further if more funds could be made available.

The feed-back from the AG's Auditing Report re compliance with the EPWP Guidelines for the Implementation of Labour-Intensive Infrastructure Projects will serve to sensitise provinces to the use of these guidelines for PIG and MIG funding. Non-compliance will lead to the issuing of an audit query, which could have an impact on allocation of future funding to implementing bodies.

The work done in the Social Sector should also be reported more meticulously and fully to reflect the important advances that had been made in this sector with regard to the EPWP. In the Economic Sector there are encouraging signs that significant groundwork had been done.

Quarterly reports will in future not only be disseminated to provinces, but formally presented to the Provincial EPWP Committees. It is intended that stakeholders would interact and interrogate the report in order to improve on future reporting and to feed back into project implementation.