

*“Isikhathi esihle kakhulu sokutshala isihlahla eminyakeni engama-25 edlule...
kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

UHLELO OLULULIWE LWEMISEBENZI YOMPHAKATHI

INQUBOMGOMO

YOKUGCINA ESASETSHENZWA

12 DISEMBA 2021

*“Isikhathi esihle kakhulu sokutshala isihlahla eminyakeni engama-25 edlule...
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AMA-AKHRONIMI

I-AG	UMcwaningimabhuku Jikelele
I-APP	UHlelo Lonyaka Lwensebenzo
I-CWP	UHlelo Lomphakathi Lomsebenzi
I-DCOG	UMnyango Wokuphatha Ngokubambisana
I-DEL	UMnyango Wezemisebenzi Nabasebenzi
I-DDM	IModeli Yokuthuthukiswa Kwesifunda
I-DFFE	UMnyango Wezamahlathi, Ezezinhlazi Nezemvelo
I-DHET	UMnyango Wezemfundo Ephakeme Nokugeqesha
I-DORA	UMthetho Wegatsha Lentela
I-DPWI	UMnyango Wezemisebenzi Yomphakathi Nengqalasizinda
I-DSD	UMnyango Wezokuthuthukiswa Komphakathi
I-EBPM	Ukwenziwa Kwenqubomgomo Okusekelwe Ebufakazini
I-ECD	Ukufundiswa Kwezingane Ezisencane
I-ECDG	Isibonelelo Sokufundiswa Kwezingane Ezisencane
I-EPIP	Izinhlalo Zokuvikela Imvelo Nezingqalasizinda
I-EPWP	UHlelo Lwemisebenzi Eyandisiwe Yomphakathi
I-ERRP	UHlelo Lovuselelwa Nokusimamiswa Kwezomnotho
I-ESSA	Izinsizakalo Zemisebenzi ZaseNingizimu Afrika
I-GDS	INGqungquthela Yokukhula Kwentuthuko yonyaka we-2003
I-HCBC	Ukunakekelwa Usekhaya Nawumphakathi
I-HFRG	Isibonelo Sovuselelwa Kwezikhungo Zezempilo
I-IA	Ama-ejensi Okwenza
I-IDP	UHlelo Olubandkanyayo Lokuthuthukiswa
I-IFC	INhlangano Yomhlaba Yezamazwe
I-ILO	Inhlangano Yezabasebenzi Yamazwe Ngamazwe
I-KPI	Izinkomba Ezibalulekile Zokusebenza
I-M&E	Ukuqapha Nokuhlola
I-MFMA	UMthetho Wokuphathwa Kwezimali Zomasipala wama-32 wonyaka we-2000
I-MIG	Isibonelelo Sezingqalasizinda Zikamasipala
I-MINMEC	Umhlangano kaNgqongqoshe Nesiphathimandla
I-MTEF	Uhlaka Lwezindleko Zesikhathi Esimaphakathi
I-MTSF	Uhlaka Lwesu Lwesikhathi Esimaphakathi
I-NDG	Isibonelelo Sokuthuthukiswa Kwendawo Yokuhlala
I-NDP	UHlelo Lukazwelonke Lwentuthuko lonyaka we-2030
I-NPO	Inhlangano Engenzi Nzuzo
I-NMW	Iholo Elincane Likazwelonke
I-NRM	Ukuphathwa Kwemithombo Yemvelo
I-NSC	IKomidi Lokugondisa Likazwelonke
I-NSCC	IKomidi Likazwelonke Lokuhlelela Umkhakha
I-NYS	Izinsizo Zikazwelonke Zentsha

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I-PA	Isivumelwano Sokusebenza
I-PEP	UHlelo Lokuqashwa Komphakathi
I-PEP-IMC	IKomidi Longqongqoshe Bezinhlelo Zokuqashwa Komphakathi
I-PES	UHlelo LukaMongameli Lokuvula Amathuba Emisebenzi
I-PFMA	UMthetho Wokuphathwa Kwezimali Zombuso woku-1 wonyaka we-1999
I-PMG	Isibonelelo Sesifundazwe Sesondlo
I-PMN	UHlelo xhumano Lwendlela Yokuphatha
I-PMO	IHhovisi Lokuphathwa Kwezinhlelo Zehhovisi likaMongameli
I-PP	Isimo Senqubomgomo
I-PSC	IKomidi Lokuqondisa Lesifundazwe
I-PSCC	IKomidi Lesifundazwe Lokuhlelela Umkhakha
I-PYEI	UMkhankaso KaMongameli Wokuqashwa Kwentsha
I-PWD	Abantu Abaphila Nokukhubazeka
I-RDP	UHlelo Lovuselela Nentuthuko
I-SDBIP	UHlelo Lokusetshenziswa Kwesabelozimali Zokwethulwa Kwezinsiza
I-SETA	Isiphathimandla Somkhakha Sezemfundo Nokugeqesha
I-SMME	Amabhizinisi Amancane Naphakathi
I-SOE	Ibhizinisi likahulumeni
I-SP	UHlelo Lwesu
I-TVETS	Amakolishi Emfundo Yezobuchwepheshe Nemisebenzi Yezandla Nokugeqesha
I-USDG	Isibonelelo Sikahulumeni Sokuthuthukiswa Kwezindawo Zasemadolobheni

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IZINCAZELO

Imithetho Yokwenza Okuhle Yezinhlelo Ezeluliwe Zemisebenzi Yomphakathi

UNgqongqoshe Wezemisebenzi Nezabasebenzi ukhiphe isiNqumo Sehhovisi LikaNgqongqoshe kanye noMthetho kwiGazethi Wendlela Yokwenza Kahle Yezinhlelo Zemisebenzi Yomphakathi Ezikhethekile evumela izimo ezikhethekile ukuze kube lula ukuqashwa okukhulu eziNhlelweni Zezemisebenzi Yomphakathi. Uhlobo lwakamuva lalokhu luqokethwe kwisiNqumo Sehhovisi LikaNgqongqoshe, kwiGazethi Engunombolo 35310, ekhishwe mhla zi-4 Nhlaba 2012.

Ukuthotshelwa Kwemithetho

Ukuthotshelwa Kwemithetho kusho ukubambelela kuzinqubomgomo, izinhlelo, izinqubo, izimiso, izivumelwano noma kwezinye izidingo.

Ukuqondisa okusekwe emphakathini

Ukuqondiswa okusekwe emphakathini kubandakanya ikomidi eliqondisa iphrojekthi noma uhlaka olufanayo nayo oluhlonza abangahle babe abasebenzi emphakathini oqondiwe ngokusekelwe ezimweni ezine ezibalulekile: (i) ukuzimisela ukusebenza ngamaholo e-EPWP, (ii) ukungasebenzi noma ukusebenza ngokunganele, (iii) ukuba mpofu kanye (iv) nokuhlala emphakathini wendawo.

Izimo

Imibandela noma izidingo okufanele zifezwe.

Ikhratheriya

Iqoqo lezici ezinqumayo noma izici ezivame ukusetshenziswa ukuze kufinyelelwe esinqumweni.

Ukuqondisa ngokwezibalo zabantu

Imihlahlandlela Yokuqashwa Kwabantu kwi-EPWP egunyazwe nguNgqongqoshe Wezemisebenzi Nezabasebenzi mhla zi-5 Disemba 2017 encoma ukuthi onke amaphrojekthi e-EPWP aqondiswe kwisabelo esinconyiwe sokubamba iqhaza kwentsha, abesifazane kanye nabantu abaphila nokukhubazeka.

Ukungabekeki kahle

Leli gama lisho abantu abahlukaniswe unomphela emisebenzini yabo futhi lisho ukunyamalala komsebenzi kanye nokungabekeki kahle kwabasebenzi ngabanye ebhizinisini.

Iembu Eliqondwe yi-EPWP

Abantu abangasebenzi, bendawo, abangenamakhono nabanamakhono anganele abazimisele futhi abavunyelwe ukusebenza kumaphrojekthi e-EPWP.

Iphrojekthi ye- EPWP

Kubhekiselwa kuphrojekthi exhaswe ngokuphelele noma ngokuyingxenywe ngezimali nguhulumeni eqondiswe kubantu abampofu nabangasebenzi, ngokuhambelana Nokunqunywa KukaNgqongqoshe nge-EPWP, kusetshenziswa izindlela ezidinga abasebenzi abaningi ekuhlinzekweni kwezinsizakalo nasekwakheni impahla, kanye nokubhekana nezinhloso zokuqedwa kobubha nokungalingani nokungalingani kanye nokwakhiwa kwamathuba emisebenzi.

Ukuqondisa ngokwendawo

Kuhlose, ngangokunokwenzeka, ukuqinisekisa ukuthi onke amaphrojekthi nezinhlelo ze-EPWP ezitholakala emiphakathini empofu futhi zinxenxa abasebenzi abahlala kuleyo miphakathi.

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Ukungalingani (kumongo we-EPWP)	I-EPWP inegalelo ekwehliseni ukungalingani ngezindlela ezilandelayo: Ukungalingani ngokwendawo - ngokuqondiswa ezindaweni ezimpofu kakhulu; ekungalinganini ngokobulili - ngokusebenzisa izinhloso zokuqashwa kwabesimame; ukukwazi - ngokusebenzisa izinhloso zokuqasha abantu abaphila nokukhubazeka. Ukwengeza, indima ye-EPWP njengethuluzi lokuvikela umphakathi inegalelo ekwabiweni kabusha kwemalingenis, ngaleyo ndlela kube nesandla ekuncipheni kukonke kokungalingani eNingizimu Afrika.
Phakathi kwemikhakha	Ukuhlangana kwemizamo yezinhloso ezahlukeni zikahulumeni nezingekho ngaphansi kukahulumeni ukuze kukhiqizwe izinqubomgomo eziphelele nezididiyelwe ezihlose ukufeza imiphumela edidiyelwe ezimni eziyinkimbinkimbi.
Okudinga abasebenzi	Kubhekiselwa ezindleleni zokwakha nokunakekela okubandakanya ingxubevange yabasebenzi nemishini ngaphandle kokuyekethisa ikhwalithi, lapho abasebenzi beyinsiza ebalulekile esekelwa imishini namathuluzi emisebenzini engeke yenziwa abasebenzi kuphela.
Umsebenzi-mfutho	Ubhekisela ezindlekweni zemihlo yabasebenzi abangaqeqeshiwe nabanamakhono anganele ezivela njengephesenti lesamba sezindleko ngemisebenzi eyenziwe ngamandla amakhulu.
Ukuqapha	Ukuqapha kuyinqubo ebandakanya ukukala nokulandelela inqubekelaphambili ngokuhambelana nesimo esihleliwe okubandakanya; okufakwayo, izinsiza, ukuqedwa kwemisebenzi, izindleko, izikhathi ezibekiwe, njll.
Isinqumo SikaNgqongqoshe	Isinqumo sikaNgqongqoshe sisebenza kubo bonke abaqashi kanye nabasebenzi ababambe iqhaza kwi-EPWP efakwe kwiGazeth nguNgqongqoshe Wezabasebenzi. Bheka isinqumo sakamuva esigunyaziwe.
Insebenzo	Insebenzo ukufezwa, ukuphunyezwa kanye nempumelelo ekuboneni inhloso noma okuhlosiwe okunqunywe phambilini.
Iphrojekhthi	Ingxenye ethile yohlelo ngokuvamile exhaswa ngesabelomali esichaziwe. Umsebenzi ohleliwe owakhelwe ukufeza izinhloso ezithile ngaphakathi kwesabelomali esinikeziwe nangesikhathi esithile. Iphrojekhthi ngokuvamile ibandakanya uhlelo olulandayo lwezenzo okufanele zenziwe.
Uhlaka Lukahulumeni	Uhlaka lukahulumeni yinoma iyiphi inhlango echazwa ngumthetho njengesikhungo sikahulumeni; futhi ngezinhloso zalo mbhalo, lusho umnyango kazwelonke noma wesifundazwe noma umasipala noma izinhlangano zikahulumeni ngaphakathi kwalezi zigaba zikahulumeni.
UHlelo Lokuqashwa Komphakathi	Ukuhlinzekwa kokuqashwa okuxhaswe nguhulumeni kwabampofu beminyaka yokusebenza abangakwazi ukuzondla ngenxa yokuntuleka kwamathuba emisebenzi asekelwe ezimakethe. Ama-PEP afaka ohakathi ukukhokhwa kweholo ngumbuso, noma i-ajenti emele wona, njengembuyiselo yokukwenzwa komsebenzi, ngezinhloso i) zokunciphisa ubumpofu kanye ii) nokukhiqiza impahla noma usizo.

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Ukubika

Ukubika kuyinqubo edlulisa kangcono ulwazi oludingekayo oluqoqwe ngesikhathi sokuqapha kanye/noma sokuhlola ukuze kusetshenziswe ngokuphelele ababambiqhaza abahlukene.

FINAL DRAFT FOR COMMENT

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1. UKUFINGWA KWAMAPHUZU ABALULEKILE

Emhlabeni jikelele, iziNhlelo Zokuqashwa Komphakathi (ama-PEP), okufakwe kuzo uHlelo Olululiwe Lwezemisebenzi Yomphakathi (i-EPWP) zibhekene nenselelo ephindwe kathathu ekufezweni kwentuthuko esimeme, okuwukuqeda ububha, ukubhekana nokungalingani kanye nokuntuleka kwemisebenzi. Le nselelo ephindwe kathathu ivela kakhulu eNingizimu Afrika.

Isidingo esikhulu sama-PEP sibeke umthwalo onzima ku-EPWP sokwakha inani elikhulu kakhulu lamathuba emisebenzi ngokoHlelo Lukazwelonke Lwentuthuko (i-NDP), olulindele ukuthi i-EPWP ifake isandla ngamathuba emisebenzi ayizigidi ezi-5 emathubeni ayizigidi ezingama-23 adingekayo ngonyaka we-2030, ngaphansi kwesimo sokukhula esimaphakathi esingama-3.3%. Uma kubhekwa ukuthi ukukhula komnotho akukaze kudlule ama-2% kusukela ngo-2010 nokuthi izinga lokuntuleka kwemisebenzi liye lenyuka kakhulu ngenxa ye-COVID-19, ngeke kube ukusebenza njengenjwayelo.

Ukugxilwe okukhulu kwe-EPWP kukulabo bantu emiphakathini yethu abangasebenzi nabasengozini, kakhulu manje kunangaphambili. UBhubhane lwe-COVID-19 lube nomthelela omubi kakhulu ezimpilweni zabantu abampofu nabasengozini enkulu yaseNingizimu Afrika, ikakhulukazi abesimame, intsha kanye nabantu abaphila nokukhubazeka. Ngenxa yalokho, izinga labantu abangasebenzi liye landa nakakhulu. Ngakho-ke i-EPWP ayikaze ibe bucyayi kakhulu kangaka.

Kukhona, nokho, isidingo kanye nethuba lokugxila kabusha kanye nokuhlela kabusha i-EPWP ngokusebenzisa le Nqubomgomo njengoba kufanele sidlulele endleleni edlula ukusebenza njengenjwayelo. Njengoba umhlaba wethu ushintsha, kunethuba loshintsho olusabelayo, oluletha okusha kanye nolukhulayo ekusetshenzisweni kwe-EPWP, kwakho kokubili ngokwemithelela yayo emihle kanye nekhwalithi yemiphumela yayo.

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Ukuqaliswa kwe-EPWP kwenzeka emazingeni ahlukene kahulumeni. Lezi zinhlaka zikahulumeni ngazodwana zinezidingo ezihlukene, izibalo zabantu ezihlukene, kanye nemiphumela ebaluleke kakhulu ehlukene. Izinhlaka zikahulumeni ezahlukene futhi zonke zinezingqinamba zezinsiza ukufika emazingeni ahlukene obunzima.

Okwenziwa yizo zonke izinhlaka zikahulumeni, nokho-ke, kuyafana, ngezinye izikhathi esihlulekayo ukukubona, ukuthi kunezinga labantu abangasebenzi elikhula njalo, amazinga obumpofu ayakhuphuka futhi kokubili imidanti yokungalingani ezenhlalweni nokwezomnotho kusazobhekwa nakho. Ukuzibophezela kuqala ezingeni eliphezulu kakhulu futhi kudinga ukugxiliswa kuyo yonke imikhakha yokusebenzisa ukuze sikwazi ukuqala ukubhekana nalo mphumela omubi walolu bhuhane kubantu bakithi.

Izimo zeNqubomgomo eziyisithupha ezichazwe kule Nqubomgomo ye-EPWP zihlinzeka ngomkhombandlela wamasu kubo bonke ababambiqhaza abathintekayo ekuhlalweni, ekusetshenzisweni nasekulawuleni i-EPWP, ukuqinisekisa ukuthi ama-PEP ethu ayahlelwa, ayaqhubeka, aletha okusha futhi aqhutshwa yinhloso okubaluleke kakhulu futhi angenziwa ngobuningi, agxilise kulabo bantu ngabanye emiphakathini yethu abangasebenzi nabasengozini.

**UMhlonishwa u-Patricia De Lille, iLungu Lephalamende
UNgqongqoshe Wezemisebenzi Yomphakathi Nezingqalasizinda**

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2. ISINGENISO

Kusukela ekuqaleni kwentando yeningi, ukungenelela kukahulumeni eNingizimu Afrika kugxile ekubhekaneni nezinsalelo ezibalulekile zasenhlalweni nezomnotho ezibandakanya ukuntuleka kwemisebenzi, ubumpofu, isizinda samakhono esincane kanye nezinsizakalo zezenhlahlakahle ezinganele. Ukusabela ezinsaleleni eziqhubekayo eziyinkimbinkimbi nezihlobene, uhulumeni wabamba iNgqungquthela Yokukhula Nentuthuko (i-GDS) ngonyaka we-2003 futhi yafinyelela ukufika kwivuthwandaba ngezivumelwano zezenhlahlakahle phakathi kukahulumeni, abasebenzi, umphakathi kanye nomkhakha ozimele. Enye yezinto ezibalulekile kulesi sivumelwano kwaba ukuqhubeka kanye nokukhula kweZinhlelo Zemisebenzi Yomphakathi, futhi ikakhulukazi, ukwethulwa kanye nokuqaliswa kwe-EPWP.

Emhlabeni jikelele, ama-PEP, okufakwe kuzo i-EPWP abhekene nenselelo ephindwe kathathu ekufezweni kwentuthuko esimeme, okuwukuqeda ububha, ukubhekana nokungalingani kanye nokuntuleka kwemisebenzi. Le nselelo ephindwe kathathu ivela kakhulu eNingizimu Afrika. Uma kubhekwa ukubaluleka okukhulayo emhlabeni wonke kwezibopho zohulumeni ekudaleni amathuba emisebenzi kanye nokuqeda ubumpofu, futhi ngasikhathi sinye nesidingo sokwandisa umkhiqizo futhi kufezwe ukubaluleka okungcono kakhulu kwemali, i-EPWP inethuba lokukulungiswa ukuze ivumelane nalezi zingqinamba.

Ama-PEP aklanywe ngendlela efanele futhi asetshenziswa ngempumelelo ukuthi angagcini nje ngokubhekana nobumpofu futhi anciphise ukuntuleka kwemisebenzi yesikhashana, aphinde anikeze amandla okwakha ukuxhumana komsebenzi ohloniphekile futhi nosimeme, ngesikhathi akha impahla ebalulekile futhi ethula izinsizakalo ezibalulekile emiphakathini eyahlukene futhi afake isandla ekubumbaneni komphakathi kanye nasentuthukweni yesizwe. Ucwango lukhombisa ukuthi ama-PEP anganikeza ezinye izindlela ezingabizi kakhulu zokwakha futhi nezokunakekela izingqalasizinda ikakhulukazi, uma kuqhathaniswa nokusebenzisa osonkontileka abazimele abasebenzisa izindlela ezidinga imali enkulu.

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2. INHLOSO

Inhloso yeNqubomgomo ye-EPWP ukuchaza isitatimende senkinga evelayo se-EPWP eNingizimu Afrika yanamuhla, kanye nokwakha kusukela kuleso sisekelo i-ajenda kahulumeni kugxilwe kwi-PEP, ngezimo zenqubomgomo kanye nezinhlalo zokuzokwenziwa ezichazwe ngokucacile, ezisebenzisekayo futhi neziphophelela uhulumeni futhi zihlomise ababambiqhaza kwi-EPWP ekubhekaneni ngempumelelo nokungalingani, ubumpofu kanye nokuntuleka kwemisebenzi.

3. ISITATIMENDE SENKINGA

I-EPWP, esiqale ukusebenza kusukela mhla zi-1 Ephreli 2004, ibe nempumelelo enkulu futhi yakhe amathuba emisebenzi acela ezigidini eziyi-13 esikhathini esifinyelela kuSeptember 2021. Ngokuhamba kweminyaka, iziNhlalo ezingama-24 ziye zaqalwa ngamazinga ahlu kahlu kene empumelelo. Kunokuntuleka kokufana ekusetshenzisweni kwemithetho ye-EPWP kanye nokuthotshelwa kwemithetho, ikakhulukazi maqondana nokuNquma kukaNgqongqoshe. Lokhu kudala inselelo yokuphophelela uHlelo.

Ama-PEP awukungenelela kwesikhathi esincane ukuya kwesimaphakathi futhi kuhloswe ngawo ukubhekana nezinsalelo zesikhathi ezithile zonyaka kanye nezingumjikelezo. Inselelo eNingizimu Afrika ukuthi kunokuntuleka kwemisebenzi okuokujulile, okuholela ekutheni i-EPWP ngezinye izikhathi yenze ngokungafanele umsebenzi emnothweni obanzi obungahlosiwe ukuwenza. Ama-PEP akuhlosiwe ukuba abe yisixazululo esisimeme sokudala amathuba emisebenzi. Nokho athathwa njengenye yezindlela eziningi zokungenelela okuhloswe ngakho ukubhekana nobubha, ukungalingani kanye nokuntuleka kwemisebenzi.

Ngaphezu kwalokho, kuneqiniso lezomnotho eNingizimu Afrika esingeke saliziba futhi elizololonga iNqubomgomo yethu. Ngaphandle kobhubhane lwe-Covid-19, izwe lethu libhekene nomnotho ontenga kakhulu, ongakhuli futhi ongamukeli abasebenzi ngokushesha ngokwanele, yingakho kunamathuba amancane okuqashwa kwababambiqhaza kwi-EPWP lapho bephuma.

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Uhulumeni uqale uHlelo Lokubuyiselwa Nokwakhiwa Kabusha Komnotho (i-ERRP) ngo-Okthoba 2020, olwamukela ama-PEP. Kubalulekile ukuthi le Nqubomgomo ye-EPWP icabange ngendlela ecashile ukuthi lolu Hlelo lungafaka kanjani isandla kwisixazululo esisimeme.

Le Nqubomgomo, ngakolunye uhlangothi iye yamukela izinto zangaphandle zasenhlalweni nezomnotho ezisebenzayo ezweni lethu, kanti futhi ngakolunye uhlangothi, ibhekana neminye yemibono ye-EPWP eyakhiwe eminyakeni edlule, kanye neminye yemidant eyisisekelo njengoba ifingqiwe ngezansi, ukuze kulungiswe kahle indlela iziNhlelo ze-EPWP ezethulwa ngayo ukuya phambili.

Ukuze kuqondwe ngokuphelele, kuthathwe isinqumo sokugqamisa eminye yemibono, ngisho noma ngabe ayizange isekelwe ubufakazi. Kubalulekile ukuqaphela ukuthi lena akuyona imikhuba noma amaqiniso kwi-EPWP. Le Nqubomgomo, nokho-ke, ihlose ukubeka yonke imibono nokubona phambili, ukuze bonke ababambiqhaza bahlonishwe bese kuqhutshekelwa phambili ndawonye nemigomo eyisisekelo yokudala amathuba emisebenzi, ukuqeda ububha kanye nokubhekana nokulingana kwezenhlalo. Eminye yemibono esemqoka nge-EPWP ibandakanya:

- a. I-EPWP, kwezinye izimo, ibonakala njengomsebenzi wesenhlalweni nezomnotho ongabizi nonemihlo emcane ngendlela engamukelekile ekhokhelwa ababambiqhaza.
- b. Kunokuntuleka kokufana ekusetshenzisweni kwamazinga kanye nokusetshenziswa kwamathuluzi nezindlela zokwenza ze-EPWP kuzo zonke izinhlelo zikahulumeni ezihlukene, okuholela ekuhumusheni okungeyikho, ukukhohlisa, ukungahambi kahle kanye nokusetshenziswa kabi koHlelo ngezinye izikhathi. Lokhu kuphinde kuholele futhi kwimidanti yokuphoqelela nokulonipha imithetho.
- c. Kunokuntuleka kokusebenza kahle kwezibonelelo zezingqalasizinda zesikhashana ezibhekiswe ku-EPWP.

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- d. Kunokungabaza komphakathi ngokuthi uhulumeni usanda kulungisa kabusha amaphrojekthi akhona futhi uphinde afake nezabelomali ezanqanyulwa, phakathi kokunye, uHlelo LukaMongameli lokuvala Amathuba Emisebenzi.
 - e. Amathuba omsebenzi wesikhashana angukungenelela okungasebenzi ngempumelelo futhi okungasimeme kubo bobabili uhulumeni kanye nomamukeli, kungaba okokunciphisa ubumpofu, ukwenza ngcono ukusekelwa kokuziphilisa, noma maqondana nekhwalithi yezimpahla nezinsizakalo zomphakathi ezihlinzekwayo.

Ngokulandela emibonweni, kunemidanti embalwa eeyisisekelo, njengoba ichazwe ngezansi, le Nqubomgomo ihlose ukubhekana nayo ezolungisa indlela okwethulwa ngayo i-EPWP ukuya phambili, ukuze kuhlomule yonke imiphakathi yethu.

- a. Izingcindezi yokuguqula amathuba omsebenzi we-EPWP abe yimisebenzi ngokuphelele ngaphezu kokuthi ama-PEP ngokuvamile ayizindlela zokungenelela okuhloswe ngazo ukubhekana nokushaqeka kwezomnotho okujikeleza kanye nezinkathi ezithile zonyaka.
- b. Kunenkulumompikiswano eqhubekayo ngokuthi ingabe i-EPWP iyiphulo lokuvikela umphakathi noma iyingxenywe yezinhlelo zemakethe yabasebenzi. Le nkinga ivamise ukuholela ekudidekeni kokuthi kwenziwa kanjani ukuqaliswa koHlelo lwe-EPWP.
- c. Okuhlosiwe okungaxhaswanga ngezimali kunamathuba amancane okwelulwa kwamaphrojekthi amasha, kukanye nokuntuleka kwezindlela zokubona ukulethwa kwezinto ezintsha ezingeni lephrojekthi, kuye kwayilimaza imiphumela yohlelo.
- d. Ezimweni eziningi, kube nokube nokufakwa ezikhungweni okuncane kwama-EPWP ezinhlakeni zikahulumeni, okunomthelela kwikhwalithi yezinhlelo.
- e. Uma kubhekwa ubukhulu bohlelo kanye nezimpumelelo ezifunwa yi-EPWP kunomthwalo okhulayo wokuphatha nokuthobela imithetho ezinhlakeni zikahulumeni ngokusekelwe ucwaningomabhuku loHlelo ukuze kutholwe imininingo ephelele, esebenzayo nenembayo

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ngokweSahluko sesi-12 Sokunquma Kukangqongqoshe (okungukuthi, gcina amarejista aphelele okuba khona, omazisi, izinkontileka zokuqashwa kanye namarejista okukhokha). Ukwedlula kulokhu, izinselelo ezihlobene nocwaningomabhuku ezibhekene nezinhlaka eziningi zikahulumeni manje sezinomthelela ku-EPWP iyonke.

- f. Ukunganeli noma ukungaqeqeshwa okunikezwa izinhlaka zikahulumeni ezesebenzayo kanye nokutshalwa kwezimali okunganele ekuphatheni ngempumelelo noma ekulawulweni kwekhwalthi yemiphumela kubangela imiphumela engemihle.
- g. Inqubo yokuqasha nokukhetha kwezinye izimo isetshenziswa kabi noma isetshenziswa ukuze kuhlomule umuntu ngamunye.

Ukuphetha, impikiswano eyenziwayo ngukuthi inhloso yokuqala ye-EPWP iphambukisiwe enhlosweni yayo yasekuqaleni, nkusukelwa kwizinseleleni ezivezwe ngenhla nokuthi ama-PEP engciwa kangcono kakhulu enziwa ngokohlelo, ngezinga, nokutshalwa kwezimali okudingekayo ekuphatheni, ezinhlelweni kanye nasekungamelweni kwekhwalthi, kubhekwe imiphumela eqhutshwa inhloso ecacile. Inqubomgomo ye-EPWP isebenzise lokhu njengesisekelo seZimo Zenqubomgomo eziyisithupha.

4. INDAWO YOMTHETHO NENQUBOMGOMO

I-EPWP igxilise kuMthethosisekelo waseNingizimu Afrika futhi iholwa yiMithetho ehlukehlukehene, iMithetho Edingidwayo, izinqubomgomo kanye nayizivumelwano zamazwe ngamazwe, njengoba kuchaziwe:

4.1. Umthethosisekelo

1. Isiqhephu sesi-2, isahluko sama-27(c) soMthethosisekelo waseRiphabhulikhi yaseNingizimu Afrika yonyaka we-1996
2. UMqulu Wamalungelo

4.2. IMithetho Edingidwayo kanye Nemithetho

1. UMithetho Odingidwayo Ngokwakhiwa Kabusha Nentuthuko wonyaka we-1994

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2. UMthetho Odingingidwayo Ngenhlalakahle Yomphakathi wonyaka we-1997
3. UMthetho Odingingidwayo Ngemisebenzi Yomphakathi wonyaka we-1997
4. UMthetho Odingingidwayo Ngamalungelo Abantu Abaphila Nokukhubazeka wonyaka we-2015
5. Umthetho Wezimo Eziyisisekelo Zokusebenza wama-75 wonyaka we-1997, njengoba uchitshiyelwe
6. Imithetho Yokwenza Okuhle Yezimo Zokusebenza ze-EPWP yonyaka we-2011
7. Isinqumo SikaNgqongqoshe: EPWP sonyaka we-2012
8. UMthetho Wohlaka Lobudlelwano Obuphakathi Kohulumeni wesi-13 wonyaka we-2005
9. Umthetho Qokungena Kwabantu Ezweni we-13 wonyaka we-2002
10. UMthetho Wezempilo Nokuphepha Emsebenzini wama-85 wonyaka we-1993
11. UMthetho Wokunxeshazelwa Kokulimala Nezifo Emsebenzini we-130 wonyaka we-1993
12. UMthetho Wokuthuthukiswa Kwamakhono wama-97 wonyaka we-1998
13. UMthetho Wezimbacu we-130 wonyaka we-1998
14. UMthetho Womshuwalense Wabangasebenzi wama-63 wonyaka we-2001
15. UMthetho Wezobudlelwano Bezabasebenzi wama-66 wonyaka we-1995, njengoba uchitshiyelwe
16. UMthetho Wezizakalo Zokuqashwa wesi-4 wonyaka we-2014
17. UMthetho Kazwelonke Wobuncane Bomholo wesi-9 wonyaka we-2018
18. UMthetho Wophuko Lwentela (oshicilelwa minyaka yonke)

4.3. Izinqubomgomo Nezinhlaka Zikazwelonke

1. UHlelo Lukazwelonke Lwentuthuko (i-NDP) lonyaka we-2030 – Ikusasa Lethu lonyaka we-2012
2. IsiVumelwano Sohlaka Lwengqungquthela Yemisebenzi Kamongameli sonyaka we-2018

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3. UHlelo Lovuselelwa Nokusimamiswa Komnotho waseNingizimu Afrika (i-ERRP), wonyaka we-2020
4. UHlaka Lwesu Lwesikhathi Esimaphakathi (i-MTSF) yonyaka we-2020-2025

4.4. Izivumelwano Zamazwe Omhlaba

1. Isivumelwano Samazwe Ngamazwe Ngamalungelo Abantu Abaphila Nokukhubazeka sonyaka we-2006
2. Isivumelwano Samazwe Ngamazwe Samalungelo Ezomnotho, Ezenhlalakahle Namasiko, esasayinwa ngonyaka we-1995 futhi sagunyazwa ngonyaka we-2015

5. IZINHLOSO NEZINTSHISEKELO ZENQUBOMGOMO

Le Nqubomgomo ye-EPWP inikeza uhulumeni ithuba lokwenza izinto ngendlela ehlukile – ukumisa kabusha futhi acabange kabusha iNqubomgomo ye-EPWP ukuze ibe i-PEP entsha yaseNingizimu Afrika yokuvuselela ikusasa lethu libe ngcono.

5.1 Ukumisa kabusha i-EPWP ngokusobala njengengxenywe Yenqubomgomo Yokuqashwa Emsebenzini - ukuze kuvunyelwe izindlela zokungena emakethe yabasebenzi, noma njengemizamo yokuvikela umphakathi noma njengengxube yakho kokubili.

- 5.1.1 Ukuqinisekisa ukuthi i-EPWP iyingxenywe yenqubo yentuthuko edidiyelwe ehlinzeka ngezindlela zokuphuma ebuphofini, kungakhathaliseki ukuthi uhlelo lokuqashwa luqhubeka kuphi.
- 5.1.2 Kwabangingi, uhambo lungaqala ngezibonelelo zikahulumeni. Lokhu kungase kuguquke kube yinhlanganisela yakho kokubili ukuvikelwa komphakathi kanye nemakethe yabasebenzi bese kusekelwe ekuqashweni kuphela.
- 5.1.3 Kwabanye, ukubamba iqhaza kwemakethe yabasebenzi kuzobandakanya ukuzisebenza kanye nemisebenzi yokuziphilisa esimeme, nama-PEP ahlinzeka ngokusekela kulezi zindlela.

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5.2 I-EPWP izokwethulwa ngendlela egxilile, enezinhlelo ezinokuthulwa kwezinkonzo ezithile kanye nemiphumela yokuqashwa komphakathi:

5.2.1 Hlonza amaprojekhthi nezinhlalo ezikhona ze-EPWP okufanele zinikezwe izinsiza ezifanele, futhi zihambisane nendlela yohlelo oluqhutshwa inhloso.

5.2.2 Khetha futhi usekele amaprojekhthi kanye/noma izinhlelo ezingaphakathi kwi-EPWP ezibonisa indlela yokuhlela eqhutshwa inhloso, futhi qinisekisa ukuthi ziba umkhuba ongcono kakhulu wokukhiqiza.

5.3 Ukusungulwa kweModeli Yokuxhaswa Ngezimali kwe-EPWP kanye noHlaka olusungula iqoqo lemibandela yekhwalthi, yobuningi neyokusebenza, ebandakanya nalawo atholakala kuMamodeli Entuthuko Yezifunda. Lokhu akumeli ushintsho ekusatshalalisweni kwendawo kwalezi zinsiza, kodwa kuhloswe ukuqinisekisa ukuthi ikhratheriya kanye nohlaka:

5.3.1 Kuzosetshenziswa njengenkomba yokuxhaswa ngezimali kwama-PEP, okubandakanya nezibonelelo zesikhashana, okubandakanya izibonelelo zemihlomulo, uxhaso lwamaholo, isabelo esilinganayo kanye nezabelo zikazwelonke.

5.3.2 Kuvumela ukuqapha okuthuthukisiwe, okuqinile futhi okusebenzayo.

5.3.3 Kuthuthukisa imiphumela ehlosiwe.

5.3.4 Kuvumela ukuziphendulela kanye nokwenza izinto obala ekwabiweni kwezimali.

5.3.5 Kusebenza njengemikhawulo yokuphoqelela.

5.4 Ukuqapha okuhlelwe kabusha, ukuhlola kanye nokubika kwe-EPWP: Ukuqinisekisa ukuqashwa emsebenzini okusobala, isikhathi esihloniphekile somsebenzi, ukutshalwa kwezimali kumathuluzi afanele, kwizinto kanye nokuphatha, ekuqapheni nasekuhloleni, kwizindlela eziholela ezindleleni zokuziphilisa ezisimeme, njll. futhi kudinga ukubika ngokumelene nalokhu - hhayi nje 'emananini'.

5.4.1 Kugxilwe Kumsebenzisi Wokugcina/ kuMbambiqhaza, kuqinisekiswa ukuthi abasebenzi baqashwa ngenqubo enobulungiswa nesobala.

5.4.2 Qinisekisa ukuthi uhlelo lokuqapha nokuhlola luqhutshwa idatha, olulandelela futhi lusekele abasebenzisi.

5.4.3 Ukudluliswa kwamakhono ngokusebenzisa uguquko lwesine lwezimboni.

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5.5 Gxilisa kabusha i-EPWP ukuze unike amandla Ukwandiswa Kwamathuba Omsebenzi: Izwe lethu libhekene nenkinga enkulu yezomnotho eye yakhuphula izinga lokuntuleka kwemisebenzi kanye nobubha obukhulu. Ukuthi i-EPWP ingaphakathi kokuvikelwa komphakathi njengoHlelo Lwe-NPO kanye noHlelo Lomsebenzi Womphakathi noma ngaphakathi kwemakethe yabasebenzi, njengama-SMME, iziNhlelo Zephrojekhthi Enkulu kanye neziNhlelo Zokuphepha Komphakathi, kubalulekile ukuthi kugxilwe ekwandiseni ngokushesha okukhulu, okubandakanya:

- 5.5.1 Ukuqapha okuthuthukisiwe ukuze kuqinisekise Ukuziphendulela Ekuthulweni.
- 5.5.2 Yelulela amathuba kuma-Ejenti Enza Umsebenzi ukuzw uvumele ukwandiswa, ukuqeqesha kanye nokwenza amathuba okungenisa imali kuma-NPO ngaphakathi kwi-EPWP.
- 5.5.3 Qinisekisa ukuthi ama-SMME abekwa eqhulwini ezinhlelweni ze-PEP.

5.6 I-EPWP Yezikhungu Eqinisiwe Namalungiselelo Okuhlela, okubandakanya:

- 5.6.1 Ukucaciswa kokubamba iqhaza kwi-EPWP.
- 5.6.2 Ukwethulwa Kwezindlela Zokuthotshelwa Kwemithetho kwi-EPWP.
- 5.6.3 Amalungiselelo Amasha Esikhungo.

6. UBUKHULU NOKUSETSHENZISWA KWENQUBOMGOMO

Le Nqubomgomo isebenza kuzo zonke izinhlaka ezisebenzisa i-EPWP kubandakanya:

1. Izinhlaka zikahulumeni ezibandakanyekayo ekuqalisweni kwe-EPWP, kuyo yonke imikhakha, nakuyo yonke iminyango kahulumeni kazwelonke, wezifundazwe kanye nowasekhaya;
2. Amabhizinisi Ombuso; kanye
3. Nabenzayo abangewona umbuso.

7. IZIMO ZENQUBOMGOMO YE-EPWP

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Inhloso yale Nqubomgomo ye-EPWP wukubeka lolu hlelo esimweni esikhona manje sasenhlalweni nesomnotho ezweni lethu kanye nasemhlabeni wonke, kugxilwe ezifundweni ezifundiwe futhi nokwenza ukuthi i-EPWP isiwe kwelinye izinga lokusetshenziswa kwayo, ekubhekaneni nokuvulwa kwamathuba emisebenzi kanye nokulwa nobubha. ngendlela enokuqhubeka, ukuze kuhlomule imiphakathi yethu eswele.

Ukusabela emiNhlolweni eyisithupha futhi neziNtshisekelo ezihlobene nazo kule Nqubomgomo, iZimo Zenqubomgomo ye-EPWP eziyisithupha zakhiwe. Isimo Senqubomgomo Ngayinye siyachazwa, kuhlonzwa izikhala, bese kuba nezici iSimo Senqubomgomo siyachazwa, okwenza ukungenelela kokwethulwa kwezinsiza kufezwe.

7.1. Isimo Senqubomgomo ye-EPWP soku-1: I-EPWP Imiswe Kabusha njengengxenywe Yenqubomgomo Yokuqashwa

7.1.1. Isimo Senqubomgomo Soku-1 Siyachazwa

Lesi Simo Senqubomgomo siqinisekisa nokuthi amathuba okudala imisebenzi ayandiswa ngaphakathi kwemikhakha ehlonziwe, kugxilwe ekwakhiweni kwamathuba emisebenzi kanye nokwakha izimpilo ezisimeme. I-EPWP iyinxenye yenqubo yentuthuko edidiyelwe ehlinzeka ngezindlela zokuphuma ebuphofini, kungakhathaliseki ukuthi uhlelo lokuqashwa luqhubeka kuphi

Kwabangingi, kwi-EPWP uhambo lungase luqale ngezibonelelo zikahulumeni noma ukuvikelwa komphakathi. Lokhu kungase kuguquke kube yinhlanganisela yakho kokubili ukuvikelwa komphakathi kanye nemakethe yabasebenzi (isimo esiyinxubevange) bese isekelwe ekuqashweni kuphela.

Kwabanye, futhi ikakhulukazi ama-SMME, efinyelela kuma-50-60% abasebenzi baseNingizimu Afrika, Kwabanye, ukubamba iqhaza kwemakethe yabasebenzi kuzobandakanya ukuzisebenza kanye nemisebenzi yokuziphilisa esimeme, nama-PEP ahlinzeka ngokusekela kulezi zindlela.

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Ngakho-ke i-EPWP isibekwe kabusha ukuze ibandakanye zonke izinhlelo ezihambisana neNqubomgomo Yokuqashwa.

7.1.2. Isifinyezo Senkinga / Segebe

Ubuncane Bomholo we-EPWP bubonakale kusesigabeni sezinga eliphansi elamukelekile emphakathini lenkokhelo yomsebenzi kuze kube kwethulwa uBuncane Beholo Likazwelonke (i-NMW). Ubuncane beholo le-EPWP bebubekwe kuma-55% we-NMW ngonyaka we-2018. Nakuba icala lingenziwa ngenani eliphansi lamaholo e-PEP, leli gebe selilikhulu kakhulu futhi kunesidingo sokuvala igebe.

7.1.3. Endleleni Ebheke Eholweni Likazwelonke Elicane

I-EPWP yayisivele inawo amaholo amancane, kodwa ngesikhathi i-NMW yethulwa yayibekwe ezingeni elingama-45% ngaphezulu kobuncane bamaholo e-EPWP. Nakuba ngokuqinisekile, kuye kwaqashelwa ukuthi uBuncane Bemiholo ye-EPWP babuphansi, isikali segebe eliphakathi kwalokho okwakuyizinga eliphansi okuvunyelwane ngalo nomphakathi labasebenzi kanye noBuncane Bamaholo e-EPWP kwaqinisa ukucutshungulwa kwe-EPWP njengendlela echaza futhi nesetshenziswa izikhungo zamaholo aphantsi.

Uhulumeni unqume ukuthi kunesidingo sokwenza ukuhambisana kwelezi zigaba ezimbili zamaholo. Isimo Senqubomgomo soku-1 siyakuvuma lokhu futhi ngesikhathi esifanayo siyavuma ukuthi kunesidingo esikhulu ezweni lethu sokwandisa izinhlelo ze-EPWP ngenxa yokwanda kokuntuleka kwemisebenzi.

Mayelana nokudlulela kwi-NMW, iZimo Zenqubomgomo ezine zenziwe futhi zanikwa ukubiza kwezindleko, njengoba kuchazwe ngezansi. Lezi Zimo Zenqubomgomo ezine zizofeza izinhloso ezifanayo kodwa ngezindlela ezihlukene. Ngokwezikhathi ezimisiwe ezahlukeni (iSimo soku-1 nesesi-2) noma ngokwakhiwa okuhlukile (iSimo sesi-3 kanye nesi-4). Kungakhathaliseki ukuthi

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zisiphi iSimo esikhethiwe ekugcineni, inhloso iwukuqalisa ekuqaleni konyakazimali we-2023/24.¹

Kufanele kuqashelwe ukuthi lezi zimo zincike ekutheni ngeke abe khona amathuba emisebenzi elahlekayo. Nakuba, uma lungekho uxhasozimali olungeziwe olunikeziwe, umthelela walokhu ungaba ukuncipha kwamathuba omsebenzi ngamaphesenti angama-84 ukusuka kokuhlosiwe okuyi-1, 023,569 ngonyaka we-2023/24 ukuya kuzi-166 199, uma kuthathwa ngokuthi izinhlelo zikahulumeni azinazo ezinye izimali ezikhona ezabiwe.

Lesi Simo Senqubomgomo sidingida kuphela udaba lokusa uMholo Omcane we-EPWP eduze nowe-NMW, kubhekwa izimo zamanje zesikhathi. Ngaphezu kwalokhu, kunesidingo esikhulu sokwandisa iziNhlelo ezihlukahlukene ukuze kudalwe amanye amathuba emisebenzi.

Inhloso ukuthi ngenqubo yokubonisana lezi Zimo ezine zizoxoxisana nababambiqhaza abahlukene ukuze kutholwe umthelela kanye nakho kokubili ukusebenza kwezimali kanye nokwamukeleka komphakathi ngakunye. Kuye ngemibono etholiwe, uHulumeni uyobe esenquma ukuthi yiziphi izimo noma izimo ezine noma ukuqhezuka kokukodwa ongakhetha kukho kwiNqubomgomo yokugcina ye-EPWP.

¹ Kusungulwe iSimo Esiyisisekelo lapho kube nokulungiswa okusheshayo kwawo wonke amathuba emisebenzi engaphansi kwe-EPWP kusukela kwiHolo Elincane le-EPWP Iholo Eliphansi ukuya kwi-NMW. Esimeni Esiyisisekelo ngezibalo zonyaka we-2021/22 ukulungiswa kubalwa kuma-R4 646 482 674. Lesi samba esihunyushiwe, kanye nezinga lokwehla kwamandla emali lama-4% elizosetshenziswa kusukela kunyakazimali we-2023/24 sizoba izigidigidi ezingama-R5.026, okwenza isamba semali yamaholo e-EPWP sifinyelele kuzigidigidi ezingama-R19.08. Lokhu kungokwamathuba emisebenzi amanje.

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ISIMO SOKU-1.

- Ukwehliswa kwegebe eliphakathi koMholo Omcane we-EPWP kanye ne-NMW lifanele lifakwe phakathi kwesikhathi esiyiminyaka emihlanu kusukela kunyakazimali we-2023/24.
- Lokhu kuzosebenza kuwo wonke amathuba emisebenzi e-EPWP
- Kucatshangwa ukuthi eminyakeni emithathu yokuqala (unyakazimali we-2023/24, 2024/25 kanye nowe-2025/26) kuzoba nokulungiswa okungama-25% ngonyaka futhi eminyakeni emibili edlule (unyakazimali we-2026/27 kanye nowe-2027/28) ukulungiswa okungama-12.5% ngonyaka.
- Isimo soku-1 sinikwe ukubiza kwezindleko ngezibalo zonyaka we-2021/22, kanye nokucatshangwa ukuthi izinga lokuqashwa lizohlala linjalo. Ngaphezu kwalokho, sisetshenziswa ngonyaka ngokwenyuka kwezinga lamandla emali ngama-4%. Lezi zibalo azizange zisetshenziswe ngokuqongelelayo.²

SCENARIO 1			
5 Year Scenario. All EPWP Programmes have been adjusted to be in line with the National Minimum Wage over 5 years. 25% per annum for the 2023/24 - 2025/26 financial years and 12.5% per annum for the 2026/27 and 2027/28 financial years. Adjustments are not cumulative. A 4% inflation per annum has been applied.			
Year	Wage bill (adjustment included)	Adjustment (Rand value in year of implementation)	Adjustment (Rand value in 2021/22 figures)
2023/24	R15 204 349 052	R587 811 338	R543 464 625
2024/25	R17 144 923 250	R1 332 400 236	R1 184 498 958
2025/26	R19 508 369 491	R1 677 649 310	R1 434 061 661
2026/27	R21 281 750 542	R993 046 271	R816 211 648
2027/28	R23 213 793 994	R1 080 773 431	R854 150 942

² Ukunyuka kwamandla emali ngama-4% kufana nse nokukhuphuka okucatshangwayo okusetshenziswa kwi-NMW.

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ISIMO SESI-2.

- Ukwehliswa kwegebe eliphakathi koMholo Omcane we-EPWP kanye ne-NMW lifanele lifakwe phakathi kwesikhathi esiyiminyaka elishumi kusukela kunyakazimali we-2023/24.
- Lokhu kuzosebenza kuwo wonke amathuba emisebenzi e-EPWP
- Ukucabangela osekwenziwe ngukuthi kuzoba nokulungiswa okungama-10% konyaka ngamunye kweyi-10, okuzoqala kunyakazimali we-2023/24 futhi kuqhutshekelwe kunyakazimali we-2027/28.
- Isimo sesi-2 sinikwe ukubiza kwezindleko ngezibalo zonyaka we-2021/22, kanye nokucatshangwa ukuthi izinga lokuqashwa lizohlala linjalo. Ngaphezu kwalokho, sisetshenziswa ngonyaka ngokwenyuka kwezinga lamandla emali ngama-4%. Lezi zibalo azizange zisetshenziswe ngokuqongelelayo.

SCENARIO 2			
10 Year Scenario. All EPWP Programmes have been adjusted to be in line with the National Minimum Wage over 10 years. Adjusted by 10% annually. Adjustments are not cumulative. 4% Inflation has been applied per annum.			
Year	Wage bill (adjustment included)	Adjustment (Rand value in year of implementation)	Adjustment (Rand value in 2021/22 figures)
2023/24	R14 664 190 508	R47 652 794	R44 057 687
2024/25	R15 603 023 495	R352 265 367	R313 162 629
2025/26	R16 727 913 545	R500 769 110	R428 059 534
2026/27	R17 976 936 920	R579 906 833	R476 641 145
2027/28	R19 361 569 189	R665 554 792	R525 997 620
2028/29	R20 887 146 064	R751 114 107	R570 784 990
2029/30	R22 545 693 679	R823 061 772	R601 403 175
2030/31	R24 313 432 920	R865 911 494	R608 377 930
2031/32	R26 206 130 393	R920 160 157	R621 627 232
2032/33	R28 243 284 642	R988 909 033	R642 376 451

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

ISIMO SESI-3.

- Isimo sesi-3 sihlukanisa amathuba emisebenzi e-EPWP achazwa njengokuvikelwa komphakathi kuphela, okuwuhlelo lwe-NPO kanye nohlelo lwemisebenzi Yomphakathi (i-CPW). Wonke lawo mathuba emisebenzi azohlala engaphansi koBuncane Bomholo we-EPWP azolungiswa anyuke afinyelele kumehluko wama-60% we-NMW ngonyakazimali we-2023/24, ama-65% kunyakazimali we-2024/25 kanye nama-70% kunyakazimali we-2025/26.
- Ezinhlelweni kanye namathuba emisebenzi ahlobene nazo ayingxube yokuvikelwa komphakathi kanye nemakethe yabasebenzi noma imakethe yabasebenzi emsulwa, zifanele zisiwe ku-NMW futhi zifanele zifakwe phakathi neminyaka emihlanu kusukela kunyakazimali we-2023/24.
- Kucatshangwa ukuthi eminyakeni emithathu yokuqala (unyakazimali we-2023/24, 2024/25 kanye nowe-2025/26) kuzoba nokulungiswa okungama-25% ngonyaka futhi eminyakeni emibili edlule (unyakazimali we-2026/27 kanye nowe-2027/28) ukulungiswa okungama-12.5% ngonyaka.
- Isimo sesi-3 sinikwe ukubiza kwezindleko ngezibalo zonyaka we-2021/22, kanye nokucatshangwa ukuthi izinga lokuqashwa lizohlala linjalo. Ngaphezu kwalokho, sisetshenziswa ngonyaka ngokwenyuka kwezinga lamandla emali ngama-4%. Lezi zibalo azizange zisetshenziswe ngokuqongelelayo.

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SCENARIO 3			
<p>NPO Programme and CWP are classed as purely social protection. For the work opportunities classified as social protection there shall be an adjusted upwards differential to 60% of the NMW in the 2023/24 financial year, 65% in the 2024/25 financial year and 70% in the 2025/26 financial year. The remainder of the EPWP Programmes shall be adjusted to be in line with the National Minimum Wage over 5 years. 25% per annum for the 2023/24 - 2025/26 financial years and 12.5% per annum for the 2026/27 and 2027/28 financial years. Adjustments are not cumulative. A 4% inflation per annum has been applied.</p>			
Year	Wage bill (adjustment included)	Adjustment (Rand value in year of implementation)	Adjustment (Rand value in 2021/22 figures)
2023/24	R14 935 629 453	R319 091 739	R295 018 250
2024/25	R16 479 869 977	R946 815 346	R841 715 395
2025/26	R18 409 427 508	R1 270 362 732	R1 085 911 387
2026/27	R19 735 526 006	R589 721 398	R484 708 002
2027/28	R21 186 028 947	R661 081 901	R522 462 629

ISIMO SESI-4.

- Isimo sesi-4 sihlukanisa amathuba emisebenzi e-EPWP achazwa njengokuvikelwa komphakathi kuphela, okuwuhlelo lwe-NPO kanye nohlelo lwemisebenzi Yomphakathi (i-CPW). Wonke lawo mathuba emisebenzi azohlala engaphansi kweMiholo ye-EPWP, ebekwe kuma-45% okwehluka kwi-NMW futhi azokhula kuphela ngama-4% okuwa kwamandla emali ngonyaka.
- Ezinhlelweni kanye namathuba emisebenzi ahlobene nazo ayingxube yokuvikelwa komphakathi kanye nemakethe yabasebenzi noma imakethe yabasebenzi emsulwa, zifanele zisiwe ku-NMW futhi zifanele zifakwe phakathi neminyaka emihlanu kusukela kunyakazimali we-2023/24.
- Kucatshangwa ukuthi eminyakeni emithathu yokuqala (unyakazimali we-2023/24, 2024/25 kanye nowe-2025/26) kuzoba nokulungiswa okungama-25% ngonyaka futhi eminyakeni emibili edlule (unyakazimali we-2026/27 kanye nowe-2027/28) ukulungiswa okungama-12.5% ngonyaka.

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- Isimo sesi-4 sinikwe ukubiza kwezindleko ngezibalo zonyaka we-2021/22, kanye nokucatshangwa ukuthi izinga lokuqashwa lizohlala linjalo. Ngaphezu kwalokho, sisetshenziswa ngonyaka ngokwenyuka kwezinga lamandla emali ngama-4%. Lezi zibalo azizange zisetshenziswe ngokuqongelelayo.

SCENARIO 4			
NPO Programme and CWP are classed as purely social protection. The EPWP minimum wage is set at 55% of the NMW for these two programmes and will only be adjusted annually by 4% inflation. The remainder of the EPWP Programmes shall be adjusted to be in line with the National Minimum Wage over 5 years. 25% per annum for the 2023/24 - 2025/26 financial years and 12.5% per annum for the 2026/27 and 2027/28 financial years. Adjustments are not cumulative. A 4% inflation per annum has been applied.			
Year	Wage bill (adjustment included)	Adjustment (Rand value in year of implementation)	Adjustment (Rand value in 2021/22 figures)
2023/24	R14 806 203 606	R189 665 892	R175 356 779
2024/25	R15 923 916 787	R525 465 037	R467 136 505
2025/26	R17 327 591 310	R766 717 851	R655 393 632
2026/27	R18 485 424 725	R464 729 762	R381 973 989
2027/28	R19 753 384 234	R528 542 520	R417 714 831

7.1.4. Ukuvikelwa Komphakathi kuqathaniswa Nokungenelela Kwemakethe Yezabasebenzi

Isixazululo se-EPWP ukuya phambili sakhawe izingxenye zokungenelela kokuvikelwa komphakathi kanye nokungenelela okusebenzayo kwemakethe yabasebenzi. Njengethuluzi lokuthuthukisa, ama-PEP ahlinzeka ngokusebenzelana okuyingqayizivele phakathi kwezinhloso ezithuthukisayo zokuvikela umphakathi, kanye nokuguqukela ekundanyweni emnothweni kanye nokuqashwa. Kungakhathaliseki ukuthi ama-PEP anemakethe yabasebenzi noma isici sokuvikelwa komphakathi, imigomo ejwayelekile ukuthi ithuba lomsebenzi linikezwa ukuze kubhekwane nalezi zinselele ezilandelayo:

- Ukuntuleka kwemisebenzi kunomthelela omubi enhlalweni yabantu abathintekayo nemiphakathini yabo. Ama-PEP anciphisa lokhu kangcono kakhulu ngokunikeza imisebenzi ehloniphekile futhi efeza imiphumela ewusizo

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emphakathini. Kulokhu, ama-PEP awukungenelela komphakathi kanye nokwezomnotho.³

- b. Imizamo ye-EPWP ehlelelwe njengokungenelela kwemakethe yabasebenzi, engabandakanyi nje kuphela ithuba lomsebenzi kodwa nokuqeqeshwa nemigudu yemisebenzi ekhulisa amandla ababambiqhaza ukuthi baphume ebuphofini bangene ezindleleni zokuziphilisa ezisimeme. Kubalulekile, nokho, ukucacisa nokwenza lula umqondo wokuqeqeshwa ngaphakathi kuma-PEP, njengoba kuchazwe kabanzi kwiNqubomgomo.

Ezimweni eziningi ukuphikelela nokuthola isitifiketi sokuqeqeshwa kulethe ubunzima nezindleko ezingaphezu kwezinzuzo zokuqeqeshwa kanye nesikweletu samaholo. Lonke ucwaningo lubonisa ukuthi abaqashi bazisa kakhulu kwisipiliyoni somsebenzi kunohlobo lwezitifiketi zokuqeqeshwa kuleli zinga. Ngakho yenza isipiliyoni somsebenzi sibe sizwakala kangcono, siqinisekisa ukuthi senza ngconi ukuqasheka.

- c. I-DPWI kanye neminye iminyango eyi-8 (ebandakanya neHhovisi likaMongameli) yenze i-MOU ekusekeleni uKuphathwa Komgudu Kazwelonke (i-PMN) esanda kusungulwa ehlobene nePhulo Likamongameli Lentsha

³ Ukuvikelwa komphakathi kuchazwa njengohlelo lokungenelela okusemthethweni komphakathi okuhloswe ngakho ukunciphisa izingozi zomphakathi nezomnotho, ubuthakathaka, ukushiywa ngaphandle kanye nokuncishwa kwabo bonke abantu kanye nokwenza lula ukukhula okulinganayo. Imisebenzi emihlanu yokuvikelwa komphakathi eNingizimu Afrika, njengoba ichazwe kabanzi ku-NDP yilena:

1. Ukuvikela: izinyathelo ezethulwe ukusindisa izimpilo kanye nokunciphisa ukuswela
2. Okuvimbelayo: izinzinzi zezomnotho ezifuna ukunciphisa ubuthakathaka
3. Ukukhuthaza: ukuthuthukisa amakhono abantu ngabanye, emiphakathi kanye nezikhungo ukuze kubanjwe iqhaza kuyo yonke imikhakha yemisebenzi
4. Oguqulayo: izinyathelo zokusabalalisa kabusha ukuze kubhekanwe nokungalingani nokuba sengozini
5. Okuthuthukisayo nokuzalayo: kwenza abampofu bakwazi ukufinyelela emathubeni ezenhlalo nezomnotho, kukhuthaze ukuthuthuka komnotho wendawo futhi kwandise izindlela zabo zokusebenzisa.

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

Lokuvula Amathuba Emisebenzi (i-PYEI). I-PMN ilindeleke ukuthi idlale indima ebalulekile yokweseka imigudu yabantu abasha. Ingadlala indima ekusekeleni izindlela zokuqasha ezinobulungiswa nezinobusobala. Leli phulo lifanele lamukelwe ngakho kokubili indlela yokuqhubekisela phambili imigudu yemisebenzi kanye nesimo sokuhlola sokuhlonza okusobala kokuqashwa okuchazwe kabanzi kwiSimo Senqubomgomo sesi-4.

d. Kunoma yiliphi ithuba lomsebenzi ukuze lifaneleke njenge-PEP, kungakhathaliseki ukuthi lisesigabeni sokuvikelwa komphakathi, ukungenelela kwemakethe yabasebenzi noma inhlanganisela yakho kokubili, ubude balo bufanele bube yizinyanga ezintathu kodwa bungaba izinyanga ezimbili zesikhathi sezinguquko. Lokhu kungadinga ukukhululwa kwe-EPWP kulokho okuhlosiwe njengamanje, ngoba kuzonciphisa isamba esiphelele. Ukuze leli lusebenze ngokuphelele, i-DPWI, ngokubambisana neHhovisi Lomgcinimafa Likazwelonke, i-PMO eHhovisi likaMongameli, i-DFFE, i-DSD kanye ne-DCOG kufanele:

- Ihlaziye umthelela walesi sincomo senqubomgomo, unqume ubuhle nobubi bobuningi kanye nekhwalithi.
- Yenza izincomo zokuthi lokhu kungenziwa kanjani kuyo yonke imikhakha nezinhlelo, noma lapho kufanele khona.

Kunezinhlalo ezinhlanu ezibanzi zokungenelela kwenqubomgomo emakethe yabasebenzi okufanele zihlolwe:

- Ukuqeqeshwa kwemakethe yabasebenzi kuhlose ukuthuthukisa ukukhiqiza kanye nokuqashwa kwabantu ngabanye. Okokuqala, ukuqeqeshwa kubalulekile kodwa, akufanele kube khona ukuqeqeshwa ngenxa yokuqeqeshwa. Indlela eqondiswe kakhulu yokuqeqeshwa okuhloswe ngayo ukuqondiswa kangcono kakhulu ukuqeqesha ukuze kuzuze uhlelo lwe-SETA futhi nokuqinisekisa ukuthi uma ukuqeqeshwa

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okuhloswe ngakho ukuthuthukisa ukuqasheka, empeleni ikhona okungumgudu wangempela wokuqashwa okuxhumene nesidingo semakethe yabasebenzi. Lokhu kusho ukuhambisana kangcono nemboni engekho ngaphansi kombuso noma ukwenzela amathuba okuziphilisa. Amathuba okuqeqeshwa nawo afanele abhekwe kuma-SMME.

- Ukuqeqeshwa kwemisebenzi ethile (ukuqinisekiswa kokuqeqeshwa) noma ukuqeqeshwa emsebenzini okuhloswe ngakho ukuthuthukisa amakhono ababambiqhaza, ukuqashwa kwabo kwesikhathi esizayo kanye namathuba abo okuthola imfundo eqhubekayo, ukuqeqeshwa emsebenzini noma ukuqashwa. Ukuqeqeshwa komsebenzi owenziwayo - okuvame ukuba ngendlela yokuqeqeshwa emsebenzini - kuyinto ehamba phambili, ukuqinisekisa imiphumela yekhwalithi nokuthi abantu bathola ithuba lokusebenzisa nanoma yimaphi amakhono / ukuqeqeshwa abakutholile.
- Izinhlelo ezingesosibonelelo okungezona ezombuso Nakuba i-EPWP inganikezi uxhaso lwamaholo omkhakha ozimele, ihlinzeka ngosizo lwamaholo kuma-NPO asebenza emkhakheni okungewona okahulumeni. Uxhaso lwamaholo lwethulwa ukuze kugqugquzelwe ukusetshenziswa kwezindlela ezidinga abasebenzi abaningi kanye nokukhulisa izinhlelo ezikhona ezisekelwe emphakathini. Lolu hlelo lungabuyezwa ukuze kuqinisekise ukuthi luthuthukiselwa amathuba amaningi emisebenzi ngangokunokwenzeka.
- Hlola, ziqxilise kabusha, ziqondise futhi zivuselele uhlelo ngalunye lweziNhlelo ezingama-24 ezikhona manje ze-EPWP mayelana nokuzuza kwazo lezi zinhloso ezibalulekile ezilandelayo futhi zinqume ukuthi kufanele yini zandiswe, zimiswe kabusha noma zivalwe:

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

- Ukubekwa eqhulwini- kwezinhlelo lapho ukwakhiwa kwamathuba emisebenzi kuyinhloso eyisisekelo, okuqondiswe emathubeni lapho ukukhuliswa okuphusile nomthelela kungafezwa khona.
- Ukuphathwa kohlelo ongempumelelo okugxile ekwethulweni okungabizi kakhulu okusezingeni, imiphumela yekhwalithi, ukufunda kontanga kanye nokuqapha nokuhlola ngempumelelo.
- Ukuhlolwa ukuthi ingabe izinhlelo zisazifeza yini izinjholo ezintathu eziyisisekelo ze-EPWP, okuwukuqeda ubumpofu, ukubhekana nokungalingani kanye nokufeza ukwakhiwa kwemisebenzi ngendlela engabizi kakhule nesimeme.
- Ingabe izinhlelo zilinganisa izinqubo ezidinga abasebenzi abaningi futhi uma kunjalo, yiziphi izindlela ezintsha ezisetshenzisiwe, kunoma yiluphi? Kungathulwa kanjani ukwakho kokusha ukuze kusizwe umbambiqahaza?
- Chaza inqubo ezolandelwa ukuze lolu hlelo olushiwo luhambisane kukho kokubili ukuqashwa Nokukhethwa Kwabasebenzi kanye Nokuhlola kanye Nezinhlaka Zokubika Ezisekelwe Ebufakazini Besimo Senqubomgomo yesi-4. Lokhu kufanele kubandakanye isabelomali esizokwabelwa sisuselwa oHlelweni sisiwa ekuthuthukisweni kweSimo Senqubomgomo yesi-4.
- Izinsizakalo ezisebenza kahle zokufuna umsebenzi ehlinzeka ngokuboniswa komsebenzi wezandla kanye nezinsiza zokufakwa emsebenzini. Ukuhlinzekwa kwemigudu yemisebenzi yababambiqhaza, ngokushintsha ababambiqhaza baye emsebenzini kahulumeni noma ngokusebenzisana komkhakha ozimele. Izibonelo zezinye izinhlelo ezinjengalezi, zibandakanya:⁴
 - Uhlelo Lukazwelonke Lwentsha Engabapheki;

⁴ Iqhaza leZinsizakalo Zemisebenzi ZaseNingizimu Afrika (i-ESSA) kulolu hlelo liyacutshungulwa

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

- Izinsizo Zikazwelonke Zentsha (i-NYS);⁵
- Isibonelelo Sokufundiswa Kwezingane Ezisencane (i-ECD);
- UHlelo Lokunakekelwa Usekhaya Nawumphakathi (i-HCBC);
- UHlelo Lokulungiswa Kwemigwaqo; kanye
- Nohlelo Lokusebenza Ngomlilo.

7.2. Isimo Senqubomgomo ye-EPWP sesi-2: Indlela Yohlelo Oluqhutshwa Inhloso

7.2.1. Isimo Senqubomgomo Sesi-2: Siyachazwa

INdlela Yohlelo Oluqhutshwa Yinhloso iyindlela ehlekile, eqhutshwa inhloso okufanele isetshenziswe ikakhulu ezinhlelweni zikazwelonke, zesifundazwe kanye nezomasipala ezigxile ezisombululweni zokulethwa kwezinsiza.

INdlela Yohlelo Oluqhutshwa Yinhloso, ngokusebenzisana nokubambisana kozakwethu abahlukene amaprojekthi ahlukahlukene angenziwa ukuze kugxilwe ezinkingeni ezithile zokwethulwa kwezinsizakalo kusetshenziswa imigomo ye-EPWP. Le Ndlela ngokubalulekile ibandakanya lokhu okulandelayo:

- Uhlaka lomkhakha kahulumeni luhlonza isitatimende senkinga yokwethulwa kwezinsizo futhi luchaza ukuthi yimuphi umdanti abazama ukuwuxazulula (izibonelo ezimbili zazo zinikeziwe).⁶

⁵ I-NYS izokwenyuswa noma imiswe kabusha ukusiza abafundi ngokufunda kwabo ukuze baqedele iziqu zabo

⁶ Isibonelo sokuqala yilapho uMasipala ethula khona amaThimba Abesifazane Abalungisa Imigwaqo eqala lolu hlelo njengoHlelo lwe-EPWP ukuze kuhlolwe lo mqondo. Isitatimende senkinga kwaba ukuthi bekunzima kakhulu ukungenisa abantu besifazane kuleyo nkundla yokusebenza ngenxa yezizathu ezahlukene. Abesifazane baqashwe ngokwe-EPWP ukuze bafeze wonke amakhono ethimbeni elilungisa imigwaqo – kusukela kwinduna ukuya kumsebenzi futhi baqeqeshwa.

UMasipala wabe usuhlonza amathuba emisebenzi eMnyangweni Wezemigwaqo ukuze kube neThimba Labesifazane elilodwa eDepho ngayinye. Abesifazane bazofanele bafake izicelo uma sebeluqedile uhlelo lwezinyanga eziyi-9 lwe-EPWP ukuze bafaneleke ukuba baqashwe ngokuphelele.

Lolu Hlelo lube umkhuba ongcono kakhulu futhi lungasetshenziswa kunanoma yisiphi isimo sokuthuthukisa. Lalisetshenziselwa uMnotho Wasolwandle, Wamanzi Nokuthuthwa Kwendle, njll.

UHlelo lwesibili Oluqhutshwa Yinhloso lapho uMasipala ebefuna ukuhlola ukuthi izingqalasisinda zakhe ziyafinyeleleka yini kuwo wonke umuntu (kubhekela nabantu abaphila nokukhubazeka) njengoba

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

- Isimo sebhizinisi esibandakanya amathuba omsebenzi ye-EPWP, amagalelo ohlaka lukahulumeni, uxhaso olungase lube khona noma izengezo zokubaluleka ezizokwakhiwa futhi zihanjiswa.
- Lesi siphakamiso sibeka isisekelo esicacile esigxile emiphumeleni. Okokuqala kugxilwe ekwakhiweni kwamathuba emisebenzi kanye nokuqeda ububha.
- Lena yindlela eqhutshwa yisidingo ngokumelene nendlela eqhutshwa yizidingongqangi, esemqoka kukho kokubili ukusimama kwephrojekthi kanye nokwakhiwa kwamathuba emisebenzi okuhambisana nenhloso.
- Inhloso yenDlela Eqhutshwa Yinhloso ngokuphinda kubhalwe kususelwa kokuhlangenwe nakho nezinhlelo ezivela kwezinye izinhlelo zikahulumeni kanye nendlela ezibhekane ngayo nezingqinamba ezithile zokwethulwa kwezinsiza, ngenhloso yokuthi ngokuhamba kwesikhathi kuthuthukiswe imikhuba engcono kakhulu yokutshala izimali emikhakheni ehlonziwe, amaketanga ayo okubaluleka kanye nokukhuthaza ukufinyeleleka kwezimakethe, ukuqinisekisa ukusimama kanye nobunikazi bemisebenzi eyenziwa yimiphakathi.

bekunezikhalo eziningi emphakathini wabantu abaphila nokukhubazeka (i-PWD) futhi kwaba nokwethulwa kweqoqomthetho olisha.

UMasipala wenze uHlelo olusebenzisa abantu abaphila nokukhubazeka (ama-PWD) kanye nabasizi babo. Uphinde wabandakanya ezokuthutha kanye nezikhulu zezempilo nokuphepha emsebenzini ukuze zilawule lolu hlelo. Lokhu kwenziwe ngokwemigomo ye-EPWP.

Kwenziwa ucwaningomabhuku lwezingqalasizinda ehlukeneyo kanye nezinsiza ezihlukeneyo zikamasipala maqondana nesimo kanye nalokho okwakudingeka kulungiswe ngokuhambisana nokusetshenziswa kwaMazinga ama-PWD, isigaba ngasinye.

Okutholakele kwabe sekuthathwa kwase kwenziwa imanyuwali yiThimba Lokuqondisa elabe selixoxisana nesiZinda sama-PWD ngaphambi kokuba lamukelwe uMasipala njengoHlelo Lokwenza Kabusha.

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

7.2.2. Isifinyezo Senkinga / Segebe

I-EPWP ifaka isandla ekubhekaneni nobubha, ukuntuleka kwemisebenzi, ukungalingani kanye nokunganeli kwamakhono, kodwa izinhlobo zikahulumeni zibeke eqhulwini ngayinye yalezi zingxenywe ngendlela ehlukile, okuphambene neSivumelwano Sokukhula Nokuthuthukiswa Komhlaba (i-GDS) sonyaka we-2003, esibeka ukuthi:

“Amaphrojekhthi e-EPWP afanele akhelwe ukuhlomisa ababambiqhaza ngolwazi oluncane lokuqeqeshwa nolwazi lomsebenzi, okufanele luthuthukise ikhono labo lokuziphilisa ngokuzayo. La maphrojekhthi afanele abe makhulu ngokwanele ukuze abe nomthelela omkhulu ekuqashweni nasobumbaneni lomphakathi, ikakhulukazi entsheni, kwabesimame kanye nabampofu basezindaweni zasemaphendleni. Ezinye iziNhlelo kuma-EPWP zizoba uhlobo loHlelo Lukazwelonke Lwemisebenzi Yentsha”.⁷

Indlela Yohlelo Oluqhutshwa Yinhloso ye-EPWP igxile kakhulu ezindleleni zokuziphilisa ezisimeme zabambiqhaza futhi ngokuhamba kwesikhathi zigxile kakhulu ekuthengeni ngemali kuhulumeni, njengoba i-EPWP manje isiphenduka utshalomali kuhulumeni, ludale amathuba emisebenzi futhi yethule izidingongqangi ezidingekayo.

Isimo Senqubomgomo yesi-2: INdlela Yohlelo Oluqhutshwa Inhloso, ihlukaniswe yaba zingxenywe ezintathu ezibanzi. Izingxenywe zingasetshenziswa ezinhlelweni ezehlukene, inqobo nje uma uMxhasi Wephrojekhthi echaza ngokucacile ekuqaleni imiphumela yokwethulwa kwezinsiza futhi elinganisela namathuba abikiselwayo emisebenzi ezodalwa. Ngaphambi kokuchaza zingxenywe, nokho-ke, kufanele kugcizelelwe ukuthi ukuze le Ndlela iphumelele kunesidingo sokusebenzisana okuqinile, ukubambisana kokuhlela njengoba kushiwo ku-7.2.3 ngezansi; kanye nohlelo olugxile kumsebenzisi kanye noluhutshwa iminingo ebhekiswe kwiSimo Senqubomgomo yesi-4.

⁷ IsiVumelwano Sengqungquthela Yokukhula Nentuthuko yonyaka we-2003

*“Isikhathi esihle kakhulu sokutshala isihlahla eminyakeni engama-25 edule...
kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

7.2.3. Ukuhlelwa Nokuqashwa Kwendlela Yohlelo

Le Ndlela idinga ukuhlela nokuqapha okuqinile okuzokwenziwa yiGatsha le-EPWP e-DPWI, ukuze kugqugquzelwe ukusebenzisana okuphakathi kwababambiqhaza abahlukene, kuhlonzwe abaqhubi bezinhlelo ezehlukene kuyo yonke iMikhakha, kusetshenziswe izinqubomgomo ezikhona futhi kuqinisekiswa ukuvumelana kwezizinda ezikhona zokutshenziswa nokuqapha ukuze kuthuthukiswe ukuqina.

IGatsha le-EPWP nalo lizoqhubeka nokuba nesibopho sokuqapha futhi ngakho-ke lizoba ngumgcini wohlelo lokuqapha nokuhlola oluqhutshwa yimininingo, kanye nesizinda sokuphatha ulwazi, okufanele lufakwe ohlelweni olugxile kubasebenzisi kanye nasohlelweni oluqhutshwa yimininingo olubhekiswe kwiSimo Senqubomgomo sesi-4, konke okufakwe oHlakeni Oluqhutshwa Inhloso.

I-DPWI, kanye Nezinhlaka Zikahulumeni zizoqhubeka nokusungula ukuxhumana nabo bobabili ababambisene bombuso nabangekho ngaphansi kombuso, kubandakanya, kodwa kungapheleli, kuma-SETA, i-DHET, ama-TVETS, ama-Ejensi Kahulumeni kanye nomkhakha wangasese, ukuze kwandiswe imiphumela yokuqeqeshwa okuhlosiwe kanye nemiphumela lapho kungenzeka khona.

Uhlaka Oluqhutshwa Izingongo, okuhlanganisa nemikhawulo yokuqaliswa kuyodingeka kulandelwe uMkhakha Ohlukahlukene Nabaxhumanisi Bezifundazwe, ngaleyo ndlela kuqinisekiswa ukuthotshelwa okufanayo koMyalelo Wongqongqoshe kanye nemigomo yokwandisa, ukusho okubili. Lolu hlaka luyobe, ukudlula lapha, luzodinga ukusetshenziswa yizinhlelo zomphakathi ezenza umsebenzi.

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

7.2.4. Ukwethulwa Kwezinsizo Okusekelwe kwi-EPWP Eghutshwa Yinhloso

Iziphakamiso zingaphazamisa imikhakha yengqalasizinda, yezemvelo, yezenhlahlakahle kanye nengekho ngaphansi kombuso, konke okungadingeka, nakuba le ndlela, iletha imiphumela ethe xaxa yohlelo nekhwalithi.

- Isitatimende senkinga sokwethulwa kwezinsiza siyanqunywa, kanye nezinhloso ezihlonziwe kanye nemiphumela efiswayo, okubandakanya ukubaluleka okungcono kakhulu kwemali kanye nembuyiselo engcono kakhulu ekutshalweni kwezimali.
- Okuhlosiwe kokwakhiwa kwamathuba emisebenzi kuzobe sekunqunywa ngombono oghutshwa yisidingo futhi okuhlobene nomkhakha wokufezwa kwezidingo kanye nomphumela. Lokhu kuzobandakanya inani lemisebenzi edaliwe, ukuqeqeshwa - uhlobo kanye nenani - kanye nokudluliselwa kwamakhono, kanye nokwakhiwa kwasendaweni okungaholela kwamanye amathuba emisebenzi, njll.

Imikhawulo echazwe ngezansi izosetshenziswa mayelana ne-EPWP Yohlelo Oluqhutshwa Inhloso:

1. Izinhlelo ezixhumene nokufezwa kwenhloso-ngqangi kazwelonke eyodwa noma ngaphezulu kwezizisikhombisa ezibalulekile, futhi zihlonzwa kwiZinhlelo Ezibalulekile zomnyango, zesifundazwe noma zama-SOE (i-SP) kanye nayiZinhlelo Zensebenzo Yonyaka (i-APP), noma eZinhlelweni Zikamasipala Zentuthuko Ebandakanyayo (ama-IDP) kanye nakwiZinhlelo Zokwethula Ukwethulwa Kwezinsizo (i-SDBIP).
2. Udaba Lwebhizinisi le-EPWP lingaba nohlelo lwesikhathi eside sokwethulwa kwezikhungo kodwa ukusekelwa kwesabelomali kufanele kube okwe-MTEF, okunokukhetha ukuyivuselela, kuncike ekuthotshelweni kwemithetho efanele.

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

7.2.5. Udaba Lwebhizinisi Yohlelo lwe-EPWP

I-EPWP empeleni idinga ukweseka impumelelo yokubhekana nezinsalelo ezintathu zobumpofu, ukungalingani kanye nokuntuleka kwemisebenzi. Ngakho-ke uDaba Lwebhizinisi Lohlelo Oluqhutshwa Yinhloso ye-EPWP ludinga ukukhombisa ukuthi uHlelo lubhekana kanjani nalezi zinsalelo ezintathu, luhlinzeka kanjani izinhloso ezilinganisekayo nezihlosiwe mayelana nemiphumela yokwethulwa kwezinsiza kanye nemiphumela yokudala amathuba emisebenzi.

Izingxenywe ezincane okufanele zifakwe oDabeni Lwebhizinisi Lohlelo lwe-EPWP, zibandakanya lokhu okulandelayo:⁸

Imininingwane yoDaba Lwebhizinisi Lephrojekhthi Eqhutshwa Inhloso ye-EPWP

1. Izingqubo Ezijwayelekile Zokusebenza Zendlela Yohlelo Oluqhutshwa Inhloso kwi-EPWP
2. Uhlelo Lwephrojekhthi kanye Nkumiswa Kwesikhathi
3. Izinhloso Ezicacile, Ezilinganisekayo (izinhloso zokwethulwa kwezinsiza kanye nezinhloso zokuqashwa ezihlobene nazo. Lokhu kuzonquma yonke indawo yokuqala kweNdlela Yohlelo)
4. Okuhlosiwe Okuhlongozwayo kanye Nemiphumela Ngenhloso ngayinye (ukwethulwa kwezinsiza nokwakhiwa kwamathuba emisebenzi)
5. Uhlelo Lwezinsiza kanye Nemibuzo Ebalulekile Yesu
 - *Ingabe ingenziwa ngendlela engabizi?*
 - *Ingabe ingenziwa ngamazinga?*

⁸ ***ISimo Sebhizinisi Lohlelo lwe-EPWP akumele sibe ngaphezu kwamakhasi ayi-15, nalo lonke ulwazi oluwumongo olufakwe endikimbeni ebalulekile yoMbiko.***

- Izixhumelo zinganikezwa kodwa kufanele zibe nomkhawulo. Uma kwenzeka kufakwa isixhumeelo, kufanele kubhekiselwe kuso ngokucacile oDabeni Lwebhizinisi, futhi kubhekiselwe kuso eKhasini Lenkomba.
- Yonke imininingwane ifanele ihambisane nephrojekhthi ethile futhi ifanele ikwazi ukulinganiselwa futhi iqinisekiseke.
- Ezezimali, izibalo-balo, izibalo kanye namanani kufanele kuhlabe emhloveni.
- Konke okucatshangwayo nokuncika kudingeka kuchazwe ngokulandayo oDabeni Lwebhizinisi.

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

-
- *Ingabe ulwazi lomsebenzi lwakha izindlela zokuvula amathuba emakethe yezabasebenzi?*
 - *Ingabe amandla okuphatha adingekayo akhona ukuze kwethulwe imiphumela eyikhwalthi?*
 - *Ingabe ingadala ukubaluleka emphakathini?*
 - *Iqhathaniseka kanjani nezinye izindlela zokulethwa kwemisebenzi emphakathini?*
6. Nquma uhlaka lwezindlela zokuthweswa iziqu lapho abasebenzi be-EPWP bekwazi ukukhula (ngonoma ukuthola iziqu) ngezigaba, kungaba ngesipiliyoni somsebenzi, ngokuqeqeshwa, ngokuqinisekiswa noma ukutholwa kwamakhono ahlukene.
7. UHlelo Lokuphathwa Kwezezimali lwe-MTEF
8. UHlelo Lokuphathwa Kwengozi

7.2.6. Ukuqeqeshwa kanye Nokuhlonyiswa

NgeNdelela Yokuhlela, i-EPWP ifanele ibandakanye ukuqeqeshwa, hhayi njengempopo kodwa njengokubalulekile, ukuze ikwazi ukuvumela ukuziphilisa okusimeme kubabambiqhaza. Imikhwulo elandelayo ifanele isetshenziswe maqondana nokuqeqeshwa:

1. Kuye ngomsebenzi kanye namakhono amisiwe ahlobene nawo, inketho yokuqinisekiswa noma isitifiketi esihlobene nokuqeqeshwa kufanele kuhlolwe. Lokhu kwengeza ukubaluleka ekutshalweni kwezimali uhulumeni akwenzayo kumuntu ngamunye (ukubaluleka okungcono kakhulu kwemali) futhi kwenza umuntu akwazi ukusebenzisa ukuqinisekiswa kumathuba emisebenzi esikhathi esizayo. Lokhu, nokho, kuyinketho.
2. Kudingeka ukuthi kwamukelwe amamojuli okufunda aku-inthanethi, njengengxenywe yakho kokubili ukuqeqeshwa kwamakhono okuphila (odabeni lwesifundo semojula yokufunda ku-inthanethi), kanye nokubekeka kwawo kumakhono edijithali. Emhlabeni wanamuhla lokhu kubalulekile futhi i-EPWP izodinga ukuzijwayeza le ndlela ukuya phambili njengoba singeke sicabange ukuthi wonke umuntu obamba iqhaza uzothola izinhlobo 'ezijwayelekile' zokuqeqeshwa esizeni.

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”*

3. Ukuqeqeshwa emsebenzini kudinga ukumukelwa futhi kurekhodwe.
4. Isikhathi esanele sifanele sakhelwe kumojuli ye-EPWP ukuze ukuqeqeshwa kube lula.
5. Umlando ukhombise ukuthi kunokunganeli kwabaqeqeshi. Umsunguli woHlelo lwe-EPWP udinga ukuhlola izindlela zokusebenzisa isabelomali sokuqeqesha ukuze kuqeqeshwe abasebenzi, okubenza bakwazi ukuqeqeshwa besemsebenzini;
6. I-DPWI izokusungula izixhumanisi zesikhungo sokuqeqesha futhi inikeze amathuba okuvumela abasebenzi ukuba bakwazi ukuthola ukuqeqeshwa okuqhubekayo ngokukhetha ukuqeqeshwa okugunyaziwe yi-SETA, lapho kutholakala khona.
7. Ukuqeqeshwa kudinga ukwenziwa lula futhi kungabi ngokomthetho wehhovisi, lapho kungenzeka khona kusebenze futhi kugquguzelwe okwenziwa kwasendaweni kanye nokufukula ochwepheshe abasafufusa.
8. Imodeli yokuxhaswa ngezimali yalolu hlobo lwesixazululo se-EPWP izobe isihlanganiswa nesixazululo esingenzeka sokuqashwa sesikhathi eside nomnyango, isifundazwe, umasipala noma i-SOE.
9. Lapho kufanele khona, amaprojekhthi/izinhlelo ezizokwakhiwa zizofaka ukuqeqeshwa okufanele inhloso kanye nezimali zokuqeqesha ezizonikezwa uhlaka olwenza umsebenzi.

7.3. Isimo Senqubomgomo ye-EPWP sesi-3: Imodeli Yoxhaso Lwe-PEP Nethuluzi Lokuphatha

7.3.1. Isimo Senqubomgomo Sesi-3: Siyachazwa

Ukugxila kweSimo Senqubomgomo yesi-3 kuzo zonke izimali ze-PEP. Kudinga ukuthi ukwabiwa kwezimali okuqondile kwe-PEP kuthuthukiswe ukuze kungacini nje ngokufaka isandla ekwakhiweni kwamathuba emisebenzi kodwa futhi ukuze kwandiswe amathuba emisebenzi futhi kulalwe nobubha kanye nokungalingani

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kwezenhlalo ukuze kubhekwane nayo ngokugxila kabusha endleleni yokusebenza yenhlelo eqhutshwa inhloso.⁹

Ngaphezu kwalokho, iSabelo Esilinganayo esabelwe iZifundazwe kanye Nomasipala, isabelo sezimali esiqondile esiya eMinyangweni Kazwelonke kanye nezinye izibonelelo ezifana nesiBonelelo Somasipala Sezingqalasizinda (i-MIG), isiBonelelo Sezifundazwe Sokulondoloza (i-PMG), isiBonelelo Sokuthuthukiswa Kwezindawo Zokuhlala Emadolobheni (i-USDG), isiBonelelo Sokukhuliswa Kwezingane Ezisencane (i-ECDG) kanye nesiBonelelo Sokuvuselela Kwezikhungo Zezempilo (i-HFRG), zithuthukiswe futhi zandiswe Lokhu kungaba negalelo ekuqedweni kobubha kanye nokungalingani kwezenhlalo ukuze kubhekwane nayo ngokugxila kabusha endleleni yokusebenza yohlelo oluqhutshwa inhloso.

Ngenxa yesimo esibucayi somnotho izwe lethu elikuso, ngeke kube “ukusebenza njengenjwayelo” ngakho-ke ngokuhlanganyela, wonke amazinga kahulumeni nazo zonke izabelo zoxhaso, hhayi nje lezo eziqondiswe ngqo kwi-PEP, zidinga ukubeka eqhulwini ukwakhiwa kwamathuba omsebenzi, ukuqedwa kobubha. kanye nokulungiswa kwenhlalo nezomnotho.

7.3.2. Isifinyezo Senkinga / Segebe

Ezimweni eziningi kunokuhlukana phakathi kwenhloso yenqubomgomo kanye nokwabiwa kwezimali. Uma uxhaso selunikezwe uhlaka lukahulumeni,

⁹ Ukwabelwa izimali okuqondile okubhekiselwa kukho kubandakanya:

- Uxhasozimali lwe-CWP
- Ukukhuthazwa kweMinyango Kazwelonke Yomkhakha Wezemvelo Namasiko
- Izinhlelo Zokuvikelwa Kwemvelo Nezingqalasizinda (i-EPIP)
- Ukuphathwa Kwemithombo Yemvelo (i-NRM)
- UHlelo LukaMongameli Lokuvula Amathuba Emisebenzi (i-PES)
- Isibonelelo Sikahulumeni Esididiyelwe Somasipala
- UXhaso Lwemiholo kwi-NPO
- Uxhaso Oludidiyelwe Lwesifundazwe
- Isibonelelo Sesifundazwe Somkhakha Wezenhlalakahle

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ngaphandle uma kunekhtheriya ethile yokufaneleka, isiphathimandla sokuqapha asinawo amandla phezu kwezindleko zekhwalthi yesabelo.

Ukunikeza isibonelo esisodwa se-DPWI, nakuba i-DPWI inomthwalo ngokemfanelo wokwengamela nokuhlelwa kwe-EPWP, isabelomali sokwakhiwa kwamathuba emisebenzi okubikiwe ngaso sihlala ezinhlakeni ezenza umsebenzi. I-DPWI ayinalo igunya kweminye imithombo yoxhaso ngaphandle kwesibonelelo sikahulumeni kanye noXhaso Lwemiholo lwe-NPO, olunikezwe iVoti le-DPWI ukuze ludluliselwe kwezinye izinhlaka zikahulumeni. Ukuqapha ikakhulukazi kusetshenziswa ukukhona ukubamba izimali ngenxa yokungathotshelwa koMthetho Wophiko Lwentela. Isibonelelo sikahulumeni kanye noXhaso Lwemiholo lwe-NPO, nokho-ke, lwenza kuphela ama-11% esamba sezindleko ze-EPWP.

7.3.3. Isidingo Semodeli Yoxhaso lwe-PEP Nethuluzi Lokuphatha

Imodeli Yokuxhasa Ngezimali ye-PEP kanye Nethuluzi Lokuphatha empeleni wukusetshenziswa kweNdelela Yokuhlela Eqhutshwa Inhloso njengoba kuchazwe kwiSimo Senqubomgomo sesi-2 kwizimali ze-PEP.

Ngakho-ke iSimo Senqubomgomo sesi-3 sethula iModeli Yoxhaso lwe-PEP kanye neThuluzi Lokuphatha elivumela ukuqapha okuyikhwalthi kanye nokuhlela inqubo ye-PEP engeke ivumele ukuthotshelwa komthetho okuqinile yi-DPWI kanye naBaxhumanisi Bomkhakha Nezifundazwe kodwa, okubaluleke kakhulu, kwenza ukuthi izinhlelo ezihlukahlukene zibe khona, lapho kungenzeka khona ukuze zandiswe kalula.

IModeli Yokuxhasa Ngezimali ye-PEP kanye Nethuluzi Lokuphatha lenza i-DPWI, kanye neHhovisi Logcinimafa Likazwelonke, i-PMO eHhovisi likaMongameli, i-DFFE, i-DSD kanye ne-DCOG ingacini nje ngokuba nombono kodwa

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nokuqinisekisa ukuthi kunokuthotshelwa okuqinile okuholela ekuziphenduleleni kwekhwalithi kanye nobuningi ekwethulweni.

Ukusebenzisa iModeli Yokuxhasa Ngezimali ye-PEP kanye neThuluzi Lokuphatha kuzothuthukisa ukuziphendulela kuzo zonke izikhwama ze-PEP futhi kwenze kubonakale kakhudlwana ukuthi izinhlaka zikahulumeni zizuza kanjani kwisabelomali esibalulekile, lapho kungenzeka khona. Ngenqubo yamanje akukho kulokhu okwenzekayo.

7.3.4. Imikhawulo Yemodeli Yoxhasa lwe-PEP Nethuluzi Lokuphatha

I-DPWI kanye neHhovisi Logcinimafa Likazwelonke, i-PMO eHhovisi likaMongameli, i-DFFE, i-DSD kanye ne-DCOG, bazosungula iThimba Lokusebenza Lochwepheshe elihlangene leModeli Yokuxhasa Ngezimali ye-PEP kanye Nethuluzi Lokuphatha lazo zonke izikhwama ze-PEP. Imiphumela yeQembu Elisebenzayo Lochwepheshe (ikhratheriya ephothuliwe) izodluliselwa kuma-MINMEC ahlukehlukene okukhulunywe ngawo kwiSimo Senqubomgomo sesi-6, ukuze igunyazwe minyaka yonke bese isiwa kwi-PEP-IMC ukuze yamukelwe okokugcina, ngaphambi kokuthi isetshenziswe.

Uma ikhratheriya seyamukelwe yi-PEP-IMC, izimali zizokwabiwa ngemfanele. Le nqubo izobe isifaka esikhungweni iNdlela Yohlelo Oluqhutshwa Yinhloso, okuyodingeka ukuthi zonke izinhlaka ezenza imisebenzi ziyilande, kungakhathaliseki ukuthi zingaphansi kwamuphi umkhakha noma ukuthi zivela kumuphi umthombo woxhaso.

Ithimba Lokusebenza Lochwepheshe Lemodeli Yokuxhasa Ngezimali ye-PEP kanye Nethuluzi Lokuphatha, phakathi kokunye, liyoba nomsebenzi olandelayo:

1. Ukwakhiwa kweqoqo lemihlahlandlela ngokusebenza kweModeli Yoxhaso lwe-PEP kanye neThuluzi Lokuphatha, ukwandiswa kweprojekthi nezinhlelo, imikhawulo yokusebenza, ukusetshenzoswa kwamaphrothokholi, njll.

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2. Ukunquma iqoqo lendlela yokusebenza, lezezimali, lokuqapha nokuhlola, ikhratheriya yokusetshenziswa nokubika edingekayo ukuze kumiswe indlela yohlelo oluqhutshwa inhloso futhi ezoba yisisekelo sokwabiwa kwezimali.
3. Ukuqinisa izinqubo zokuxhasa ngezimali kanye nokuhlinzeka ngezinhlela zokwenziwa ngcono kwamazinga okuqapha insebenzo ukuze kusekelwe ukufezwa kwemiphumela engcono.
4. Eminye Imikhawulo Yokusebenza ifanele ithotshelwe futhi yonke ifanele ithobele uMthetho Wokuphathwa Kwezimali Zomphakathi (i-PFMA) woku-1 wonyaka we-1999, njengoba uchitshiyelwe kanye noMthetho Wokuphathwa Kwezimali Zomasipala (i-MFMA) wama-32 wonyaka we-2000.

7.3.5. Imikhawuli Yokusebenza Yemodeli Yoxhaso lwe-PEP Nethuluzi Lokuphatha

1. Ukubaluleka okungcono kakhulu kwemali – Zonke Izimo Zebhizinisi Eliqhutshwa Inhloso ye-EPWP zilethwa kwiModeli Yokuxhasa Ngezimali ye-PEP neThuluzi Lokuphatha kudingeka ziqinisekise ukuthi zisebenzisa imigomo yokubaluleka okungcono kakhulu kwemali ngokuthuthukisa ukusetshenziswa kwemali nguhulumeni futhi ngesikhathi esifanayo zandise ukwakhiwa kwamathuba emisebenzi okusimeme.
2. Ubambiswano - Ukwakhiwa kobudlelwano phakathi komkhakha kahulumeni, umkhakha wangasese kanye/noma nomphakathi, ukuze kusetshenziswe izinsiza ezikhona futhi kusetshenziswe amathuba endawo asendaweni, ezomnotho, ezemvelo namasiko, lapho kubhekenwe nezinselele ezimbi zomnotho omkhulu. Lokhu kubambisana kudinga ukusungulwa ngenqubo yoKusiza Umphakathi futhi kubhalwe phansi kwiSimo Sebhizinisi Eliqhutshwa Inhloso ye-EPWP, kubandakanye noHlelo Lwezezimali.

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7.4. Isimo Senqubomgomo ye-EPWP sesi-4: Uhlelo Olusekelwe Kumsebenzisi , Nemininingo ye-EPWP

7.4.1. Isimo Senqubomgomo Sesi-4: Siyachazwa

ISimo Senqubomgomo sesi-4 cishe yisona esibucayi kakhulu ngoba sibuzwa umbuzo – kungani uhulumeni echitha isikhathi esiningi nomzamo kwi-EPWP futhi lokhu sikwenzela bani? Konke kumayelana nabampofu nabangasebenzi nokudala amathuba emisebenzi okwenza ngcono izinga lempilo yabo futhi ngasikhathi sinye uhulumeni angasebenzisa imali kahulumeni ngokuphelele ukuze kufezwe ukwethulwa kwezinsiza okuphusile.

ISimo Senqubomgomo sesi-4 sengeza izingxenye ezimbili ezibalulekile ohlelweni lwamanje lokuqapha nokuhlola olukhona e-DPWI. Eyokuqala iwukuphathwa kolwazi lapho kunokuxhumana phakathi koHlelo Lokuqapha Nokuhlola lwe-EPWP namanye amaqoqo eminingo esekelwe kubasebenzi futhi ikakhulukazi kusizindalwazi soMnyango Wezemizini Nezabasebenzi. Lokhu ngeke nje kwandise amathuba omsebenzi kulabo abangasebenzi kodwa kuzovumela nokulandelelwa kwamathuba emisebenzi.

ISimo Senqubomgomo sesi-4 futhi sidinga ukutshalwa kwezimali yi-DPWI, ngokubonisana nezinhlelo zikahulumeni, kuModuli Yomsebenzisi Wokugcina ezokwenza umsebenzi ngamunye we-EPWP akwazi ukuba nomazisi we-EPWP okhethekile ongaba nomlando wamathuba emisebenzi.

Isinyathelo sokuqala kuzoba wukwenza uhlelo lokwenza ukuhambisana kanye nokuhlenganisa izinhlelo ezehlukene esezivele zikhona, ukuqinisekisa ukuthi akukho okuphindaphindekayo nokuthi kukhona umnotho wezinga. Okubaluleke kakhulu wuHlelo loMnyango Wezemisebenzi Nezabasebenzi (i-DEL) Lwabafuna Umsebenzi BaseNingizimu Afrika (i-ESSA).¹⁰

¹⁰ Abafuna umsebenzi kanye nokubhalisela amathuba emisebenzi ohlelweni Lokuqashelwa Imisebenzi eNingizimu Afrika (i-ESSA): uMnyango Wezemisebenzi Nezabasebenzi unohlelo lwe-elektronikhi lokuqhathanisa imisebenzi, uhlelo lweziNsizakalo Zokuqashelwa Imisebenzi eNingizimu Afrika (i-ESSA). Abafuna umsebenzi bangabhalisa imininingwane yabo yobuqu, amakhono, iziqu kanye nolwazi

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7.4.2. Isifinyezo Senkinga / Segebe

Ngenkathi kunoHlaka Lokuqapha Nokuhlola olunezinhloso eziningi ezincomekayo, njengoba kuchazwe ngezansi, kodwa lezi azikafezeki:

- Ukuqapha nokubika ngenqubekelaphambili yokuqaliswa kanye nokuhlola umthelela wohlelo kwabangasebenzi nasemiphakathini yabo;
- Ukukala umthelela ezimpilweni zababambiqhaza, maqondana hhayi nje kuphela nemithelela yezingenisomali kodwa nokubamba iqhaza kwabo emsebenzini;
- Ukukala izindawo zemiphakathi nezomasipala ngokwezimpahla nezinsiza ezethulwa izinhlelo ze-EPWP; futhi
- Nokunquma ukubaluleka kwezinhlelo ze-EPWP emnothweni obanzi, endaweni ezungezile kanye nasemiphakathini, kubandakanya nokukala imbuyiselo ehlobene nokutshalwa kwezimali, noma ukukhuthaza ngezibonelelo izinhlelo noma imikhakha eyahlukene ye-EPWP.

Inkinga ekhona ukuthi uhlelo lokubika aluxhumene nohlelo lwe-elekhtronikhi, oluqhutshwa yimininingo olugxile kumsebenzisi wokugcina futhi olumayelana nenqubo yokubuthwa kwabasebenzi. Ezinye zezizathu ezibalulekile zalokhu zibandakanya:

- Asikho isizinda esisodwa ndawonye, esibumbene kodwa esivulekile sokuqashwa kwabasebenzi be-EPWP. Lokhu kudalwa ikakhulukazi ukuthi i-PEP ixhaswa ngemithombo eminingi.
- Ukungahambisani ekuqashweni kwababambiqhaza.
- Ukungabikhona kobusobala.
- Amakhrayitheriya ahambisana namaPhrofayili Omsebenzisi Wokugcina kanye nemikhawulo emisha okuvunyelwene ngayo phakathi koMchwanezimabhuku Jikelele (u-AG) kanye ne-DPME.

Iwabi lomsebenzi ku-ESSA. Abaqashi bangabhalisa amathuba abo emisebenzi kanye nokuthuthukiswa kwamakhono ku-ESSA.

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Ngaphezu kwalokho, kunesidingo sokuhlola izinketho ezigxile kubasebenzisi, ikakhulukazi ezinesidingo sokwandisa amathuba omsebenzi. Lokhu kuhambisana nokuvuma ngesikhathi esifanayo ukuthi ezinye izinhlaka zikahulumeni zinezinkinga zezimali kodwa futhi ngasikhathi sinye lokhu akufanele kubeke engozini umbambiqhaza kwi-EPWP.

7.4.3. Uhlelo Lokuhlonza lwe-EPWP Oluhlukile

Ngohlelo lwe-elekhtroniki, olwenzeka ucwaningomabhuku olugxile kubasebenzisi, ngeke nje kuphela kube nokuqapha okuphelele, ukuhlola kanye nokubika okujwayelekile okusekelwe ebufakazini, okuyingxenywe ebalulekile ekulinganiseni inqubekelaphambili nomthelela wentuthuko ye-EPWP, kodwa nokuphathwa kolwazi nokufunda nakho kunokwenzeka.

Ukuze kuqinisekise ukuthi kugcizelelwa futhi ukwakhiwa kwamathuba emisebenzi ngokombono wenani kanye nekhwalithi, kuhlangezwa ukuthi kwethulwe uHlelo Lomazisi Lwe-EPWP Olukhethekile. Kubalulekile futhi ukuthi uhlobo lwemininingo yalolu hlelo luhlanganiswe naleyo yohlelo lokuqapha nokuhlola, ngaleyo ndlela kuqinisekise ukusebenzisana ekulawulweni kolwazi.

1. I-DPWI, ngokubambisana nabanye ababambiqhaza, ikakhulukazi i-DEL, yakhe imikhawulo yesizinda ezibekwe ndawonye, esibumbene kodwa esivulekile ukuqasha abasebenzi be-EPWP lapho bekwazi khona ukuthola isihlonzi esikhethekile esingasetshenziswa futhi esingaxhunyaniswa nokusebenza, ukuqeqeshwa nokudluliswa kwamakhono. Uhlelo ludinga ukuqhutshwa imininingo futhi luxhunye nendlela yohlelo.
2. Uma kukhulunywa ngokuqashwa kwababambiqhaza, uhlelo lufanele luvumele lokhu:

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- a. Inqubo yokubhalisa efinyeleleka kalula yabo bonke abasebenzisi esebenzisa i-elekhtronikhi, ngaleyo ndlela isusa isici somuntu sokukhohlisa uhlelo olusekelwe ephepheni;
- b. Uma umbambiqhaza esesohlelweni nomazisi ohlukile we-EPWP futhi uzokwazi ukulandelelwa nanoma yikuphi emkhakheni, esifundeni, esigodini noma ezweni. Lokhu kuyisici esibaluleke kakhulu sokubeka izinto obala nokuziphendulela, ngokombono kahulumeni.
 - i. U-AG uzoba namarekhodi anemininingwane alodwa ngokushesha kumuntu ngamunye futhi awumazisi wokuphila konke;
 - ii. Uhulumeni angalandelela abasebenzisi, akhe iqoqo lamathalente, enze uhlaziyo lwemikhuba njll.
 - iii. Ukubika-ke kuyahlelwa, kuyacwangingeka futhi kuphenduleke.
- c. Ngokombono wababambiqhaza, umazisi we-EPWP okhethekile nawo unezinzuzo eziningi kubandakanya nokubenza bakwazi ukusebenzisa umazisi wabo we-EPWP wabo, okubandanya umlando kanye nokuqeqeshwa, njenge-CV yezicelo zemisebenzi ezayo, ireferensi lapho kudingeka khona umlando womlando womsebenzi, esicelweni. sokuqhubeka nokufunda, njll.
- d. Uhlelo Lomazisi be-EPWP Olukhethekile luzoxhunyaniswa noHlelo Lokuhlola Nokubika Olusekelwe Ebufakazini uMnyango osunalo njengamanje.

7.4.4. Ukwelulwa Kohlelo ukuze Lubandakanye Ukubika Okususelwe Ebufakazini Nokuthotshelwa Kwemithetho

Uhlelo Lwamanje Lokuqapha Nokuhlola lwe-EPWP oluphethwe yi-DPWI luzokwelulwa ukuze lufake eminye imidanti emibili ebalulekile kwi-EPWP, okuyilezi:

- Ukuthi uMnyango uzodinga ukuthi izinhlaka zikahulumeni zihlinzeke ngombiko we-elekhtronikhi, osekelwe ebufakazini.

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- Ukuthi uMnyango uzodinga izinhlaka zikahulumeni zinikeze umbiko we-elekthronikhi, wokuthotshelwa kwemithetho.

Okutholwe ekuhloleni kwazisa ababambiqhaza ngezinsalelo nezindlela ezingcono kakhulu, ukuklanywa kwezinhlelo zesikhathi esizayo, izinqumo zenqubomgomo kanye nokukalwa komthelela wohlelo. Uhlelo lwe-elekthronikhi oluzoklanywa futhi lusetshenziswe yi-DPWI lufanele okungenani lube nale mikhawulo elandelayo:

1. Izinkomba Zokusebenza Ezibalulekile Ezilinganisekayo: Izinkomba Zokusebenza Ezimqoka (ama-KPI) zizothuthukiswa lapho iphrojekthi ngayinye nezinhlelo zizohlolwa ngazo maqondana nokuqaliswa kokuhloswe kwazo.
 - a. Izindawo ezihloliwe zizobandakanya umthelela, ukusebenza ngempumelelo, ukusebenza kahle, kanye nemiphumela. Ukwengeza, umkhakha ngamunye uzodingeka ukuba wakhe izinkomba zezinhledlwana zawo ezithile ezihambisana nama-KPI.
 - b. Lawa ma-KPI afanele abe lula kuphela, alinganiseke futhi asekelwe emiphumeleni kodwa afanele agxile kukho kokubili ukwethulwa kwezinsizakalo emkhakheni ohlonziwe kanye nokudala amathuba omsebenzi, lapho umsebenzisi wokugcina eyoba yisizinda.
 - c. Lokhu kuzokwenziwa ngokubambisana, okuholwa yiGatsha Lokuhlela le-DPWI EPWP. Uma ama-KPI kanye Nezinkomba Zomkhakha sezimisiwe, zizobhalwa kwiNqubo Ejwayelekile Yokusebenza engachitshiyelwa futhi ibuyekezwe ngezikhathi ezithile.
2. Okuhloswe Kwekhwalithi Nenani kwakhelwe ezivumelwaneni zokusebenza zabo bonke abathintekayo ekuhloleni nasekuqaliseni ukusebenza kwe-EPWP. Lezi zinkomba zokusebenza zizoqondaniswa emazingeni ahlukene

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kahulumeni futhi zisebenze ukuqinisekisa ukuqaliswa ngempumelelo kwe-EPWP.

3. Ukubika Okusekelwe Ebufakazini: Ukuhlonzwa kobufakazi obufanele ukuze kuqondwe ngokuphelele uhlobo lwenkinga, okubandakanyaa ukuthi inkinga ixazululwe kanjani kwenye indawo kanye nezindleko, inzuzo kanye nokusebenza ngempumelelo kokungenelela okuhlongozwayo. Ngaphezu kwalokho, ukubeka ubufakazi ngokuphathelene nezinye izici ezithinta inqubomgomo kanye nezinqubo zokuthatha izinqumo.
4. Ukuphathwa Kolwazi kanye Nendlela Yokufunda: Kubalulekile ukuthi imigomo, izinqubo kanye nohlelo lokulawulwa kolwazi, ukufunda okuqhubekayo kanye nokulethwa kokusha endaweni ye-PEP kwamukelwe njengoba kungakhulisi ukusebenza kahle kuphela futhi kuthuthukise ukuqonda kwethu ngokubambisana ukuze sikwazi ukuthatha izinqumo ezingcono.
5. IziNdlela Zokubika Ngokuthotshelwa Kwemithetho: Imikhawulo yokuthotshelwa kwemithetho izocaciswa kabanzi ngesici ngasinye sezidingo sezinhlelo zikahulumeni ezidingeka ukuba kubhekanwe nazo, kanye nezinhlawulo ezihlobene nazo.¹¹

7.5. Isimo Senqubomgomo ye-EPWP sesi-5: Ukugxiliswa Kabusha Kwe-EPWP ukuze Inike Amandla Iningi

7.5.1. Isimo Senqubomgomo Sesi-5: Siyachazwa

Isimo Senqubomgomo sesi-5 sichaza kabanzi ngokuthi izinhlelo ze-EPWP ezehlukene, kungakhathaliseki ukuthi zihlukaniswa ngokuthi zivikela umphakathi (isibonelo, izinhlangano ezingenzi nzuzo (ama-NPO)) noma lezo ezingaphakathi kwemakethe yabasebenzi (amabhizinisi amancane namaphakathi (ama-SMME))

¹¹ Izinhlawulo kanye Neminingwane Yezindlela Zokuthobela Imithetho kuchazwe kabanzi kwiSimo Senqubomgomo sesi-6: Ukwengamela, Izinhlelonzulu Nokufakwa Esikhungweni

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zidinga ukuba zihlelwe kabusha futhi zigxilise kabusha ukuze zikwazi ukukhushulwa futhi zihlelwe ukufinyeleleka kwamathuba emisebenzi andiswe.

7.5.2. Isifinyezo Senkinga / Segebe

Ezikhathini eziningi uma kuziwa ekuphathweni kwama-NPO kunaba baningi kakhulu abangabaxhumanisi ohlelweni, futhi/noma izimali zokuphatha zibiza kakhulu, okubuye kususe umnotho kuma-NPO kanye nezimali ezabelwa ukwakhiwa kwamathuba emisebenzi. Lokhu akudingi nje kuphela ukulungiswa kodwa izinhlelo zama-NPO zifanele zandiswe.

Ezinye izingqinamba zama-NPO zihlobene nokunganeli kwamathuba okuthi kungafinyelelwa kanjani emnothweni, ukuntuleka kwamathuba okuqeqeshwa ekukhiqizeni imali kanye nesidingo sezinhlelo zokusiza ama-NPO ekukhuliseni amabhizinisi awo ukuze kuncishiswe izindleko zokuphatha.

Ngokujwayelekile, uma ama-NPO enezimo ezikhona zamabhizinisi okufanele zikhuphule izinga lawo, afanele anikezwe amathuba okwenza kanjalo, kunokuba lolu Hlelo lubonakale njengosizo oluphuma kanye nje.

Uma kukhulunywa ngama-SMME ngakolunye uhlangothi, angakolunye uhlangothi lohlelo oluqhubekayo lokuqashwa, kube nezinhlelo eziningi ngaphakathi kwenkundla ye-EPWP.

7.5.3. Ukuqapha Okuthuthukisiwe ukuze Kuqinisekise Ukuziphendulela Ekuthulweni Kwezinsiza

I-DPWI ifanele yethule uhla kanye nekhathariya emayelana nayo ukuze ivumele ukuqashwa koHlelo lwe-NPO oluzoxhunyaniswa noHlelo Lokuqapha Nokuhlola. Uhlaka luzodinga:

- Ukubeka imibandela kanye nokuphatha, imikhawulo yomkhakha kanye/noma yokusebenza ngaphakathi ohlakeni oluzokwenza ama-ejenti enza ukuba akwazi ukuthi alethe izimo zamabhizinisi ukuze kusetshenziswe izingxenye ezihlukahlukene zoHlelo lwe-NPO kanye

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Nohlelo kanye namathuba emisebenzi ahlobene nawo ukuze andiswe ngobuningi.

- Ukuvumela ukwabiwa kwezinsiza phakathi kwezinhlelo zikahulumeni nama-NPO, kuncike ekubikeni okusekelwe ebufakazini bamazinga ezinqubo ezihlangene ahlonziwe, kuye ngomsebenzi.

7.5.4. Izindima Ezihlelwe Kabusha Nezibopho Zokusebenzisa Ama-ejenti

UHlelo lwe-NPO luzokwelulwa nakwamanye ama-ejenti enza umsebenzi, anikezwe imikhakha ethile kanye/noma izinhlelo ezihlobene nohlelo lwe-NPO.

Ama-ejenti Enza azodingeka abeke phambili iZimo Zamabhizinisi ukuze aqhube uHlelo oluthile lwe-NPO, anike izizathu zezimali zawo zokuphatha futhi achaze kabanzi ngezinto ezibalulekile okufanele zithulwe - ukuqeqeshwa, izinhlelo zokwakha izimali, ukuncishiswa kwezindleko zokuphatha, ukwethula iminoto yezinga, njll. Uma udaba lwabo lwebhizinisi selugunyaziwe, i-Ejenti Eyenza Umsebenzi uzokwabelwa uHlelo oluthile lwe-NPO ukuze iqhube ngemali eyabelwe yokuphatha, ukuthulwa kwezinsizo okucacile.

7.5.5. Ama-SMME Abekwe Eqhulwini kuma-PEP

Amabhizinisi amancane namaphakathi (ama-SMME) afanele abekwe eqhulwini kakhulu endaweni ye-PEP. Lokhu ikakhulukazi uma kubhekwa iphuzu lokuthi ama-SMME aqasha abasebenzi baseNingizimu Afrika abangama-50-60% futhi anesandla cishe esingama-34% kwi-GDP.¹²

IziNhlelo eziningi zama-SMME eNingizimu Afrika zibe namazinga ahlukene empumelelo. I-EPWP yenze amaphulo amaningi ama-SMME njengoHlelo Lokuthuthukiswa Kosonkontileka iVukuphile kanye naMaphulo Okuthuthukiswa Kokopeletsheni. Ukungena ekukhuleni okukhulu kwale misebenzi ngaphandle kokuhlola lokhu, nokho, ngeke kusize. Kunendlela enezinyathelo ezimbili

¹² INhlangano Yomhlaba Yezamazwe (i-IFC)

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zokubeka eqhulwini, kubandkanya ukuxoxisana okuqhubekayo nalo mphakathi, okuyilezi:

- Yenza uhlobo lomlando weziNhlelo zama-SMME ezihlukene ukuze kutholwe izizathu zempumelelo nokwehluleka kwazo. Kuvela ezifundweni ezifundiwe kanye nezindlela ezingcono kakhulu zokwenza, kwakhiwa imibandela kanye nokuphatha, imikhawulo yomkhakha neyokusebenza ngaphakathi oHlakeni lwama-SMME olungasetshenziswa eziNhlelweni zama-SMME ezintsha, ezichitshiyelwe noma ezaluliwe ukuze kuvumele ukwandisa.
- Qinisekisa ukuthi lolu hlaka olushiwo ngenhla loHlaka lwe-SMME lusebenza kuyo yonke imikhakha futhi nokuthi ludluliselwa kubaxhumanisi omkhakha kanye nomphakathi wama-SMME.

7.6. Isimo Senqubomgomo ye-EPWP Sesi-6: Imininingo????, Ukwengamela Nokufakwa Ezikhungweni

7.6.1. Isimo Senqubomgomo Sesi-6: Siyachazwa

Ukwengamela, ukuhleleka kanye nokwenza inqubomgomo ibe yisikhungo yizici ezibalulekile ekuphileni isikhathi eside nokusimama koHlelo. ISimo Senqubomgomo sesi-6 siqinisekisa ukubamba iqhaza ngaphakathi kwi-EPWP futhi sichaza kabanzi ngezidingo zokuthotshelwa kweSimo Senqubomgomo ngasinye kanye nanoma yiziphi ezinye izici lapho kunemidanti ehlukehukene yokwengamela edinga ukuqinisekiswa.

7.6.2. Isifinyezo Senkinga / Segebe

Ama-PEP akha i-EPWP asetshenziswa yizo zonke izinhlelo zikahulumeni. Iqhaza leGatsha le-EPWP e-DPWI ukuhlinzeka ngokuqapha kuyo yonke i-EPWP, nemisebenzi yokuxhumanisa eyabelwe iminyango kazwelonke ukuze ihlelele umkhakha. Iminyango yesifundazwe yezeMisebenzi Yomphakathi ihlinzeka ngokuqapha emisebenzini ye-EPWP yezifundazwe neyomasipala. Ukufika

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ezingeni elikhulu, izikhulu ezenza le misebenzi engenhla zikwazile ukuyenza kahle nangempumelelo.

Selokhu kwaqalwa uHlelo Lwesi-6 Lokuphatha, akukaze kube nesizinda esakhiwe saBaphathi noma iZikhulu Eziphendulayo ukuze zigxile kwimidanti ebhekene nama-PEP.

Ngaphezu kwalokho i-DPWI ayinalo igunya elidingekayo lokwenza iminyango kazwelonke noma ezinye izigaba zikahulumeni ukuba ziphendule ngokungenzi kahle noma ukungathotshelwa kwemithetho ekuthulwweni kokuhlosiwe kamathuba omsebenzi abopheshezwe.

Ngesikhathi sokubonisana nababambiqhaza, kuphinde kwahlonzwa ukuthi kukhona ukunganeli kweqhaza elicacile kanye nemisebenzi yezinhlaka zikahulumeni ezenza umsebenzi we-EPWP.

7.6.3. Ukucaciswa Kokubanjwa Kweqhaza kwi-EPWP

I-EPWP iqondise kwabampofu nabangasebenzi, kubandakanya abantu baseNingizimu Afrika kanye nezakhamuzi zakwamanye amazwe ezikwazi ukusebenza njengoba kuchazwe eMthethweni Wofuduko Oluvela Kwamanye we-13 wonyaka we-2002.

Kusetshenziswa izindlela zokuqondiswa ezine, okuyilezi:

- a. Ukuqondiswa ngokwezwe: ngokukhoneyayo onke amaprojekhthi e-EPWP afanele abe semiphakathini empofu futhi aqashe abasebenzi abahlala kuleyo miphakathi.
- b. Ukuziqondisa ngokwakho kusetshenziswa umhlo omncane we-EPWP lapho ababambiqhaza bezikhethela bona ukubamba iqhaza ezinhlelweni ze-EPWP zamaholo akhona.
- c. Ukuqondiswa okusekelwe emphakathini kwenzeka lapho ababambiqhaza beqondiswe kusetshenziswa izinhlaka zomphakathi ukuze babambe iqhaza kwi-EPWP.

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- d. Ukuqondiswa kwezibalo zabantu, okugxile kakhulu entsheni, abesimame kanye nabantu abaphila nokukhubazeka. Kufanele kuqashelwe ukuthi imihlahlandlela yokuqasha kanye nokuqondisa kwi-EPWP ayibeki umkhawulo weminyaka yobudala ekubambeni iqhaza kohlelo. ¹³¹⁴¹⁵¹⁶

Ikhratheriya okukhethwa ngayo ababambiqhaza ibandakanya ukuthi:

- a. Bazimisele yini futhi bayakwazi ukuthatha umsebenzi abawunikeziwe;
- b. Banganikwa izigaba njengabampofu;
- c. Abasebenzi noma basebenza ngokunganele futhi;
- d. Bahlala eduze nendawo yephrojekthi. (Abasebenzi abavela kweminye imiphakathi akufanele bedlule kuma-20% wabo bonke abantu abasebenza ohlelweni)

7.6.4 Imikhawulo Yokwengela Nokuthotshelwa Kwemithetho

Ukungabikho komhlahlandlela wokusetshenziswa kwenqubomgomo efanayo ama-PEP ase-SA ashiya ithuba lokuhlukana, lokungahlonishwa kwemithetho ye-EPWP, ukuphindaphinda futhi kwezinye izikhathi ukuncintisanela izinsiza; kanye nokuphazamiseka okungafanele ekusetshenzisweni. Kubalulekile ukuthola ukuziphendulela okucacile kwezombusazwe nokuziphendulela ekuphatheni mayelana nokuhlosiwe kokuqashwa komphakathi kanye nemigudu ecacile, ehlelekile yokuxhumana nokuhlela kuwo wonke amazinga kahulumeni,

¹³ Imihlahlandlela Yokuqasha Emisebenzini ye-EPWP

¹⁴ Incazelo yeNhlangothi Yezizwe yomuntu ophila nokukhubazeka iyosetshenziswa.

¹⁵ Okuhlosiwe kwezibalo zabantu ze-EPWP kusalokhu kukuningi, ezingeni lohlelo. Amaphrojekthi ahlukene azolungiswa ukuze afake izibalo sabantu abahlukene - okungukuthi intsha, abesimame kanye nabantu abaphila nokukhubazeka - kuye ngesimo sephrojekthi.

¹⁶ Ukubuyezwa kwezincwadi zamazwe ngamazwe kuveze ukuthi lokhu kuhambisana nenkambiso yomhlaba wonke, lapho izinhlelo zingavezi umkhawulo weminyaka ethile yokubamba iqhaza kwi-PEP, kunalokho, izindlela zokuziqondisa ngokwakho zikhuthaza labo abahlonza ukuthi “bayakwazi ukusebenza”, ukuze babambe iqhaza kuma-PEP. UMthetho Wabantu Abadala wonyaka we-2006 uthi: “Abantu abadala bajabulela amalungelo ashiwo esahlukweni sesi-9 soMthethosisekelo – ikakhulukazi bangeke benqatshelwe ilungelo (a) lokubamba iqhaza empilweni yomphakathi kunanoma yisiphi isikhundla esihambisana nezintshisakalo namandla abo; kanye (b) nokubamba iqhaza emisebenzini ethuthukisa amandla akhe okumngenisela imali”. Ukungabandakanyi abantu abadala ku-EPWP ngenhloso ngakho-ke kungaba ukucwasa nokuphambene nomthethosisekelo.

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ukuhlomisa i-DPWI ukuze iqhube isiqondiso senqubomgomo kanye nokusetshenziswa kwayo ezweni.

ISimo Senqubomgomo sesi-6 sichaza kabanzi ngezinhlaka zokwengamela kanye nohlaka lwezikhungo zama-PEP, ukuze kuqinisekise ukuqaliswa kokusetshenziswa kweNqubomgomo ye-EPWP ngendlela ehlelekile futhi efanayo, iZimo Zenqubomgomo zesi-6 kanye nokuhambisana kweziNhlelo ze-PEP o ezihlukahlukene, njengoba kuchaziwe, kwiNqubomgomo.

7.6.4.1 Ukuqahwa Kokuthotshelwa Kwemigomo

I-DPWI njengoMnyango obhekele ukuqapha kwe-EPWP izoba nomthwalo wokunquma imigomo nemikhawulo yokuqapha nokuhlola, kanye nokuphoqelela imithetho ehambisana nezibopho zalokho kuqapha, njengoba kuchazwe ngezansi.

- I-DPWI, iHhovisi Lomgcinimafa Kazwelonke kanye neminyango efanele kufanele ihlinzeke ngoHlaka Lwezimali Lokuxhaswa Ngezimali kwe-PEP olubeka imibandela okufanele ithotshelwe. Lokhu kusho ukuthi izinhlaka zezibonelelo zesikhashana, imithetho yoxhaso lwezinhlelo kanye namaformula kudingeka kukhombise imigomo yenqubomgomo, izimo kanye nokuhlosiwe kokuqashwa kwabasebenzi okufanele kuthotshelwe, ukuze zifaneleke noma zifinyelele kwizigaba zokuthola izimali ezilandelayo. Le mibandela izonqunywa hhayi kuphela uHlaka Lwezimali kodwa futhi ngokwezinqubo njengoba kuchazwe kabanzi kuSimo Senqubomgomo sesi-3.
- Ngokwemibandela yamathenda, imihlahlandlela ecacile ifanele ibhalwe, yenziwe kucotshelwane ngolwazi layo bese isetshenziswa ngokufanayo, lapho kufanele kudingeka ngokusemthethweni abasebenzi abaningi. AmaKomidi Okuhlola Amathenda afanele abe nemiyalelo yawo

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ngokuthi angazihlaziya kanjani lezi zindlela njengengxenyane yenqubo yokuhlola amabhidi amathenda. I-DPWI izosebenzisana neHhovisi Lesikhulu Esikhulu Sokuthengwa Kwempahla, iBhodi Lokuthuthukiswa Kwemboni Yezokwakha kanye nababambiqhaza ababalulekile kule midanti. Le mikhawulo izoqinisekiswa ngokwezinqubo njengoba kuchazwe kwiSimo Senqubomgomo sesi-2.

- Ukusebenzisana noMgcinimabhuku Ezimali Jikelele ukuchibiyela imithetho yocwaningomabhuku, okuzovumela u-AG ukuba ahlinzeke ngokuqashwa kwangaphandle kwezinhlelo zikahulumeni. Izindlela kanye nemibandela yokuqapha kuzoqinisekiswa ngokwezinqubo njengoba zichazwe kwiSimo Senqubomgomo yesi-4.

Ngaphezu kwalokho, i-DEL izoqinisekisa ukuthi imibandela ebalulekile njengoba ifakiwe kwiSinqumo SikaNgqongqoshe ithotshelwa yizo zonke izinhlelo zikahulumeni ekwenzeni iziNhlelo Nezinhlelo zayo.

7.6.4.2 Izidingo Zohlaka Lomkhakha Nokwenza Umsebenzi

Umkhakha ngamunye, ngaphakathi kwengqikithi yemiyalelo yokuqapha njengoba ichazwe ngenhla, ufanele wakhe izinkomba ezisebenzayo eziqondene nezinhlelo zayo ezingaphansi, inqobo nje uma zingaphakathi kwemingcele yesiNqumo SikaNgqongqoshe futhi ngokuhambisana neNqubo Yendlela Yokusebenza Okuqhutshwa Inhloso, njengoba kunqunywa iSimo Senqubomgomo sesi-2.

Ukuze kuqiniseke izinhlelo zesikhungo, ukuthotshelwa kwemithetho kanye nokuqaliswa kwezinhlelo zawo, izinkomba zokusebenza ezibalulekile zifanele zifane kuzo zonke izigaba zikahulumeni.

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Ngakho-ke kubalulekile ukuthi okuhlosiwe kwe-EPWP kubakanwe kwizinhlaka zikahulumeni ezihlelelayo imikhakha, izinhlaka zikahulumeni ezenza umsebenzi kanye nakuma-SOE ezingeni likahulumeni kazwelonke kanye nelezifundazwe kuma-SP kanye nama-APP azo.

Kubalulekile ukuthi okuhloswe yi-EPWP kufakwe phakathi kwizinhlaka zikahulumeni zokuhlela futhi nokwenza umsebenzi emazingeni kahulumeni wamadolobha amakhulu, endawo kanye nezifunda, kuma-IDP kanye nama-SDBIP.

7.6.5 Izinhlaka Zokwengala ze-EPWP

Ukuhelelwa kwe-EPWP kwenzeka emazingeni ahlukene kahulumeni. IThebula elingezansi lichaza kabanzi ngezinhlaka zokuphatha ezihlukene kwi-EPWP kanye nemisebenzi nezibopho zazo.

Izinhlaka zokwengamela ezichazwe ngezansi zithathwa njengezibalulekile ukuze kuqhutshekwe ne-EPWP kanye nama-PEP ngokujwayelekile. Zibuye zithathwe njengezibalulekile ekwenzeni le Nqubomgomo ye-EPWP isebenze.

#	Izinhlaka Zokwengamela	Izindima Nezibopho
ABASEBENZI BOMNYANGO		
1.	I-DPWI	<ul style="list-style-type: none"> • Umxhumanisi jikelele we-EPWP • Ihlinzeka ngeziqondiso zenqubomgomo kanye nokwesekwa ukuze kusetshenziswe izinhlaka zikahulumeni ezehlukene eMkhakheni Wezingqalasizinda kanye Nomkhakha Okungewona Okahulumeni
2.	I-DFFE	<ul style="list-style-type: none"> • Ihlinzeka ngomhlahandlela wenqubomgomo kanye nokweseka ukusetshenziswa yizinhlaka zikahulumeni ezehlukene eMkhakheni Wezemvelo Namasiko

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#	Izinhlaka Zokwengamela	Izindima Nezibopho
3.	I-DSD	<ul style="list-style-type: none"> Ihlinzeka ngomhlahlandlela wenqubomgomo kanye nokweseka ukusetshenziswa yizinhlaka zikahulumeni ezehlukene eMkhakheni Womphakathi
4.	Izinga Lesifundazwe	<ul style="list-style-type: none"> I-EPWP ihlelwe yiMinyango Yemisebenzi Yomphakathi Yezifundazwe
5.	Izinga Likamasipala kanye Nezinga Lesifunda	<ul style="list-style-type: none"> I-EPWP igqugquzelwa yiMeya ezingeni lezombusazwe kanye nawuMPhathi Kamasipala kwezokuphatha IModeli Yokuthuthukiswa Kwesifunda iyindlela yokuxhumanisa ezingeni likamasipala.
6.	I-PMO eHhovisi LikaMongameli	<ul style="list-style-type: none"> Ukuqashwa kanye nokuhlelwa koHlelo LukaMongameli Lokuvula Amathuba Emisebenzi
IZINHLAKA ZOKWENGAMELA ZE-PEP		
7.	IKomidi Eliphakathi Kongqongqoshe le-PEP (i-PEP-IMC), eliphethwe yiPhini likaMongameli ¹⁷	<p>Lengamela ukukusebenza kwe-EPWP kuyo yonke imikhakha, okwenza ukuthi lolu hlelo lwandiswe ngokushesha</p> <ul style="list-style-type: none"> Ukugunyazwa kwenqubo yokuxhasa ngezimali ikhwalithi kanye nenani le-PEP kukho konke ukwabiwa ngoxhaso nezima ngesikhathi se-MTEF, ngokuhambisana neSimo Senqubomgomo sesi-3 Ukubuyekezwa Konyaka Kwekhratheriya ye-PEP Ukuhlolwa okwenziwa kabili ngonyaka kokusebenza kweMikhakha Nezinhlalo ze-EPWP ngokuhambisana Nekhratheriya ye-PEP

¹⁷ IKomidi Elihlanganisa Ongqongqoshe le-PEP (i-PEP-IMC), uhlaka lokubusa alukaze luhlangane selokhu kwaqala ukusebenza kokuPhatha kwesi-6. Nokho, kuhlangozwa ukuthi kwakhiwe kabusha i-PEP-IMC, kanye nobulungu obusha kanye nemisebenzi emisha, ukuze kuqinisekise ukuthi iNqubomgomo ye-EPWP isetshenziswa imikhakha ehluahlukene.

I-PEP-IMC izoholwa yiPhini likaMongameli futhi iphinde yakhiwe nguNgqongqoshe Wezemisebenzi Yomphakathi Nezingqalazinda, uNgqongqoshe Wehhovisi LikaMongameli, uNgqongqoshe Wezemisebenzi Nezabasebenzi, uNgqongqoshe Wezokuthuthukiswa Komphakathi, uNgqongqoshe Wezezinhlazi, Amahlathi Nezemvelo kanye noNgqongqoshe Wezokuphatha Ngokubambisana.

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#	Izinhlaka Zokwengamela	Izindima Nezibopho
		<ul style="list-style-type: none"> • Ukuhlelela ababambiqhaza abaningi ngokugxila okubalulelekile ekususeni izithiyo ezingeni eliphakathi kohulumeni • Ukwakha Izivumelwano nobudlelwano ngaphandle kukahulumeni lapho amathuba okudala imisebenzi engathuthukiswa, ikakhulukazi nabasebenzi, amabhizinisi kanye nemiphakathi • Sekela ukulethwa kokusha ekusetshenzweni kwama-PEP
8.	I-MINMEC – Amathimba Okusebenza e- EPWP	<ul style="list-style-type: none"> • UNgqongqoshe Wezemisebenzi Yomphakathi Nezingqalasizinda kanye nabo bonke aBaphathiswa Bezemisebenzi Yomphakathi bahlela i-EPWP: • UNgqongqoshe we-DFFE kanye nabo bonke aBaphathiswa Bezemvelo Namasiko maqondana noMkhakha Wezemvelo Namasiko we-EPWP: • UNgqongqoshe Wezokuthuthukiswa Komphakathi kanye nabo bonke aBaphathiswa Bezokuthuthukiswa Komphakathi mayelana ne-EPWP eMkhakheni Wezenhlalakahle: <ul style="list-style-type: none"> ○ Ukubonisana, ukuhlelela ukuqaliswa nokuqondiswa kwezinhlelo ezingeni likazwelonke nelesifundazwe ○ Bandakanya futhi wenze izincomo kwi-PEP-IMC mayelana nenqubo ye-PEP yokuxhasa kwekhwalthi kanye nobuningi yazo zonke izabelo zoxhaso ngesikhathi se-MTEF, ngokuhambisana neSimo Senqubomgomo. ○ Nikeza imibono eKubuyekezweni Konyaka Kwekhratheriya ye-PEP ○ Nikeza imibono ekuhlolweni okwenziwa kabili ngonyaka kweMikhakha Nezinhlalo ze-EPWP ngokuhambisana Nekhratheriya ye-PEP kanye nokuhlongozwa kwezinyathelo

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kanye nesikhathi sesibili esihle kakhulu kunamuhla”

#	Izinhlaka Zokwengamela	Izindima Nezibopho
		zokulungisa ezingathathwa aMaqembu Asebenzayo e-MINMEC ukuze asetshenziswe.
8.	Imodeli Yoxhaso Lwe-PEP kanye Nethuluzi Lokuphatha Ithimba Lokusebenza Lobuchwepheshe (i-TWG) ¹⁸	<ul style="list-style-type: none"> • Ukwakhiwa Kwemodeli Yoxhaso lwe-PEP kanye Nethuluzi Lokuphatha, kuzobandakanya: <ul style="list-style-type: none"> ○ Ikhratheriya kanye nemikhawulo yokuthotshelwa kwemithetho ○ Uhlaka lwesimo sebhizinisi ○ Umtapo wezincwadi we-elekhtronikhi wemikhuba ehamba phambilin efundiwe ozotshenziswa izinhlaka zikahulumeni uthathele kuzo • Ukwethulwa kwekhratheriya ye-PEP yekhwalthi kanye nobuningi boxhaso lwazo zonke izabelo zezimali kwi-MTEF, ngokuhambisana neSimo Senqubomgomo sesi-3 kuma-MINMEC afanele ukuze acutshungulwe bese kuvunywa i-PEP-IMC • Ukuhlolwa kwensebenzo okwenziwa kabili ngonyaka kweMikhakha Nezinhlalo ze-EPWP ngokuhambisana Nekhratheriya ye-PEP bese kufakwa okutholakele kanye nezincomo kuma-MINMEC afanele ukuze kucutshungulwe bese kuvunywa yi-PEP-IMC.

7.6.4 Ukuzibophezela Ekudaleni Amathuba Emisebenzi Okunyusiwe kanye Nokunciphisa Ubumpofu

Ukuqaliswa kwe-EPWP kwenzeka emazingeni ahlukene kahulumeni. Lezi zinhlaka zikahulumeni ngazodwana zinezidingo ezihlukene, izibalo zabantu ezihlukene, kanye nemiphumela ebaluleke kakhulu ehlukene. Izinhlaka

¹⁸ Imodeli Yokuxhaswa Ngezimali ye-PEP kanye Nethuluzi Lokuphatha le-TWG izokwakhiwa abameleli abakhulu be-DPWI, uMgcinimafa Kazwelonke, kanye ne-PMO eHhovisi LikaMongameli, i-DFFE, i-DSD, ne-DCOG.

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zikhulumeni ezahlukene futhi zonke zinezingqinamba zezinsiza ukufika emazingeni ahlukene obunzima.

Okwenziwa yizo zonke izinhloko zikhulumeni, nokho-ke, kuyafana, ngezinye izikhathi esihlulekayo ukukubona, ukuthi kunezinga labantu abangasebenzi elikhula njalo, amazanga obumpofu ayakhuphuka futhi kokubili imidanti yokungalingani ezenhlalweni nokwezomnotho kusazobhekwa nakho. Ukuzibophezela kuqala ezingeni eliphezulu kakhulu futhi kugxilise kuyo yonke imikhakha yokusetshenziswa. Ngakho-ke izici ezibalulekile zalokhu kuzibophezela okubuyekeziwe zibandakanya lokhu okulandelayo:

- Ikhathariya ye-PEP yoxhaso lwekhwalithi nobuningi lwazo zonke izimali ze-PEP ezinqunywa ngaphansi kweSimo Senqubomgomo sesi-3, ukuze igunyazwe minyaka yonke bese isiwa kwi-PEP-IMC ukuze yamukelwe okokugcina, ngaphambi kokuthi isetshenziswe.
- Ukusebenza kwemikhakha eyahlukene, iminyango kazwelonke, eyezifundazwe, neyomasipala kanye nama-SOE kuzobe sekubikwa kulezi zinhloko ezifanayo njalo kabili ngonyaka. Lokhu kusebenza kuzoba nomthelela ekwabiweni kwesikhathi esizayo.
- Amaphrothokholi kamasipala kanye nezivumelwano zemihlomulo zizobe sezisayinwa ngokuhambisana no-(a) no-(b) ngenhla.

8 Ukuhlonzwa Nokuncishiswa Kwengozi

#	Ingozi Ehlonziwe	Isu Lokunciphisa Ingozi, mayelana Nenqubomgomo ye-EPWP	Namandla Okuphuyeleliswa uma Ingancishisiwe
1.	Ingozi yokuqeda sekunelinye iqoqo lwemihlahlandlela, ngaphandle kokuthola amaphuzu acacile okuziphendulela	<ul style="list-style-type: none"> Hlela kahle, gxila kabusha futhi ususe lapho kukhona eziNhlelweni ze-EPWP okungasenakubaluleka kwinhlosombono ye-PEP. Ukwethulwa koHlelo Lokusebenza Oluqhutshwa 	MAPHAKATHI

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kanye nesikhathi sesibili esihle kakhulu kunamuhla"

#	Ingozi Ehlonziwe	Isu Lokunciphisa Ingozi, mayelana Nenqubomgomo ye-EPWP	Namandla Okuphuyeleliswa uma Ingancishisiwe
		<p>Inhloso kanye nezindlela ezihlobene nalo, maqondana neZinhlelo Zezibonelelo Zokunxeshezela zesifundazwe nezomasipala, njengoba kuchazwe kabanzi kwiSimo Senqubomgomo sesi-2 nese-3.</p> <ul style="list-style-type: none"> Ukwethulwa Kohlelo Lwe-ID ye-EPWP Ekhethekile, Olugxilise Kumsebenzisi Wokugcina kanye Nohlelo Lwe-elektronikhi Lokuhlola Nokubika Okusekelwe Ebufakazini, njengoba kuchazwe kwiSimo Senqubomgomo sesi-4. 	
2.	IZimo Zenqubomgomo uma sezamukelwe azisetshenziswa ngokwanele yibo bonke ababambiqhaza futhi ziphoqeletwe	<ul style="list-style-type: none"> Ukwenziwa kokuhambisana kweNqubomgomo ye-EPWP Nezinhloso-ngqangi Eziyisi-7 Zikazwelonke, kugxile ekulweni nobubha, ukubhekana nokungalingani kanye nokuvulwa kwamathuba emisebenzi okusimeme. Ukuqaliswa Kophiko Lokuxhumanisa, njengoba kuchaziwe kwiSimo Senqubomgomo sesi-2. 	PHEZULU
3.	Ingozi yokubukeza iNqubomgomo ye-EPWP njengento eyengeziwe esikhundleni sokuba 'inkinobho yokusetha kabusha'	<ul style="list-style-type: none"> Ngenxa yokwesaba ushintsho kungenzeka ngempela ukuthi le Nqubomgomo ingase ingakutholi ukwamukeleka. Ngenxa yezwe esiphila kulo namuhla, nokho-ke, sidinga ukwamukela uguquko, sakhele phezu kwamandla e-EPWP, sivumele lawa mandla ukuthi achaze i-PEP yesikhathi 	PHEZULU

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#	Ingozi Ehlonziwe	Isu Lokunciphisa Ingozi, mayelana Nenqubomgomo ye-EPWP	Namandla Okuphuyeleliswa uma Ingancishisiwe
		<p>esizayo futhi alahle izici ezibuthakathaka njengoba siya phambili.</p> <ul style="list-style-type: none"> Le Nqubomgomo ye-EPWP ibandakanya iZimo Zenqubomgomo ezine, ngasinye sinoHlelo Lwezenzo ezinikeza isiqondiso esicacile, nesiphokelekayo mayelana nendlela eya phambili yama-PEP. 	
4.	Kuqhutshekwe nokugcizelela kakhulu ezinombolweni zokubika kunokugxila ezifezweni kwekhalithi	<ul style="list-style-type: none"> Ukuqondiswa kabusha kwezinqubo zokuqasha nokukhetha kwabasebenzi ukuze kwethulwe uHlelo Lwe-ID ye-EPWP Ekhethekile olugxile kumsebenzisi lwabo bonke ababambiqhaza. Ukuhlola okuqhutshwa yimininingo nohlelo olusekelwe ebufakazini kufanele kwethulwe eduze nohlelo lwe-ID futhi luqondaniswe. Lokhu-ke kuzovumela ukuphathwa kolwazi nokusungula kwezinto ezintsha. Ukubuyekezwa njalo kweNqubomgomo ye-EPWP ukuthi izinhloso ziyafinyelelwa yini. 	MAPHAKATHI/PHANSI

9 USUKU LOKUSEBENZA

Inqubomgomo ye-EPWP iqala ukusebenza ngokushesha ngemuva kokugunyazwa yiKhabhinethi.

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10 IZINCOMO

- a. INqubomgomo esasetshenzwa ye-EPWP yethulwa emaQenjini Kahulumeni afanele, kwi-FOSAD, kuma-MINMEC, kumaKomidi Ekhabhinethi kanye nakuKhabhinethi, ukuze yamukelwe ifakwe kwigazethi ukuze kuboniswane ngayo nomphakathi.
- b. Ngemuva kokwamukelwa kokubonisana nomphakathi, qinisekisa ukuthi ababambiqhaza ababalulekile be-EPWP, kubandkanya ne-NEDLAC kuthintwana nabo ngeNqubomgomo.

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FINAL DRAFT FOR COMMENT