

PUBLIC EMPLOYMENT PROGRAMMES

CHANGING LIVES FOR THE BETTER



EPWP INFRASTRUCTURE SECTOR



EPWP NON-STATE SECTOR



EPWP ENVIRONMENT AND CULTURE SECTOR



EPWP SOCIAL SECTOR



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EXPANDED PUBLIC WORKS PROGRAMME

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I. ABBREVIATIONS AND ACRONYMS

CETA	Construction Education and Training Authority	NDP	National Development Plan
COIDA	Compensation for Occupational Injuries and Diseases Act	NGO	Non-Governmental Organisation
CWP	Community Work Programme	NPO	Non-Profit Organisation
DAFF	Department of Agriculture, Forestry and Fisheries	NSF	National Skills Fund
DBE	Department of Basic Education	NSNP	National School Nutrition Programme
DCoG	Department of Cooperative Governance	NSS	Non-State Sector
DEA	Department of Environmental Affairs	NYS	National Youth Service
DHET	Department of Higher Education and Training	PEPs	Public Employment Programmes
DoL	Department of Labour	PEP-IMC	Public Employment Programme Inter-Ministerial Committee
DoH	Department of Health	PPPs	Public-Private Partnerships
DoT	Department of Transport	PWP	Public Works Programmes
DPW	Department of Public Works	SAPC	South African Pharmacy Council
DSD	Department of Social Development	SAPS	South African Police Service
ECD	Early Childhood Development	SA-SAMS	South African School Administration Management System
EPWP	Expanded Public Works Programme	SGB	School Governing Body
HCBC	Home Community-Based Care	SMMEs	Small, Medium and Micro Enterprises
ICT	Information and Communications Technology	TVET	Technical and Vocational Education and Training
IDT	Independent Development Trust	UIF	Unemployment Insurance Fund
IMC	Inter-Ministerial Committee	WOF	Working on Fire

2. FOREWORD BY THE DEPUTY PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA: WORKING TOGETHER TOWARDS COMMUNITY DEVELOPMENT

South Africa's physical and social infrastructure is improving daily, thanks to a dedicated army of patriots – proudly clad in bright orange uniforms – whose hard work is moving South Africa forward.

These are the men and women who are building a better South Africa by caring for our children at schools through the Early Childhood Development (ECD) Programme; caring for the sick through the Home-Based Care Programme; transforming the Civil-Engineering Sector through the Vuk'uphile Learnership Programme; developing scarce skills through the Artisan Development Programme and protecting our biodiversity and natural resources through the Working on Fire (WoF) and Working on Wetlands Programmes amongst others.

These men and women are upgrading South Africa brick by brick, creating new roads and food gardens, among other ventures, all of which bring dignity and purpose to their own lives as well as those of the communities they serve through their dedicated work.

South Africa owes a great debt of thanks to the thousands of workers in our national Public Employment Programmes (PEPs) or Expanded Public Works Programme (EPWP), which offers short-term employment and income as well as skills to participants who come from the most vulnerable corners of our country.

Government's commitment to bring socio-economic opportunities to individuals and communities who need it most is matched by the enthusiasm and dignity with which South Africans are embracing public employment as a means to improve their lives and deliver infrastructure and services that improve conditions in our communities.

The EPWP continues to alleviate poverty and unemployment by providing work opportunities to poor, unskilled and unemployed South Africans. The programme creates short to medium term work opportunities and also equips participants with knowledge and experience that will serve as a gateway to formal employment.

In the spirit of "Together we move South Africa forward", the EPWP owes its success to effective and growing partnerships among national and provincial departments, municipalities and Non-Governmental Organisations (NGOs).

The EPWP Phase 3, which was launched by President Jacob Zuma in 2014, is well on track to deliver on its mandate of creating over 6 million work opportunities by 2019 and contribute to the



development of our communities through the services and assets delivered by the Programme. A total of R150 billion has been allocated for the implementation of Phase 3.

I have been honoured to visit various parts of South Africa and to meet the workers who are reshaping infrastructure and lives.

Their love for their communities and our country is humbling and commendable and illustrates that empty pockets don't mean empty hearts. EPWP participants are true patriots of our society and deserve our respect and ongoing support.

The booklet you hold in your hand is dedicated to the army of EPWP participants who have already left their positive mark on our nation.

This booklet is intended to inform and inspire you, and to encourage you to think of ways you can help to broaden this programme and focus the attention of our nation on the progress we are making through the EPWP.

Finally, as Chair of the Public Employment Programme Inter-Ministerial Committee (PEP-IMC), I offer my sincere appreciation to all our partners in government and civil society who are making it possible for us to demonstrate the daily fruits of being a nation at work.

Let us keep up the good – and hard – work!

Cyril Ramaphosa

MR CYRIL RAMAPHOSA

DEPUTY PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

3. FOREWORD BY THE MINISTER OF PUBLIC WORKS

In its concerted efforts to address the socio-economic challenges in the country which is affected by poverty and unemployment, the South African government introduced a strategy to help the most vulnerable citizens of South Africa who are of a working age, unemployed, unskilled and willing to work.

The Expanded Public Works Programme (EPWP) is designed to alleviate poverty and unemployment by providing training and work opportunities to the poor and unemployed. It has been established and mandated by Cabinet to create work opportunities according to the set targets and across all its four sectors, namely: – Infrastructure, Non-State, Environment and Culture, and Social.

The Programme has been prescribed to use labour-intensive methods which allow the drawing of a significant number of participants into the programme to do the work. It also provides a safety net for the participating individuals who receive an income for every task performed.

In this publication, the EPWP participants in all the nine provinces give testimonies about the significant contribution of the Programme towards the upliftment of their lives. The EPWP Phase 3, which is in its fourth year of implementation, has seen the introduction of universal principles which govern the implementation of the programme by all its implementers. Its main task is to promote community involvement in EPWP projects and allow transparency in the recruitment of community members into the programme.

The EPWP has been designed to be implemented in five-year phases whereby the first phase was implemented from 2004 to 2009, the second phase from 2009 to 2014. The third phase of the EPWP was launched in 2014 and will be implemented until 2019 with a mandate to create over six million work opportunities. Moreover, the Programme has a significant positive socio-economic impact on its participants, thus creating sustainable livelihoods by creating and maintaining community assets.

The EPWP's achievements from 2004 to 2016 have positioned it as government's flagship Programme in fighting the triple challenge of poverty, unemployment and inequality within South African communities.

The EPWP has created more than seven million work opportunities from 2004 to 2016. This indicates the successful implementation of the Programme by all spheres of government and civil-society organisations. In the first Phase (2004/05 to 2008/09), the programme reported the creation of 1,6 million work opportunities, surpassing the one million Cabinet-mandated target a year ahead of schedule. During the implementation of the EPWP Phase 2 (2009/10 to 2013/14), the EPWP created over 4 million work opportunities, which constitutes over 90% of the set target of 4,5 million work opportunities.



The intake of participants into the Artisan Development Programme, which offers a formal qualification, is yet another milestone for the Programme in offering quality training to EPWP participants that sets them on an excellent career path. Learners are placed at state-owned enterprises and private sectors entities where they receive theoretical and experiential training in different trades such as boiler-making, welding and fitting, tuner, among others.

Finally, the EPWP is recognised by the United Nation's International Labour Organisation (ILO), with the frequent referral to EPWP as a case study on the successful implementation of PEPs worldwide. This booklet will also highlight the areas of global innovation undertaken by the Programme. These innovations reflected in the booklet include the mainstreaming of labour-intensive methods into government contracting processes and the inclusion of the social sector activities related to the delivering of care to the frail and sick, Early Childhood Development (ECD), mass participation through sport, and community safety, which few PEPs include in terms of programme design.

Furthermore, work undertaken since the 1990s in the Environment and Culture Sector, through programmes such as Working on Fire (WoF), have now been recognised worldwide and are also showcased in the booklet. Since 2009, the EPWP has introduced innovation through the provision of a wage subsidy to NGOs, which has expanded the public employment approaches and two case studies have been included. Lastly, the introduction of the Community Work Programme (CWP) has provided the dimension of regular part-time area-based work, which provides participants with on-going income flow, and the impact of this programme on rural communities is reflected in the booklet.

Mr Nkosinathi Nhleko
Minister of Public Works

4. INTRODUCTION TO THE PUBLIC EMPLOYMENT PROGRAMMES

Public Employment Programmes (PEPs) have a long global history, and are implemented in both developed and developing countries. Through PEPs, countries create short to medium term public employment opportunities in response to crises such as natural disasters, political conflict, labour market disruptions, economic downturn and financial meltdowns.

Over the years a substantial body of knowledge and experience has been acquired on public employment through Public Works Programmes (PWP). PWP involves "all activities which entail the payment of a wage (in cash or in kind) by the state, or by an agent acting on behalf of the state, in return for the provision of labour, in order to i) enhance employment and ii) produce an asset (either physical or social), with the overall objective of promoting social protection" (McCord, 2008).

In South Africa, PEPs are implemented through the Expanded Public Works Programme (EPWP). The EPWP is a flagship government programme that seeks to positively contribute to the country's social and economic objectives through the provision of work opportunities to the poor and unemployed. In the main, the Programme directly responds to the triple challenges of unemployment, inequality and poverty.

4.1. HIGH LEVEL GOVERNANCE ARRANGEMENT: PUBLIC EMPLOYMENT PROGRAMME INTER-MINISTERIAL COMMITTEE

In 2013, the Public Employment Programme Inter-Ministerial Committee (PEP-IMC) was established by the Cabinet of the Republic of South Africa, with the Deputy President serving as the Chairperson. It was formally launched in July 2015 at Orange Farm, Gauteng.

The objectives of the PEP-IMC are to:

- promote effective coordination, integration and accelerate implementation of PEPs;
- facilitate Public-Private Partnerships (PPPs) in PEPs;
- explore ways to unblock strategic constraints for the successful implementation of PEPs;
- ensure that employment creation through PEPs is given priority across all spheres of government;
- foster collaboration amongst complimentary government initiatives to promote job creation; and
- foster co-operation amongst organs of state implementing PEPs.

The PEP-IMC comprises of the following Ministers and Deputy Ministers

- Minister/Deputy Minister of Public Works (Secretariat),
- Minister/Deputy Minister of Cooperative Governance and Traditional Affairs,
- Minister/Deputy Minister of Environmental Affairs,
- Minister/Deputy Minister of Social Development,
- Minister/Deputy Minister of Labour,
- Minister/Deputy Minister of Higher Education and Training,
- Minister/Deputy Minister of Finance,
- Minister/Deputy Minister of Small Business Development,
- Minister/Deputy Minister of Economic Development, and
- Minister/Deputy Minister of Rural Development and Land Reform.

While the PEP-IMC's key function is to ensure that the 6 million EPWP work opportunity target is achieved by 2019; it equally places great emphasis on the delivery of quality assets and services to communities, the enhancement of the lives of the poor, and the improvement of participants' skills.

4.2. THE EXPANDED PUBLIC WORKS PROGRAMME

The EPWP is a nationwide government-led initiative aimed at drawing a significant number of unemployed South Africans into productive work, thus enabling them to gain skills and increase their capacity to earn an income. The EPWP is the umbrella programme for South Africa's PEPs.

The EPWP uses public funds to create work opportunities, utilising labour-intensive methods. The EPWP Phase 3 (2014-2019) has set a target of creating 6 million work opportunities.

The Programme builds on lessons learnt over the past 13 years and draws from international experience for ongoing innovation within the field of PEPs.

The EPWP is implemented through four sectors: Infrastructure led by the national Department of Public Works (DPW); Social led by the national Department of Social Development (DSD); Environment and Culture led by the national Department of Environmental Affairs (DEA); and the Non-State, which includes the – Community Work Programme (CWP) and Non-Profit Organisations (NPOs) Programme. The latter sector is led by the Department of Cooperative Governance (DCoG) and national DPW, respectively.

All spheres of government participate in the EPWP by implementing projects, within their mandate, in compliance with the EPWP principles and guidelines.

4.3. FOUR UNIVERSAL PRINCIPLES

The four universal principles, introduced in EPWP Phase 3 cut across the different sectors and are critical for the success of the Programme.

The four universal principles are:

- Selection of workers based on a clearly defined process and criteria;
- Adherence to the EPWP minimum wage and employment conditions under the special Ministerial Determination;
- Work that provides or enhances public goods or community services; and
- Minimum labour-intensity appropriate to a specific sector.

4.4. THE VALUE OF PUBLIC EMPLOYMENT PROGRAMMES

The value of PEPs in South Africa strives to draw poor and unemployed people into the world of work and to explore pathways into sustainable livelihoods.

This publication aims to demonstrate the value-add of PEPs way beyond the creation of work opportunities that provide income transfer into poor households; thus contributing to social protection for these households. The case studies that follow paint a picture of people at work, creating key assets and delivering services in poor communities across all sectors of the EPWP. The provision of training and enterprise development support is also demonstrated. Through participation in PEPs, stronger communities are built. This contributes to social cohesion and an active citizenry.

EPWP Environment and Culture
Lead Sector Minister



Minister of Environmental Affairs,
Edna Molewa



EPWP Social Sector
Lead Sector Minister



Minister of Social Development,
Bathabile Dlamini



Minister responsible for the
Community Work Programme



Minister for Cooperative Governance
and Traditional Affairs,
Des van Rooyen



5. INTRODUCTION TO THE EPWP INFRASTRUCTURE SECTOR

The Infrastructure Sector involves the use of labour-intensive methods in the construction and maintenance of public infrastructure. These entail:

- Using labour-intensive construction methods to provide work opportunities to locally unemployed people.
- Providing training and skills development to these participants.
- Building cost-effective and quality assets.

The Infrastructure Sector provides support to public bodies to implement infrastructure projects through the following sub-programmes:

- Municipal Technical Support Programme – provides technical support to municipalities to design and implement labour-intensive programmes/projects.
- Provincial Roads Programme – provides technical support in partnership with the national Department of Transport (DoT) to provincial roads departments to construct and maintain provincial roads using labour-intensive methods, thereby optimising the creation of work opportunities. The focus is on rural access roads.
- Large Projects Programme – provides technical support to public bodies to implement projects labour intensively. Projects with a value greater than R30 million are earmarked.
- Vuk'uphile Learnership Programme – provides support to public bodies in order to develop contractors and supervisors to implement projects using labour-intensive methods. Contracts and supervisors are trained on a Construction Education Training Authority (CETA) accredited qualification.
- National Youth Service (NYS) and Building Maintenance Programme is implemented by both national and provincial departments responsible for the function of public works to train youth in artisan trades in the built environment.

The Department of Water and Sanitation funded the Mndwaka Dam project, while the DPW through its EPWP Infrastructure Large Projects Directorate provided technical support to implement the project labour-intensively.

The multimillion rand dam construction project helped to restore the dignity of communities residing in rural villages, in the Mbashe Local Municipality in the Eastern Cape. The project connected over 40 000 people from 63 villages to potable water.

This project helped reduce the number of cases related to waterborne diseases in the area. "Before the construction of this dam and the installation of the taps in our villages, life was very hard for us. For instance we were forced to walk for kilometres to fetch water with buckets from the Mndwaka River. We were drinking water from the river, with animals. Other residents would defecate in the river. We also used the river to wash our clothes and ourselves. Drinking water from the river often got us sick from waterborne diseases such as cholera. However since the installation of tap water, we no longer suffer from waterborne diseases. By building this dam and providing us with clean running water, the government restored our dignity as communities in the area," said Ms Noluthando Venevene, a resident of Khotyana village in Mndwaka West. Ms Venevene was one of the 326 EPWP workers who participated in the construction of the dam.

According to the project manager, Mr Amandla Nquma, the Mndwaka Dam is the highest rubble masonry concrete dam ever built in Southern Africa using the EPWP's labour-intensive methods. "We used labour-intensive methods to build the dam because we wanted to ensure that the communities around this area benefited from the construction of this asset. This type of construction method ensured that we alleviate poverty by creating short- to medium-term work and training opportunities for 326 people in the area. The total value of the project was R76 million and over 20% of that amount was used to pay wages," Mr Nquma said. The opportunities created through the construction of the dam form part of the 6 million work opportunities to be created by the government by 2019.

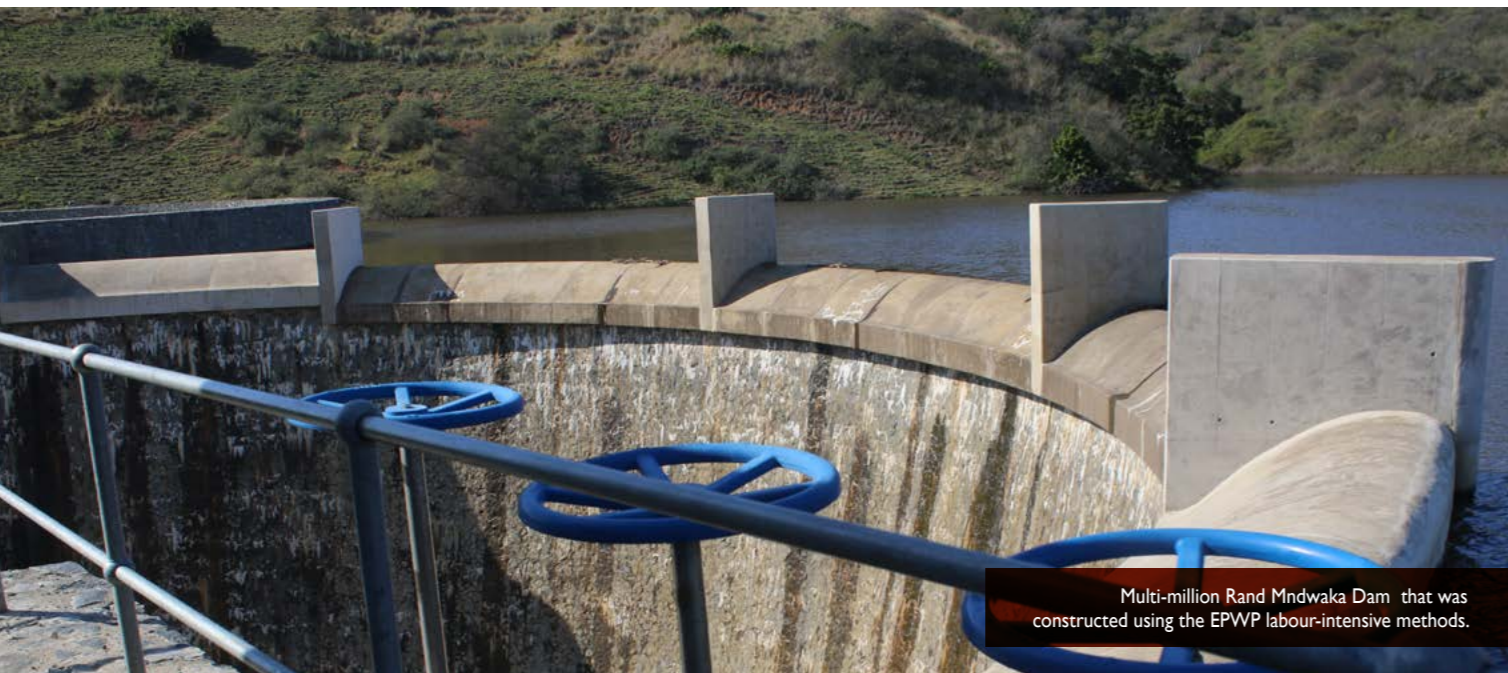
He added that the dam was built using mostly local materials. "The rocks that were used in the construction of the dam were sourced locally. Only a few materials such as the cement were brought in from outside," Mr Nquma explained.

He pointed out that the project contributed immensely in creating a better life for the residents of the 63 villages. "The project was vital in the government's work of delivering potable water to the residents in the area – residents no longer have to share water with animals. What is also equally important is the developmental

5.1. EPWP INFRASTRUCTURE SECTOR CASE STUDIES

5.1.1 MNDWAKA DAM PROJECT RESTORES DIGNITY OF RURAL COMMUNITIES IN THE AMATHOLE DISTRICT, EASTERN CAPE

The Mndwaka Dam is located along the Wild Coast in the Eastern Cape. The dam was built as part of the R294 million Mncwasa Water Supply Scheme, commissioned by the Amathole District Municipality. The public assets to be delivered through the scheme included the Mndwaka Dam, a water treatment plant, bulk water pipelines and reticulation.



Multi-million Rand Mndwaka Dam that was constructed using the EPWP labour-intensive methods.



Some of the 326 EPWP workers who participated in the construction of the Mndwaka Dam.



Residents in 63 villages in the Mbhashe Local Municipality have access to clean drinkable water.

value of the project in the community – for instance some of the participants have used the wages they have earned from the projects to take their children to school,” Mr Nquma explained.

Mr Nquma pointed out that “we employed 54 young women, 178 young men, 26 adult women, 67 adult men, as well as one person with disability.”

While the construction of the Mndwaka Dam started in April 2012 and was completed in July 2015, work is still continuing with the installation of taps and the connection of villages to clean running water.

Training

Participants received training in a range of activities, including how to operate the batch plant and crusher machines. Most of the training was done in-house.

Graduation of Participants

Mr Nquma pointed out that 7 participants on the project secured permanent employment with the contractor, while a further

33 participants were employed elsewhere. Some participants went on to further their studies.

Community Participation

The community – through local chiefs, headmen and ward councillors – played a significant role in the selection of the participants into the project.

The Chairperson of the Project Steering Committee, Mr Headman Ntoyaphi, said the project was rolled-out at the behest of the local chiefs. “The local chiefs were worried about the death of their people in the area who were forced to share dirty water from the river with animals. Most cases of death in the villages were linked to cholera. The Chiefs then approached the Amathole District Municipality to request the construction of a dam and the installation of taps in the area so that residents could get potable water.”

“The project has been very important for the people in the area because our people benefited through the work opportunities created and indeed through the asset that has been created,” Mr Ntoyaphi said.

“We were also responsible for ensuring that a transparent way of recruiting the participants was enforced. We also had to ensure that more women and young people participate in the project,” Mr Ntoyaphi pointed out.

He said that one of the challenges experienced during the construction of the project was to ensure that people from all 63 villages benefited from the project. “Through our collective work with the local chiefs, the local and district municipalities as well as the contractors, we managed to ensure that people from all villages participate in the project,” he added.

Mr Ntoyaphi said residents in the area were pleased with the Mndwaka Dam Project. “We must emphasise that there are other villages that do not yet have the taps – work is still continuing to connect those villages,” he added.

He urged government to consider means through which the EPWP could deliver Reconstruction and Development Programme houses and electricity in the area. “Our people in the area are asking for houses, while the youth would like to see the electrification of our villages. Delivering such assets will ensure the creation of work for our people, especially the youth.”

5.1.2. NATIONAL YOUTH SERVICE PROJECT CONTRIBUTES TO THE EFFECTIVE OPERATION OF PARLIAMENT, WESTERN CAPE

The NYS Programme aims to create work and training opportunities for unemployed youth, while addressing the shortage of artisan skills in the construction sector. The programme also provides youth with skills and an understanding of the built environment.

One thousand, one hundred and eighty (1 180) young people were given an opportunity to gain skills and work experience by undertaking a range of activities that contribute to the effective operation of the Parliament of South Africa. These young people are part of the EPWP NYS Programme.

The youth are placed at Parliament to perform a range of activities such as plumbing, gardening and landscaping, painting, house-keeping, fixing of air-conditioners, electrical equipment and appliances as well as doing administrative work at the facility; which in turn contributes to the effective operation of the Parliament.

According to information obtained from the parliamentary website (www.parliament.gov.za), the role of the Parliament of South Africa is to represent the people and ensure government by the people under the Constitution, as well as represent the provinces in the national sphere of government. Parliament achieves its mandate through passing legislation, overseeing government action, and facilitating public involvement, cooperative governance and international participation.

A Deputy Director for the NYS programme in the national DPW, Ms Zanele Leeuw pointed out that the NYS administration workers contributed to the effective running of Parliament.

“Those who are being trained in electrical and mechanical studies ensure that staff at the facility work in a conducive environment by fixing air conditioners, printers, and other equipment and appliances. Young people who are undertaking training in plumbing, assist in the regular maintenance of the plumbing fittings around the parliamentary precinct,” Ms Leeuw explained.

The 1 180 work opportunities created through this programme form part of the 6 million EPWP work opportunities that the government aims to create by 2019. NYS participants are engaged for 22 days per month and earn a monthly wage aligned to the Ministerial Determination. The NYS Programme is funded from the

DPW infrastructure budget and implemented by Arcus Facilities Management Solution, as a service provider. The participants signed different contracts: college learners who require work exposure signed 12-18 months contracts, depending on their qualifications, while those undergoing skills-development signed 12-month contracts. The minimum entry requirement was Grade 12.

Participants' Testimonies

One of the participants in the NYS Programme is 26-year-old Ms Xolelwa Zokufa from Khayelitsha, who joined the programme in September 2015 as a learner electrician to acquire her practical experience.

"Before I joined the programme I was unemployed. In fact I had just finished my N3 qualification in electrical engineering but was unable to continue with my studies or even find a job. The programme has made my life better because the monthly wage that I'm receiving is helping me to put food on the table. However, what is most important is the experience I'm receiving through the training. Through the training I have received in NYS, today I can fix street lights and electric plugs. I can also do fault-finding and even install underground and above the ground electricity wires," said Ms Zokufa. She added that after graduating from the programme, she would like to continue her studies in engineering.

For 27-year-old Ms Olwethu Ndube from Khayelitsha, being part of the EPWP-NYS Programme has given her hope for a better tomorrow. "The work that I do in the programme includes painting walls and ceilings of the buildings that need renovation and maintenance within the Parliament precinct. I believe that I can use the skills I have gained to better my community. In fact I am intending to volunteer my painting skill in one of the local crèches in my neighbourhood," she added.

One of the mentors in the programme, Mr Chris Michaels, explained that the programme was vital in providing young people with skills they could use to make a living for themselves and their loved ones. "Programmes such as the NYS go a long way in ensuring that we remove youth from the streets into the world of

work. Through the NYS our youth are hard at work contributing to make South Africa a better country to live in," he added.

Graduation of Participants

A Programme Manager in the DPW, Mr Mzimkulu Gusha, explained that the NYS had a three-pronged graduation strategy, namely participants can either receive further training through Technical and Vocational Education and Training (TVET) colleges, find employment or start a small business. He added that all former learners had been retained on the departmental database for possible future opportunities.

One of the participants who found work with a private company after participating in the NYS is 23-year-old Ms Ayabonga Kelepu from Delft. Ms Kelepu had joined the EPWP-NYS in September 2015 as a project manager and job inspector. "I'm currently employed by a company called Power Construction as a civil engineer. The reason I joined the NYS was to complete my in-service training, as I had already completed N6 in Building and Civil Engineering with the Cape College in Thornton. There are many skills I learned while I was part of the NYS that I am using in my current employment. Some of the skills I acquired through the NYS include a First-Aid Course, Fire Fighter and Basic Computer Skills. All these skills assist me a lot where I'm currently working," Ms Kelupu added.

Mr Anathi Ndinisa, 24, from Nyanga Township is another young person who worked in the EPWP-NYS Programme and has now found work with a company called Big Foot in Cape Town. "I participated in the NYS Programme for a period of about 10 months and my work included gardening and landscaping. I joined the programme to gain skills and get a monthly wage, as I was unemployed at the time. Participating in the programme opened new opportunities for me as I landed a job with Big Foot – a new company at the airport and reported for duty at the start of July 2016. I would like to express my gratitude to the government for giving me the opportunity to participate in the programme. I also recommend other young people to take advantage of the opportunities that exist in the EPWP," Mr Ndinisa added.



Young people gain skills and work experience through the EPWP National Youth Service (NYS) programme.

5.1.3. ZIBAMBELE ROAD MAINTENANCE PROJECT, WOMEN AT THE HEART OF MAINTENANCE OF RURAL ROADS IN KWAZULU-NATAL

KwaZulu-Natal is a province with a vast rural population. Like in the rest of South Africa, rural poverty remains a reality. The 2011 Census results show that KwaZulu-Natal has an estimated population of 10,8 million people of which 52% are women and 35% youth. According to Global Insight 2014, the KwaZulu-Natal unemployment rate was recorded as 21%, while 49% of the population lives in poverty; with female-headed households being poorer than male-headed households.

As part of its drive to develop and improve the socio-economic conditions of the rural population, the KwaZulu-Natal government conceptualised the Zibambele Road Maintenance Programme (Zibambele) that elevates women from poor households into the epicentre of developing and maintaining rural roads.

Zibambele, which means "doing it for ourselves" creates meaningful work for poor female-headed households, while addressing a fundamental government objective of maintaining the rural road network and other assets in the province. Through the programme, families are engaged to undertake maintenance activities on an assigned length of road using labour-intensive methods. These include cleaning and unblocking the road-drainage system, patching potholes, cutting grass along rural roads to improve visibility, and clearing litter, weeds and any other obstructions on the roads.

Currently, the programme employs 44 750 participants in the province annually and maintains approximately 22 000 km of the KwaZulu-Natal rural road network.

Mr Thabathani Zakwe, an official in the KwaZulu-Natal DoT describes the Zibambele Programme as a social development programme through which the rural road network in the province is maintained. He explained that participants in the Programme are selected through community established structures. "We use community-based targeting, where we allow local community structures to select the poorest community members for participation in the programme. We use community-based targeting because we believe that community structures are better placed to select people who need the opportunity in the programme the most," he said.

Households are also required to complete a means test, which measures the poverty level of the household. Participants are employed on a 12-month contract which is renewable annually.

The community also plays an important role during the renewal of contracts upon expiry. "Once the contract ends, the community may opt to renew or discontinue the participant's contract based on their performance, as well as eligibility (in terms of a means test)," Mr Zakwe said.

Inkosi uShinga of the Ndelu Tribal Authority said he was pleased that the participants in the Programme managed to obtain Identity Documents (IDs), opened bank accounts, organise themselves collectively into savings clubs and invested their collective savings in other income-generating activities. "This is proof that EPWP programmes such as Zibambele are at the heart of stimulating and promoting the rural economy," Inkosi uShinga said.

Mr Zakwe explained that at an earlier stage, "Participants were asked to organise themselves into savings-club groups consisting of 20 to 40 members. Participants were then encouraged to save a minimum amount of R20 per month in their savings club. Outside consultants were contracted by the department to visit savings groups once a month and advise participants on how to administer and manage their savings."

For example, the Masibumbane Zibambele Savings Club, situated in the Mbumbulu area outside Durban, purchased a marquee and chairs in 2002, which is rented out to the community during events. The club employs youth from the community to assist with its activities.

The Deputy Mayor of Mzumbi Local Municipality, Ms Londolo Zungu explained that women were allowed to participate in the Zibambele programme for as long as their economic fortunes have not changed for the better. "What is also innovative about this programme is that when a participant is too old to work or falls ill or has passed on, one of their family members can replace them in the programme, as long as that particular household is still in financial distress," Deputy Mayor Zungu said.

Ms Zungu further praised the Zibambele Programme for fighting poverty and unemployment in her municipality. "Our municipality solely relies on the grants we receive from the national government; we do not have any local industry that can create work for our people. In fact the only provider of work for our people is the Zibambele Road Maintenance Programme and other EPWP projects and programmes. Without the EPWP, our people would not be able to buy basic needs such as food. We urge the government to continue to implement sustainable job-creation programmes such as the Zibambele Programme to lift our people out of poverty, joblessness and underdevelopment," the Deputy Mayor added.



Women in the EPWP Zibambele rural road maintenance programme in the KwaZulu-Natal Province



Training

Participants in the programme are trained in skills such as:

- Proper use of the tools and equipment issued;
- Labour-intensive tasks, which contractors are required to undertake;
- Safety in terms of the Occupational Health and Safety Act, 1993 (Act 85 of 1993) and regulations; and
- General site safety procedures.

Ms Nokulunga Maphumulo, a Zibambele Field Officer in the Mnini area, said the programme played a vital role in the fight against poverty and underdevelopment in her community.

“The programme has become a forum for us women to talk and resolve issues that affect us in our community. We tackle a range of issues such as how to alleviate hunger in our households, how to converse with our children on issues of sexuality and the pandemic of drugs and crime in the area. With the money we save through social-savings clubs we help each other during

emergencies such as funerals and other such things,” Ms Maphumulo said.

Ms Maphumulo said the programme is a blessing in her life. “To be quite honest the programme came at the right time for me. I had been unemployed for a very long time, and life was hard for me and my family. After joining the programme, life changed for the better for me. Today I am able to care for my loved ones through the monthly stipend I am receiving,” she added.

Another participant, Ms Ntombemhlophe Anna Zikhale, said the programme was vital as it provided poor families, especially women-headed households, with social services. “Women in the programme go beyond maintaining rural roads. We work with the government to ensure that poor women-headed households have access to social services such as social grants, IDs, banking facilities and other such services. We also do food gardens for poor households in the area to ensure that our community does not go to bed hungry,” Ms Zikhale said.

5.1.4. CONTRIBUTION TOWARDS DEVELOPMENT IN LIMPOPO BY THE VUK'UPHILE LEARNERSHIP PROGRAMME

The Vuk'uphile Learnership Programme is an EPWP Contractor Development Programme that seeks to train and develop emerging contractors within the construction industry.

The programme develops the administrative, technical, contractual, managerial and entrepreneurial skills of the learners within a learner contracting entity. The Vuk'uphile Learnership Programme uses labour-intensive methods of construction and the opportunities that are created through the programme contributes towards the 6 million EPWP work opportunities target to be created by 2019.

The number of road accidents involving children and the elderly in the community of Ramatsowe in the Capricorn District of Limpopo has dropped since the pavements were constructed through the Vuk'uphile Contractor Learnership Programme, says residents in the area.

The Principal of Lephalele Primary School, Mr Maila Daniel Mochaba, said the sidewalk pavement had contributed to safer roads in the area. “We are truly pleased with government’s intervention. Our children will now be safe because they will use the sidewalks when they go to school and come back home. The elders in the community will also be safe. We also welcome the initiative of the learner contractors of marking pedestrian crossings in our roads,” Mr Mochaba said.

He added that as a result of the Vuk'uphile paving project, schoolchildren in the area were starting to develop an interest in the field of construction. “Young people in the area are seeing that programmes such as these are vital in the development of their communities,” Mr Mochaba said.

Ms Tsakani Manganye, who manages the Laduma Hardware Store in the Vhembe District said the Programme was vital in stimulating the local economy. “The learner contractors are procuring the construction materials from us; this has contributed to the growth of our small businesses. The growth of our businesses will also create much-needed jobs in the area. This to me is the most important impact of the programme,” she said.

Other community members spoke of how the sidewalk pavements would make it easier for wheelchair-bound residents to access facilities such as schools and clinics in the area.

The pavement project in the Capricorn District is one of 35 Vuk'uphile projects that are currently being implemented in the province, says Mr Osborne Neluvhalani, a Deputy Director for the Vuk'uphile Contractor Learnership Programme. He goes on to state that, “The Vuk'uphile Contractor Learnership Programme is one the programmes that contributes to the transformation of the construction sector.”

He added that “the province currently has 35 learner contractors and 40% of them are women, while 6% are people with disabilities and 42% are young people.”

Learner Contractors

“The programme has capacitated us with the knowledge, skills and understanding of the construction sector. We are able to provide vital community assets through the use of labour-intensive methods. In my project, I have given people work opportunities, while I gained work experience in the management of the project” Mr Tshogofatso Molopyane, a learner contractor said.

He entered the Vuk'uphile Learnership Programme in January 2015 and is expected to complete in December 2017. His company is currently on level 2 of the Construction Industry Development Board Register of Contractors. In December 2015, Mr Molopyane successfully completed the paving of 0.65 kilometres of a road in the Ramatjowe village – the project cost was R1 588 623.

“The impact of the work that we do in the lives of our communities is massive. For instance, wheelchair-bound patients can now use the pavement we have constructed for easy access to hospital and clinic facilities in the area. That to me is significant because it means the EPWP Vuk'uphile Learnership Programme is contributing in improving our people’s access to health facilities,” Mr Molopyane explained.

Another learner contractor, Ms Selina Musobi, from Malamulele pointed out that the programme was contributing to the growth and sustainability of small businesses in the province. “The skills that we have acquired include strategies of growing and diversifying our businesses. The programme is also vital in the growth of local enterprises because most of the material we need to do our work is sourced locally. That also contributes to the creation of work opportunities within the sector,” Ms Musobi said.

She was responsible for a 1.40 kilometre paving project in Malamulele, Vhembe District, with a project cost of R2 541 789.

Ms Musobi, who has a disability, is passionate about her work. “This programme has restored my dignity – I even at times forget that

"I have a disability!" she said. She joined the programme in January 2015 and will finish in December 2017.

The learner contractors have been awarded contracts to construct pavement sidewalks and are exposed to both theoretical and practical training in construction. The budget of each project ranges between R1 500 000 to R2 600 000. The assets created through the programme are strategically located close to public institutions such as schools, hospitals and police stations – to ensure maximum impact.

Participants' Testimonies

Being one of the key EPWP projects, the Vuk'uphile Learnership Programme emphasises the use of labour-intensive methods in the delivery of assets. As a result a number of EPWP participants are

recruited in these projects. The participants in the project work 20 days per month and earn a monthly wage of R1 900.

Ms Grace Masekela, 45, a resident of Mopani, said her participation in the project has provided her with valuable skills which she is using to better her life. "The project has improved my life and that of my family. Through the wage I receive in this project, I managed to buy school uniforms for my children," she said. She went on to state that the project has helped to alleviate poverty within community. "Today we can easily access facilities such as schools and clinics because of the pavements that have been constructed through the project," she added.

She called on the government to bring more EPWP projects into the area because her community was still battling with a high unemployment rate.



The pavement project is one of several Vuk'uphile projects being implemented in the Limpopo Province.

6. INTRODUCTION TO THE EPWP NON-STATE SECTOR (NSS)

The Non-State Sector (NSS) Programme was introduced during Phase 2 of the EPWP, as the fourth sector that would allow for the creation of work opportunities through partnerships with NPOs. The sector is made up of 2 Programmes, namely the NPO Programme and the CWP. In the NPO Programme, a wage subsidy is used to support non-state entities to create work opportunities as part of the EPWP expansion strategy since 2009.

The NPO Programme is premised on non-state entities developing programmes that would create income for a large number of individuals through socially constructive activities. The types of initiatives are determined by the non-state entities; with the state providing partial funding for specified costs and wages. This Programme is led by the national DPW and implemented through the Independent Development Trust (IDT), as an intermediary. Some of the challenges experienced during the implementation of the NPO Programme include insufficient allocations for administration costs. In spite of this challenge the contracted NPOs still manage to achieve the set work opportunities targets.

The CWP on the other hand, provides a safety net for the poor, unemployed and under-employed people by providing them with regular and predictable work opportunities, thereby enabling them to earn a monthly wage. The programme supports initiatives that create employment in ways that build public or community goods and provide services. This programme is led by the DCoG and implemented mainly through the local municipalities under the management of implementing agents.

6.1. EPWP NON-PROFIT ORGANISATION (NPO) CASE STUDIES

6.1.1. ANGELS OF TOMORROW NPO PROJECT GIVES HOPE TO THE COMMUNITY OF MAHIKENG, NORTH WEST

Mahikeng (place of rock) is the capital of the North West Province, a predominantly rural region, comprising of hundreds of small villages that are home to 291 527 residents. According to Statistics South Africa's Census 2011, the unemployment rate was 35,7% while youth employment was 47,1%.

While there has been a reduction in poverty levels between 2011 and 2016, the North West province has the highest number of households in South Africa that had skipped a meal (Community Survey 2016 released by Stats SA in June 2016).

The introduction of the NSS in the small town of Mahikeng impacts positively on the lives of the local community.

The NPOs, are contracted for 9 months through the IDT, to work with communities to deliver assets and thereby create work opportunities. One such NPO is the Angels of Tomorrow Community Support Centre which started to implement the EPWP in the 2011/12 financial year and created 410 work opportunities in villages around Mahikeng. The activities included:

- Food security through community vegetable gardens;
- Care and support through old-age homes;
- Environmental care through cleaning and greening projects; and
- Life orientation and education support through ECD programmes, school libraries and teacher support.

Partnership with Different Stakeholders

The NPO partnered with various stakeholders, including the Mahikeng Local Municipality, the Department of Basic Education (DBE) and First National Bank (FNB). According to the project manager, Ms Motlakala Monamodi, FNB assisted participants to open Mzansi bank accounts.

Recruitment of Participants and Compliance to the Ministerial Determination

According to Ms Monamodi, participants are recruited through the traditional authorities (meetings with the Chiefs) and through the schools to identify destitute families. The participants start as volunteers and are thereafter offered one-year contracts.

"We comply with the Ministerial Determination, we have registered participants with the Unemployment Insurance Fund (UIF) and Compensation for Occupational Injuries and Diseases Act (COIDA), 1993 (Act 130 of 1993) and we also pay more than the minimum wage and they work 14 days a month."

Impact on Community

"We have received acknowledgement letters from institutions that we are working with. We recently received a letter from the principal of the Stateng Primary School outside Mahikeng, acknowledging the quality of services offered to the learners. We offer services such as library assistance, cleaning of schools and planting of vegetable gardens," said Ms Monamodi.

According to Ms Monamodi, the produce from the vegetable gardens at the schools are used to prepare meals for learners as part of the National School Nutrition Programme (NSNP). "We also send EPWP participants twice a week to different schools



NPO provides life orientation and education support through ECD programmes and the provision of school libraries and teacher support.



around the local municipality to assist with classroom cleaning. At least learners are able to focus on their studies instead of cleaning classrooms," she adds.

On the impact of school libraries, she said that learners' academic work has improved since the revitalisation of libraries at the school. The ability of learners to read and write has also improved significantly.

Support to the School Libraries

The Angels of Tomorrow Community Support Centre assists various schools, especially primary schools to establish school libraries. The NPO is currently working with 20 schools around Mahikeng. One of the schools, Dihatswane Primary School, started a school library through donations.

"We received an old bus from Atamelang Buses and worked with inmates from Rooigrond Correctional Centre to turn the old bus into a beautiful school library. We then received books and donations from the DBE, Mafikeng Gambling Board, Mahikeng Local Municipality and from communities around the area," said Ms Monamodi.

The library started operating in May 2016 and according to a school teacher, Mr Lebuso Boasi, the library has exposed learners to reading. "As a Social Studies and Mathematics teacher, I encourage learners to visit the library and do research. EPWP participants that are based at the library are helping learners a lot. I have noticed the improvement in the ability to read and write amongst learners since the opening of the library in our school."

One of the EPWP participants and a librarian at Dihatswane Primary School, 29-year-old Lebogang Kelapile, said the wage from the EPWP has assisted her to complete her matric last year. "I am also able to pay school fees for my daughter who is doing Grade 5." A member of the School Governing Body (SGB), Ms Keilelwang Mooketsi, said that before the introduction of the library on wheels, the school did not have a library. She said since the introduction of this facility at the school, "learners are excited and visit the library during their study period".

Graduation of Participants

The NPO has also assisted young people in Mahikeng to start cooperatives. "We assisted young people to register businesses and have provided information about funding. We have assisted youth to start a brick-manufacturing project, baking and poultry farming" Ms Monamodi said.

One of our participants, Tshepiso Ramosa, who was trained in

Marketing and Information Technology (IT), which was sponsored by Vodacom, opened an IT centre in Mahikeng. Another participant is currently participating in an Artisan Development learnership, funded by the EPWP through the National Skills Fund of the Department of Higher Education and Training (DHET)."

6.1.2. PHEKO KA KOPANELO NPO CONTRIBUTES TO COMMUNITY DEVELOPMENT IN QWA-QWA, FREE STATE

The health and well-being of patients at the Mofumahadi Manapo Modeli District Hospital in Phuthaditjhaba in the Free State has improved as a direct result of the care given to patients by the EPWP care-givers. According to Ms Nonkululeko Hermia Matshoba, the Head of Nursing at the hospital, the care-givers provide patients, including women who are in labour, with basic healthcare.

"Due to the shortage of medical staff at the hospital, the care-givers have become the eyes and ears of the medical staff at the facility. The work of the care-givers includes looking after patients, assisting to feed them, bathing them, doing their hair, changing the bedding of those who cannot get out of bed and also assisting others to access toilet facilities at the hospital. The care-givers also assist women who are in labour in various ways, which includes looking after them, talking to them to ease any anxiety, advising them on how to properly breastfeed and offering other basic healthcare needs," she said.

Ms Matshoba stated that this project led to a decrease in the

number of complaints and litigations against the hospital. "Because of the shortage of medical staff at the facility, we had a few cases of patients dying due to not being attended to. The presence of these care-givers at the facility led to a decrease in such cases. The complaints we used to receive about patients not being properly cared for have also been drastically reduced. The patient survey of the hospital is now positive. In fact many of the patients want to stay longer at the hospital because of the high level of care given to them by the care-givers. The caregiver programme has been wonderful," she said.

Ms Matshoba added that the hospital offered care-givers training in basic healthcare before they are allowed to work at the facility. The caregiver hospital project is one of the 4 EPWP projects that the hospital is implementing in partnership with the Pheko Ka Kopanelo Community Development NPO. The other projects include Ward Assistant Project, a Cleaning Project and a project that contributes to the hospital's Back to Basic Health Strategy. The NPO is located in Qwa-Qwa within the Maluti-a-Phofung Local Municipality in the Thabo Mofutsanyane District Municipality in the Free State.

The programme activities implemented by the NPO include Home and Community Based Care (HCBC); Hospice; Food and Security Gardens; Community Cleaning and Road Maintenance; Chicken and Poultry Farming; Computer School and Learnership Programmes; Coffin-Making; Nappy Manufacturing; Vegetable Canning and Atchar-Making, as well as the Ventilated Improved Pit (VIP) Latrine installation.

One of participants is 26-year-old Mr Kananelo Koetepe, who started at the NPO as a programme coordinator and through



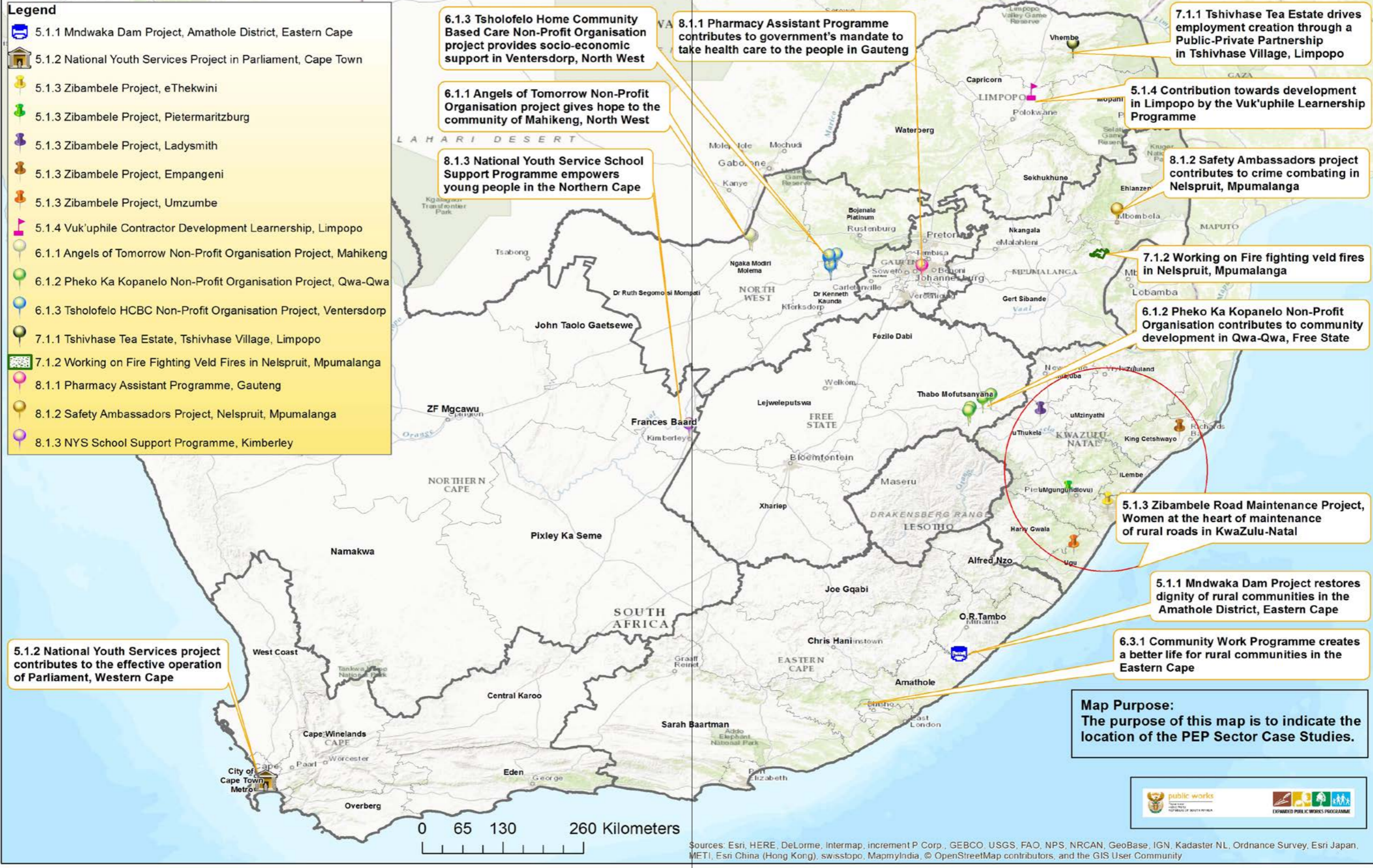
EPWP care-givers improve patient well-being at the Mofumahadi Manapo Modeli District Hospital in Phuthaditjhaba, Free State.

Public Employment Programmes Sector Case Studies



Legend

- 5.1.1 Mndwaka Dam Project, Amathole District, Eastern Cape
- 5.1.2 National Youth Services Project in Parliament, Cape Town
- 5.1.3 Zibambele Project, eThekweni
- 5.1.3 Zibambele Project, Pietermaritzburg
- 5.1.3 Zibambele Project, Ladysmith
- 5.1.3 Zibambele Project, Empangeni
- 5.1.3 Zibambele Project, Umzumbe
- 5.1.4 Vuk'uphile Contractor Development Learnership, Limpopo
- 6.1.1 Angels of Tomorrow Non-Profit Organisation Project, Mahikeng
- 6.1.2 Pheko Ka Kopanelo Non-Profit Organisation Project, Qwa-Qwa
- 6.1.3 Tsholofelo HCBC Non-Profit Organisation Project, Ventersdorp
- 7.1.1 Tshivhase Tea Estate, Tshivhase Village, Limpopo
- 7.1.2 Working on Fire Fighting Veld Fires in Nelspruit, Mpumalanga
- 8.1.1 Pharmacy Assistant Programme, Gauteng
- 8.1.2 Safety Ambassadors Project, Nelspruit, Mpumalanga
- 8.1.3 NYS School Support Programme, Kimberley



the skills he acquired, he left the Programme and now owns a construction and events management company.

“I joined the EPWP programme in 2010 after I dropped out of university. I was given a learnership by the NPO as a Programme Coordinator. My responsibility was to coordinate all the EPWP programmes that the NPO is implementing. The EPWP programmes have improved the lives of the residents in the area. For instance community members were taught skills of setting-up food gardens in their own backyards – this programme has contributed in the fight against poverty in the area. Other community members have even gone into business and are selling their produce in the community,” Mr Koetepe said.

“The work at the NPO taught me a lot, including managerial and administrative skills. I learned how to write proposals, how to engage with stakeholders and other business-related skills. Today, I’m using all the knowledge I learned in the Programme to effectively manage my company. At this stage my construction company has created 50 work opportunities in the community,” Mr Koetepe said. The construction company is currently doing road maintenance work and filling of potholes in the area of Phuthaditjaba. Mr Koetepe is also a motivational speaker who has recently been given a contract to motivate children at 40 underperforming schools across the Free State Province.

The NPO’s project manager, Ms Mimi Khatlisi, said there were many good stories about the developmental work done by EPWP projects implemented in the area. “The projects have contributed to the development of our communities in terms of work opportunity creation, skills development and income transfer to poor households. The developmental aspect of the programme is extensive – for instance we save and preserve the lives of our people through the care-givers projects; we contribute to an economically vibrant community through the opportunities we create for our people and the services we offer, such as the coffins we manufacture and sell to the poor; we fight hunger through the food gardens we are setting up in the community and we restore the dignity of our people through the toilet structures that we install in our communities,” Ms Khatlisi said.

The NPO started to implement the EPWP NSS in 2009 with only 9 participants. “We currently have 600 participants in the NPO,” Ms Khatlisi said. The opportunities created through the NPO form part of the 2019 target of 6 million work opportunities set by President Zuma. She added that the participants were on a 12-month renewable contract. Ms Khatlisi explained that the NPO conducts household profiling and work with ward councillors to ensure that

it selects the poorest community members for participation in the EPWP projects.

Small Medium and Micro Enterprise Development

The NPO also creates work opportunities through its Small Medium and Micro Enterprise (SMME) and sustainable development projects such as its coffin-making and nappy-manufacturing projects. The coffin-making project created 18 permanent jobs. With the profits from the coffin-making project, the NPO has taken 13 young people to university and four women to Maluti TVET College.

Through the nappy-manufacturing project, the NPO created 15 permanent jobs in the area. The NPO trained a total of 25 young women in the production of disposable nappies, which are sold to the communities. With the proceeds from this project, the NPO managed to procure 6 wheelchairs for local people with disabilities.

Training

Since the NPO’s participation in the EPWP, NSS and NPO Programme, a total of 550 participants have been trained in a range of accredited and non-accredited courses. Vodacom has trained 200 participants in an accredited Computer Literacy and Information Technology (IT) course. The Department of Health (DoH) has provided 192 participants with Home-Based Care training.

The Department of Agriculture, Forestry and Fisheries (DAFF) provided 150 participants with skills in agriculture (food security). ABSA Bank provided 2 participants with skills in Financial Management. Thabo Mofutsanyane District Municipality trained 6 participants in road maintenance and project management.

“The training we received has empowered us with skills that we can use when we leave the programme in the future,” Ms Matlokotsi Mabuya, a caregiver at the NPO said.

Partnerships

The NPO has formed partnerships with both private and public entities. The NPO has a solid partnership with the Mofumahadi Manapo Mopedi District Hospital and is implementing a number of EPWP projects at the hospital. The NPO also has partnerships with the DoH; district and local municipalities; DAFF and a range of NPOs such as the Youth with a Purpose, Khomanani, Helping Hands and Thusanang.

6.1.3. TSHOLOFELO HOME COMMUNITY BASED CARE (HCBC) NPO PROJECT PROVIDES SOCIO-ECONOMIC SUPPORT IN VENTERSDORP, NORTH WEST

The Tsholofelo NPO is situated in Tshing Village, Ventersdorp in North West.

Since 2002, the centre has served the community of Tshing and the neighbouring townships within Ventersdorp with much needed social services to help curb the social ills in the community. The centre further takes care of child-headed families, people living with HIV and AIDS as well as over 270 poverty-stricken households. The care-givers visit patients in their different households to monitor whether the medication is taken as prescribed and to ensure they do not default on treatments, provide afterschool care for children (orphans), and clean school classrooms.

Work Opportunities Created

The impact of this project has been displayed through the 276 work opportunities created from 2009 to 2016. Training has also been offered to the EPWP participants.



Participant’s Testimonies

Ms Dipuo Ntjontjo is the treasurer and board member of Tsholofelo HCBC since January 2015. She started as the project manager at the centre in 2005 and in 2014 the Department of Health (DoH) appointed her as an administrator. She has indicated that the experience that she has acquired played a significant role in her landing a job. “The EPWP has changed so many lives for the better. EPWP participants are able to feed their families and pay for transport to different destinations such as town, church, etc.”

Mr Johannes Erens Tshing, 31, is a breadwinner who joined the EPWP Tsholofelo HCBC in March 2015. He works 22 days in a month and is a caregiver to vulnerable children, between the ages 6-18 years and teaches life skills. “I am happy about the contribution of the EPWP in my life because I can now provide for my family of 4. Johannes has studied fine arts and upon graduating from the programme, he would like to be an entrepreneur. He attended an accredited training course on HIV and AIDS.

Ms Kefilwe Mokoto, a mother of 2, visits school children and assists them with homework, public speaking and indigenous games. While she enjoys taking care of children; she also teaches them about abuse, violence, and HIV & AIDS. She uses her monthly wages to pay for her children’s education and extra classes, and to



Care-givers from the Tsholofelo NPO serve the community of Tshing Village in Ventersdorp, North West through providing home community based care services.

contribute to the family's burial society policy that also covers her parents. She intends to study further but for now she has put the interests of her children first.

Community Development

The centre's 17 care-givers provide services such as the cleaning of houses for the elderly and sick people, the cleaning of classrooms, garden services, and washing of to several areas around Ventersdorp. Some of the participants have found permanent employment. The DoH has employed 2 HIV/AIDS counsellors since January 2016, while the DSD has employed 6 in the Community Nutrition and Development Centre (CNDC).

6.2. BACKGROUND INFORMATION ON THE COMMUNITY WORK PROGRAMME

The CWP was conceptualised as part of the Presidency's Second Economy Strategy Project in 2007 and was implemented as a pilot from 2007 to 2009 under the auspices of the Presidency and the DSD, with funding from an International Development Agency and support from a few NGOs. Following the pilot phase, the CWP was incorporated into Phase 2 of the EPWP in 2008 and was mandated to DCoG in April 2010, with full government funding.

The CWP is one of the sub-programmes of the EPWP NSS. Through the CWP government seeks to reduce unemployment and poverty through engaging communities in the delivery of public or community goods and services.

The primary objective of the Programme is to provide employment as a safety net for poor, unemployed and underemployed people by providing them with regular and predictable work (opportunities) enabling them to earn a monthly wage. Presently R85 a day, for 2 days a week, 8 days a month or 100 days a year for as long as they need it. Participation in the CWP does not disqualify participants from benefiting from other social support programmes (such as social grants) for which they qualify. In addition, CWP participants can participate in other livelihood initiatives such as part-time employment or self-employment with the CWP wage complementing whatever they earn through other initiatives.

The various types of work that is undertaken at CWP sites has to be "useful" or meaningful and are decided on by communities themselves through representative community structures called Local Reference Committees.

Useful work is defined as work that contributes to public good, to community development and to the creation and maintenance of community assets, as well as to the provision of community services. Reference Committees which are made up of a variety of community representatives (including municipalities) are also responsible for developing criteria for selecting programme participants and for providing general advice to site management.

6.3. THE CWP CASE STUDY

6.3.1. CWP CREATES A BETTER LIFE FOR RURAL COMMUNITIES IN THE EASTERN CAPE

The lives of residents in the villages around Amahlathi Local Municipality in the Eastern Cape has been improving since their participation in the CWP.

The CWP is led and coordinated by DCoG and is implemented through agents across the country. In the Amahlathi Local Municipality, the department appointed the Siyakholwa Development Foundation as the CWP implementing agent. Since the roll-out of the CWP in June 2009, 1 630 work opportunities within 37 villages have been created.

"The work we do through the CWP immensely contributes to the development of our villages. The CWP projects that we are currently implementing are not only tackling poverty and unemployment, but they also bring about development in our villages. For instance, the CWP food garden projects have seen members of the community participating in setting up food gardens at public institutions, such as schools and clinics. We have witnessed the establishment of household food gardens by CWP participants and the feeding of the less privileged residents with the produce from the gardens," Ms Nokuthula Deda said.

Ms Deda is one of 1 630 community members in Keiskammahoek, a small town in the Eastern Cape, participating in the CWP. She continues to say that "today the elderly, orphaned and the sick residents are being cared for in the comfort of their own homes through the CWP's home-based care and auxiliary care services. Ms Deda added that "today the village of Bumbane (one of the villages around Keiskammahoek) has a community hall and a community crèche that we – CWP participants – built with our own hands. These are some of the examples of how the EPWP through the CWP has brought development to our communities through the delivery of public and community goods and services."

Another community member, Mr Sithembele Mbetse, says that the CWP has afforded the community an opportunity to positively contribute towards the education of their children by engaging in the CWP school projects. These include the building and refurbishing of toilets, refurbishing of school furniture, as well as preparing meals and doing laundry for school children, especially for child-headed households. Young matriculants in our villages are also drawn into the programme and are given training to become teacher assistants at schools in our villages. The work we do through the CWP has contributed to the improvement of our children's education," Mr Mbetse added.

"The CWP has restored the dignity of our children by renovating and building toilets at schools and pre-schools in the area. The CWP is also providing our people, most of whom are poor and unskilled, with work opportunities and skills. The skills that the programme is creating in our villages will leave a lasting legacy," says Councillor Dumisani Mzili of Ward 1 in the Amahlathi Local Municipality. Chief Nosiseko Ngqika of the Ngqika Traditional Council expressed support for the programme. "We would like the government to expand this programme extensively in this area because there is lot of work that must still be done to develop our rural communities. The government must use the CWP to implement mass sport participation programmes in our areas because our children are passionate about sports," Chief Ngqika said.

Chief Ngqika appealed to the government to increase the monthly wage received by participants. Chief Ndlovu Jasco Ulana of the Amazizi Traditional Council also praised the role played by the CWP in his community. "We appreciate the work done by the CWP. We also appreciate that the work opportunities created are also aimed at tackling poverty in the area. We however appeal to the government to increase the wages of the participants," Chief Ulana added.

The newly appointed Chief Executive Officer (CEO) of the Siyakholwa foundation, Mr Nqwadi Mzamo, believes that the education and training of participants is vital in the development of rural communities. We believe that we should give our people – especially the youth and women – practical tools that they can use to make their lives a success. We offer participants both accredited and informal courses," Mr Mzamo explained.

The accredited courses include: a 5-day health and safety and first aid course; 10-day welding course; 5-day supervisory leadership course; 10-day work for a living, entrepreneurial and job centre development course; 3-day compost and vegetable garden course; 15-day engineering hand-skills course; 3-day financial literacy course, and a 5-day computer skills course. The informal courses include: Induction for Supervisors; ECD; Bright Futures (Puberty and Reproductive Programme) for CWP Teacher Assistants;

Home-Based Care; bricklaying; plumbing; mentoring; jungle gym installation; painting and plastering and fencing.

"Through exposure to these courses, our participants have been able to provide quality assets and services to our people. For instance the Bright Futures Programme has capacitated our Teacher Assistants to effectively teach schoolchildren life science skills. This programme encourages girl and boy children to care and respect their own and each other's bodies. This has ensured that we bring down the number of cases of sexual abuse and teenage pregnancies in the area," Mr Mzamo stated.

Services rendered by the foundation to the community include setting up vegetable gardens at 54 schools and 30 crèches in the area and clearing wattle along Cata River, which contribute to the protection of the northern Keiskammahoek water catchment area.

The foundation has formed partnerships with various organisations including the Nelson Mandela University, the University of the Witwatersrand, University of Cape Town, Master Artisan Academy and Bountiful Grains and Brain Boosters to assist the community with various training, mentoring and research. CWP created over 200 000 work opportunities in the country during the 2015/16 financial year of which 44 846 were created in Eastern Cape.

Graduation of Participants

Mr Ngwadi Mzamo, stated that the participants in the CWP receive skills and experiential training that would be useful to enter into the formal job market. "A number of young people in the community have entered into formal employment after having participated in the CWP."

Ms Nosixelile Mangcunyana is one of the participants who used the CWP as a springboard to enter into formal employment. She is a Social Worker for the Eastern Cape DSD in Port Alfred. "I worked at the foundation as a community worker. The experience I received prepared me for the world of work," Ms Mangcunyana said.

Another participant who found employment after participating in the Programme is Mr Stones Simgata, who is now working for the national Department of Economic Development, as a State Accountant.

Other activities undertaken by the CWP in the area include:

- **Food and Nutrition Security Support** – training community members on compost piles and vegetable gardens.
- **Environmental programmes** – removal of wattle around waterways.



- **Maintenance tasks** – cleaning, repairing and construction of dams and bridges in the community.
- **Urban renewal** – planting of trees, landscaping, clearing and cleaning of public spaces in the area.



Members of the community Keiskammahoek, Eastern Cape participating in a CWP project.

- **Support to schools** – Training of women to provide social services to schoolchildren such as addressing the abuse of children in the area, assistance with the application for social grants and training of young people as teacher assistants.



7. INTRODUCTION TO THE EPWP ENVIRONMENT AND CULTURE SECTOR

The Environment and Culture Sector's contribution to the EPWP involves employing people to work on projects to improve their local environment through programmes spearheaded by various departments. This sector is led by DEA.

The sector builds South Africa's natural and cultural heritage, and in doing so, uses this heritage to create both medium and long term work and social benefits. The overarching objective of the sector is to create 1 151 504 work opportunities over the period 2014-2019, while generating useful outputs in the areas of environment, heritage and tourism, biodiversity and land care.

The objectives of the sector are as follows:

- Creating jobs, providing training and through these jobs facilitate long-term employment.
- Linking marginalised people with opportunities and resources to enable their participation in the main stream economy.
- Integrating sustainable rural development and urban renewal.
- Creating land-based livelihoods.
- Promoting community-based natural resource management.
- Developing the natural resources and cultural heritage.
- Rehabilitation of natural resources and protection of biodiversity.
- Promoting tourism.

Some of the Environment and Culture Sector Flagship Programmes include:

- Sustainable Land-based Livelihoods;
- Waste Management;
- Tourism and Creative Industries;
- Parks and Beautification;
- Coastal Management; and
- Sustainable Energy.

7.1. EPWP ENVIRONMENT AND CULTURE SECTOR CASE STUDIES

7.1.1. TSHIVHASE TEA ESTATE DRIVES EMPLOYMENT CREATION THROUGH PUBLIC-PRIVATE PARTNERSHIP IN TSHIVHASE VILLAGE, LIMPOPO

Government, working with the private sector, is fighting unemployment and underdevelopment in the rural communities of Limpopo. Through the EPWP, the Limpopo Department of Agriculture and Rural Development has partnered with Venteco

(Pty) Ltd to provide residents of Tshivhase village with work opportunities at the Tshivhase Tea Estate farm.

The 30 participants in the programme are responsible for a range of activities within the tea production value chain. These include general field and estate maintenance, harvesting, tea processing and packaging tea into teabags. The tea is then sold in bulk to various retail stores such as Pick n Pay, Spar and others.

Of the 30 participants employed in the programme, 11 are women while 19 are men. A total of 13 participants are youth. The appointment criterion is Grade 10. Residents from the village have indicated that the tea-manufacturing programme has contributed to poverty alleviation, unemployment reduction and much-needed development.

"My mother was once part of the programme. Her participation in the programme did not only put food on the table, but it contributed a lot in advancing my education. For instance, she used her monthly stipend to pay for my fees at the University of Limpopo. I'm currently studying for a BSc Degree in Physics and Chemistry at the university. By contributing to the advancement of my education, this programme is proof that it is contributing to the development of my community," said Mr Rendani Netshidzavhani, one of the community members.

Mr Netshidzavhani resides in Mapeta village, which is located near the Tshivhase Tea Estate. His mother worked for Venteco (Pty) Ltd until 2016, when the project ended. She then left for Johannesburg to work as a domestic worker.

About the Project

The manager of Venteco (Pty) Ltd, Ms Beauty Msimango, explained that the tea production training programme was established in 2015 and its objective is to empower the community with agricultural skills, especially in tea production. Before the company implemented the EPWP, workers were hired as seasonal workers and training was conducted on the Tea Estate by the managers.

With the implementation of the EPWP, the company continues to provide participants with training and mentorship. Participants are selected into the programme from a pool of poor households in the villages surrounding the Tshivhase farm.

The participants were trained for 8 months and earned a monthly wage of R1 135 from the EPWP project which was topped up with R1 472 from Venteco. The participants are registered for UIF and COIDA.

Training

Ms Msimango said that the DHET through its partnership with the EPWP funded the learnership. "The training focused on the development of skills in agriculture and tea production. The training was provided to ensure that when the participants graduate from the programme, they could survive on their own by either forming cooperatives or venturing into the field of tea production. As part of the exit strategy, participants who performed well while on the programme were considered for future employment opportunities in the company," Ms Msimango said referring to the exit strategy.

Between 3 August 2015 and 3 March 2016, the participants in the project received training on tea production. "This particular period was peak season for tea production. During this time the climate and soil was humid and there was plenty of rainfall and sunny skies in the area, which are good conditions for tea production," Ms Msimango said. She added that training for participants were scheduled weekly and monthly. Participants were taught both theory and practical work on the production of tea.

According to the General Manager of the Estate, Mr Toppies Topham, participants have been trained in the following activities: field maintenance; harvesting; weighing; transport; quality control; pruning; skiffing; road maintenance and boundaries. "Factory work comprised leaf counting; withering leaf-in; leaf-down; processing; drying; sorting; grading; packing; bulk and value adding; food safety; maintenance, stock control and administration.



Participant's Testimonies

One of the participants, Mr Muvhango Nkhithitheni, said: "I joined the EPWP programme while I was working as a seasonal worker in the company. The first thing I learned was how to plant tea. The planting of tea happens in summer during the rainy season. In winter, I moved on to learn about harvesting and pruning. I also learned about how to wither tea. Once the tea has been withered, it is taken to the cutting, rolling and curling machine before being blended and refined. Another skill I was taught was the sorting of tea, which involves separating different teas into the different grades and then packaging it in the bin room." Mr Nkhithitheni explained. He pointed out that he loves working on the farm. "The work I'm doing puts food on the table at home. The monthly wages of R2 607 allows me to support my family, he stated. Mr Nkhithitheni added that he uses the skills that he acquired from the Programme to plant fruits and vegetables at his home in order to feed his family.

"I have undergone training. I'm currently waiting for my certificate and once I receive it, I will apply for a job at the municipality or at various agricultural companies". I am positive I will get employment because I have acquired skills such as tea production, trading and communications."

Another grateful participant is Ms Mariam Ramadanga, who joined the programme in August 2015. "I have learned a lot about selling tea in my community. I have also learned how to operate the machinery we use on the farm. The EPWP had changed my life for the better," she added.



Public-Private Partnership with the Tshivhase Tea Estate

7.1.2. WORKING ON FIRE FIGHTING VELD FIRES IN NELSPRUIT, MPUMALANGA

Thousands of young men and women are saving lives, protecting the environment and restoring the dignity of communities by answering a call to fight veld fires that plague South Africa regularly. Who can forget the brave sacrifice made by these young people in 2015 when parts of the Western Cape were engulfed by raging fires that threatened to destroy property and the biodiversity of the province?

These men and women are part of the Working on Fire (WoF) – a government-funded, job-creation programme focused on the implementation of the Integrated Fire Management Strategy in South Africa. According to the Working on Fire website (www.workingonfire.org), the organisation currently "employs more than 5000 young men and women who are fully trained as wildfire fire-fighters and are stationed in more than 200 bases across South Africa".

The WoF Programme is one of many EPWP sub-programmes spearheaded by the Environment and Culture Sector and it is implemented by DEA. In Nelspruit, Mpumalanga, the WoF has 21 participants who are stationed at the Programme's offices at Badplaas Resort. The resort is used by the WoF team as a training camp. The manager of the resort, Mr Frans Loubser, said the programme was contributing a lot in fighting veld fires in the Province.

Of the 21 participants on the site, 6 are women and 15 are men. One of the women has a disability and her work is to manage the team's equipment storage.

Recruitment Strategy

The recruitment of the participants into the programme is through the placement of advertisements of vacancies in the local media and circulation of information to the residents in the area through ward councillors in the Mbombela Local Municipality.

Before being appointed, participants must successfully complete a physical training programme to determine their level of fitness to participate in the Programme. The pre-selection physical training programme includes doing 40 push-ups per minute, 40 pull-ups per minute, and 40 sit-ups per minute, as well as doing a 4-kilometre run within a prescribed period of time.

Training

Once recruited into the programme, the participants undergo training to assist them to execute their duties. The participants attend classes at the WoF Academy in Nelspruit. All the courses are accredited by the South African Qualifications Authority (SAQA).

After graduation, participants are placed at camps such as the one at Badplaas where they execute a range of activities. During fire seasons, the participants are deployed across the province to assist provincial and local fire fighters. Mr Loubser explained that every year from August to November, Mpumalanga experiences increased incidents of veld fires.

Some of the activities that the WoF participants carry out include grass-cutting and removal of alien plants. Participants are given opportunities to progress within the programme from fire-fighters to crew leaders and base managers.

Mr Loubser added that since participants receive accredited training, they also get opportunities to find permanent employment either in the private or public sector, because they received accredited training in a range of disciplines such as first aid, grass-cutting and chainsaw operation.

Participants' Testimonies

One of the participants in the Programme is Ms Ncobile Magagula, who joined the WoF team in March 2012 after being unemployed for many years. She has been in the programme for close to 5 years and is now a supervisor on the site.

"I have learned a lot in this training including fire fighting, brush-cutting as well as operating a brush-cutter machine. As a brush-cutter operator, one must first know the safety procedures of how to operate the machine. This includes watching out for ejected material from the machine and ensuring that no person or animal is placed in danger while operating the machine."

"I have also learned the importance of working as a team because during our fire extinguishing operations, we rely on each other for a safer and a successful operation," she said.

Ms Magagula added that before joining WoF, she was a college student studying Office Management but could not complete her studies due to lack of funds. "I have saved part of my wages which I will use to pay for my studies once I leave the programme," she said.



WoF teams fight veld fires that plague South Africa regularly.

For Mr Mfanakhona Nkosi, from Mooiplaas near Nelspruit, the WoF Programme has given him an opportunity to learn more about fire fighting. "I joined the WoF Programme after I completed my matric in 2013. I developed an interest in the programme after reading about it in one of our local newspapers. Once in the programme, I developed a passion for the work we do here. We save lives, protect our natural resources, as well as property," he said.

Through hard work and dedication to the programme, Mr Nkosi is now responsible for health and safety of the Badplaas fire fighting team. Part of his duties is to monitor activities of fire-fighters during fire fighting operations, analyse perceived risk and take

action to ensure the establishment of safety zones, collapsed zones, hot zones and other related matters during the operations." "I have attended a health and safety course, first aid, and the herbicide applicator course which have helped me to effectively execute roles and duties in the field," he said.

Mr Nkosi added that one of the amazing things that has happened in his life while in the programme was forming part of the WoF team that went to extinguish fires in Canada. "That was a once-in-a-lifetime experience for me. Coming from a poor family, I never thought that I could go overseas one day. I thank the government for providing me with this opportunity".

8. INTRODUCTION TO THE EPWP SOCIAL SECTOR



The EPWP Social Sector's main focus is on human development outcomes and improving the quality of life in the areas of education, health, welfare, safety and protection. The DSD leads the sector. Other stakeholders include the DoH, DBE, Sport and Recreation and Provincial Community Safety and Liaison.

The participants in the EPWP Social Sector are afforded opportunities to undergo training to enhance their abilities in rendering improved social services, while providing options for career path or graduation into formal and self-employment. Training is accessed through skills programmes and learnerships.

The EPWP Social Sector provides work opportunities to unemployed and unskilled people through the delivery of health, social development and community protection services such as:

- ECD: Provides education and care to children from 0-4 years in facilities during the temporary absence of their child health, nutrition, education, psycho-social and other needs within the context of the family and community. The participants are provided with skills which provides for better care and an improved learning environment. Through improved skills, participants' future earnings can improve.
- HCBC: Provides basic health and social development services by formal or informal care-givers employed in EPWP projects to assist people in their own homes or HOBC that the community can access close to their homes.
- NSNP: The programme employs community members as food handlers to provide food to children from needy families and thus addresses malnutrition and hunger.
- Community Crime Prevention: It is aimed at encouraging community members to be active in helping to identify community safety priorities for their neighbourhoods. It also employs volunteers on EPWP projects.
- Mass Participation Programme: The programme provides work opportunities to sports coaches and encourages members of the public to participate actively in sports with the objectives of promoting good health, self-realisation, community development and social cohesion.
- Kha Ri Gude (Tshivenda for 'let us learn'): is a mass literacy campaign aimed at inviting adults who missed out on their schooling, and who cannot read nor write, to join literacy classes being provided across the country.

8.1. EPWP SOCIAL SECTOR CASE STUDIES

8.1.1. PHARMACY ASSISTANT PROGRAMME CONTRIBUTES TO GOVERNMENT'S MANDATE TO TAKE HEALTH TO THE PEOPLE IN GAUTENG

The provincial DoH in the Western Cape and Gauteng started implementing the EPWP Pharmacy Assistant Programme in 2011 and 2015 respectively.

The programme is a government training initiative aimed at addressing the skills shortage within the pharmaceutical industry; alleviating poverty and unemployment among young people, especially women; and through PEPs, driving the delivery of health services to the people.

The training programme is structured into 2 phases with the first being a 12-month Basic Pharmacy Assistant Programme and the second a 12-month Post-Basic Pharmacy Assistant Programme. The training is both theoretical and practical.

The Pharmacy Assistants that are being trained through the Gauteng DoH will contribute to government's continuing efforts of expanding medical services to all citizens. According to an Assistant Director for EPWP Training in the Gauteng DoH, Ms Barbara Dladla, "the Pharmacy Assistant Programme is one of the vital components of a broader strategy to take medical health services to all people in the province".

"The pharmacy assistants we are producing through the Programme will be deployed to strategic areas in our communities to ensure that medication reaches all patients in the province – even those who battle to get to our facilities due to various reasons such as work. These pharmacy assistants will help us to distribute medication at our facilities and even in community spaces such as taxi ranks," Ms Dladla said.

For the financial year 2016/17 the Gauteng DoH and the EPWP Training Unit partnered in the training of 40 EPWP pharmacy assistant learners in Gauteng. The department has placed these learners at various public hospitals and Dischem Pharmacies across



EPWP Pharmacy Assistants working at Natalspruit Hospital in Vosloorus.

the province. The EPWP Training Unit, through funds received from the National Skills Fund (NSF), paid for the Basic Pharmacy Assistant Learnership.

The placement of these learners at health facilities in the province had positively impacted on the patient waiting time for the medication. “Our waiting time for medication collection has been reduced from 1 hour to 30 minutes. This shows the role played by the Programme in assisting us to deliver medical services to our people efficiently and with speed,” said the pharmacy manager at the Natalspruit Hospital in Vosloorus, Mr Pieter Mohlala. The Natalspruit Hospital currently has 8 EPWP Pharmacy Assistants.

Mr Mohlala explained that although the EPWP Pharmacy Assistant Programme was first implemented at the facility in 2015, “... we have been training pharmacy assistants for years now because it is 1 of the scarce skills in the sector. In fact some of the people we have trained in the Programme have managed to find permanent work either within the DoH or in the private sector. This is a sign that these EPWP learners are highly likely to find permanent work when their programme ends with us.”

The 3 learners placed at the Leratong Hospital in Randfontein have eased the staff shortage at the facility. “More staff members mean we can do more for our patients. The programme has also contributed to the reduction of our patients’ waiting time for medication. In essence the programme contributes to improved delivery of healthcare services to our people,” the pharmacy

supervisor at the Leratong Hospital in Randfontein, Ms Rehana Laher said.

The pharmacy supervisor at the Jubilee Hospital in Hammanskraal, Mr Kgabo Meso, said that the programme had empowered the 5 learners that had been placed at the health facility. “This programme has offered these young people an opportunity to make a valuable contribution to the work that we do in the pharmacy. We wouldn’t be able to manage without them. I think the government must look at means to retain them – we have already skilled them; we must not lose them to the private sector,” Mr Meso said.

“Once the learners have completed their Basic Pharmacy Assistant course and are registered with the South African Pharmacy Council (SAPC), they may decide to either look for permanent work, which they are highly likely to get or they can continue with their studies and do the Post-Basic Pharmacy Assistant course. Either way, the Basic Pharmacy Assistant course offers opportunities of better employment for these young people,” Ms Dladla, an Assistant Director for Training in Gauteng DoH explained.

She added that the programme was necessitated by the need to address the skills shortage in the pharmaceutical field, especially at the time when the country was dealing with HIV and AIDS challenge.

The learners were recruited from the pool of participants who were doing community care and other EPWP programmes in the



EPWP Participants receive basic and post basic pharmacy assistant training.

communities around Gauteng. The learners work for 40 hours per week. However, those who are placed in the private sector are paid for working overtime. The participants earn a monthly wage of R1 900, which is in-line with the Ministerial Determination on the EPWP.

“We are working on ensuring that all participants are placed at facilities that are closer to them so that they do not have to use their wages to pay for transport to get to work,” said Ms Mpumi Ndou, Assistant Director: Health Programmes in the national DoH. Ms Ndou said that the programme complied with the EPWP Code of Good Practice. “However at this point we are currently working on registering learners for COIDA,” she added.

She explained that a range of EPWP projects and programmes that were being implemented in the region had contributed extensively in eradicating poverty, creating work and training opportunities to the people as well as contributing to the development of the communities.

“Programmes such as the 1 for Pharmacy Assistants play a vital role in the development of our young people and the community at large. Besides the monthly wage that the participants receive through the programme, their characters are formed and nurtured. That is why we believe that this programme must continue.” Ms Ndou said.

The EPWP Community Liaison Officer in the Johannesburg District, Mr Warren Nemaenzhe, said that 7 young people in the region were benefiting from the Pharmacy Assistants Programme. “The district currently has 3 projects and collectively they have created 955 work opportunities for our people. The EPWP as a programme is contributing to the alleviation of poverty and joblessness in the region,” he said.

The opportunities created through these programmes form part of the government’s 2019 target of 6 million work and training opportunities.

Training

The learners were recruited into the programme in 2015. This is a two-fold training programme. Participants are first trained on a 12-month Basic Pharmacy Assistant course and then on a 12-month Post-Basic Pharmacy Assistant training. These courses are offered on National Qualification Framework (NQF) levels 3 and 4, respectively. The training is done through the Foundation for Professional Development, who appoints a service provider.

The Head of Department: Learnerships, Internships, Fellowships at the Foundation for Professional Development, Ms Tiyani Armstrong, explained that their role was to manage the Programme. “We are responsible for project management of the programme and we appoint a training body to provide skills training to the learners. The learners are trained in areas such as dispensing of medication,

packing, stocktaking and ensuring that the medication does not run out at the pharmacy. In fact pharmacists cannot function without these assistants," she said.

She passionately spoke about how the programme improved the lives of the learners. "These young people come into the programme knowing nothing and we provide them with the basic skills needed as pharmacy assistants; currently we are sitting with employable and skilled pharmacy assistants," she said. The learners are supervised by the tutor pharmacist accredited by the SAPC. The facility that offers the training must also be registered with the SAPC. Upon completion of the Basic Pharmacy Assistant course, the learners must also be registered with the SAPC.

Participants' Testimonies

"This programme has unlocked potential in me that I never knew existed. That is why I want to study further in this field of pharmacy. I would like to own and manage my own my pharmaceutical company one day," said Ms Sibongile Tlabathi, 1 of the 8 pharmacy assistant trainees at the Natalspruit Hospital.

"We are learning a lot in this programme. Last month (June 2016) I was working in the dispensary unit. Currently I am in the store and manufacturing unit where we are packaging medication for patients. In fact some of the skills I have learned include how to administer first aid and I end up using that very skill at home when we have emergencies," Ms Tlabathi added.

Another participant, Ms Zanele Masina said, "After finishing matric, I did not have money to further my studies. I then joined a local NPO in my community as a volunteer. We were doing HCBC services. I stayed at the NPO for about 5 years and I wasn't earning any monthly wage at the time. So when this Programme came in 2015, I grabbed it with both hands. The programme has been fantastic. In fact, I have always wanted to study further so that I can get a better job. I thank the government for this wonderful opportunity," Ms Masina said.

The 25 year old Ms Thandiswa Zulu who is also a participant of the programme, said "I did not know anything about pharmacy but today all that has changed. I know so much about medication and working in a pharmacy. I'm eager to continue with my studies and even go to university," she added.

Ms Zulu resided in Randfontein and before joining the pharmacy assistant programme, she was an HIV and AIDS councillor in her local clinic. "I'm grateful to the government for giving me and other young people in the programme an opportunity to prosper," she added.

8.1.2. SAFETY AMBASSADORS PROJECT CONTRIBUTES TO CRIME-COMBATING IN NELSPRUIT, MPUMALANGA

South Africa's blueprint for a safer and better South Africa – the National Development Plan (NDP) Vision 2030 – states clearly that a safer society can only be achieved through an integrated approach that is focused on tackling the fundamental causes of crime. The NDP states that to achieve a safer society requires mobilising a wider range of state and non-state capacities and resources; active citizen involvement; and co-responsibility. One of the important aspects in this integrated approach is the role played by community members in tackling crime.

Through the EPWP, the community of Ehlanzeni in Nelspruit, Mpumalanga is actively participating in the fight against crime 4 a safer community. The Ehlanzeni Safety Ambassadors – an EPWP initiative under the Social Sector– have collaborated with the local police and various community structures to reduce crime in the town.

"The crime rate in the town has been reduced from 12,61% in June 2015 to 7,8% by June 2016. This is a direct result of the collaborative crime combating work undertaken by the local police, the Ehlanzeni Safety Ambassadors and residents in the town," said the Station Commander of Nelspruit Police Station, Colonel Brian Muller.

The participants in the programme execute a range of activities, including guarding parked vehicles and cleaning the town. The participants also report suspicious criminal activities occurring in the town to the police officials who then respond accordingly.



EPWP participants assist motorists to park and guard parked vehicles.

"We work very well with the participants in the programme and we value their contribution in the fight against crime. Without them we would be having a serious challenge in tackling crime," Colonel Muller added.

The value of the safety ambassadors stretches beyond crime fighting to providing people – especially tourists - with information about the town. The Edgars store manager in Nelspruit, Ms Evelyn Perumal, hailed the crime-combating work done by the safety ambassadors. "They are helpful in dealing with incidents such as shoplifting where armed responses are not necessary. Because of their work, the theft of the products we sell has reduced. The safety ambassadors also serve as a link between the community and local businesses," Ms Perumal added.

An official from a Woolworths store in the town, Mr Aubrey van Eck, added that they also appreciate the support given by the safety ambassadors."

He said parking around the store was safer for the customers. "There is reduced car theft. There are no more grab and runs in the shop. We have requested that the projects continue and be extended to other areas around the town," Mr van Eck said.

The Tourism Assistant Manager in the Ehlanzeni District Municipality, Mr Steven von Bardeleben, explained that the Ehlanzeni Safety Ambassadors project had created the much-needed work opportunities for the residents in the area.

"The project has contributed to poverty alleviation in the area. It has provided a source of income that was never there before for these car guards (participants). In addition, the participants are receiving training in various skills to assist them to find jobs in the formal job market. As we speak, some of the participants

have received accredited Grades E and D security training. Most importantly, this project has given our people a sense of dignity and well-being," Mr von Bardeleben added.

About the Project

The project started in 2012 with 66 participants. They were recruited from a database of car guards held by the Mbombela Local Municipality. The database is submitted to the South African Police Service (SAPS) for participants to be screened for any criminal records. The project adheres to the Ministerial Determination and the EPWP Code of Good Practice. For instance, the participants have annual, sick and maternity leave. The projects adhere to the COIDA and it also contributes to the UIF.

The project was funded through the Social Sector Incentive Grant in the 2015/16 financial year. The stakeholders who are involved in steering the project include the SAPS, Ehlanzeni District Municipality, Mbombela Local Municipality, Community Policing Forum, J&M Security and the Nelspruit City Improvement District.

Participants' Testimonies

"My life has changed for the better because the monthly wage I receive from the project has given me the opportunity to provide for my loved ones." Ms Thobile Sindane said. The 33-year-old mother of 2 primary schoolchildren explained that she joined the Project in 2016. "I had been unemployed for a very long time and life was very hard for us at home. But because of this project, I now live a better life," Ms Sindane added.

For 30-year-old Ms Lindiwe Ntiwane, participating in the project has kept hunger at bay in her family. She resides in Nkomazi village and is using her monthly wage to take care of her parents, her child and her deceased sisters' children.

8.1.3. NYS SCHOOL SUPPORT PROGRAMME EMPOWERS YOUNG PEOPLE IN KIMBERLEY, NORTHERN CAPE

The Letshego Primary School, situated in Ward 5, Kimberley in the Northern Cape is one of the schools benefitting from the EPWP-NYS project. Support is also provided to the Masiza and Kgolo Primary schools. The DBE in the Northern Cape implements this programme, which has created work opportunities for youth in the area.

Ms Mpho Molopi is the school principal who assumed her duty at the school in January 2016. Currently (2016) the school is

operating with 25 teachers and 762 learners from Grade R to Grade 7. The performance at the school is average. Ms Molopi was enthusiastic to mention that “I want to speed up the process of instilling a high goal-oriented mood and make some positive changes here and there that will allow us to perform better. We are striving to achieve excellent school administration services. Our administration officer and the EPWP participant, Ms Maserame Mabilo, are doing well in ensuring the smooth administration of the school. Ms Molopi has indicated that Ms Mabilo is vibrant, eager to learn and hardworking and that her contribution to the school is valued.

Participants' Testimonies – Project Impact

Ms Mabilo, joined the EPWP-NYS Programme in 2014; her daily activities include coordinating meetings and general administration. She spoke highly about the work opportunity that the EPWP has afforded her. Ms Mabilo remembered vividly how she got this opportunity that she will always cherish. “Two weeks after submitting my curriculum vitae, I got the call to come for an interview. I could not believe it and that is when I got this life-changing opportunity. After having passed Grade 12 in 1997, I enrolled at the South African Skills Institute to study Information and Communications Technology (ICT). That was an advanced course which I believe has also contributed and placed me at an advantageous position to get this opportunity,” she said. Ms Mabilo has also received EPWP training on Information Management and Computer skills. She also acquired a Driver's Licence.

“I work five days a week and I am professionally, financially and socially empowered. The stipend of R1 700 makes a huge impact in my life as I am able to pay R400 for my child school transport and cater for my daily needs. The EPWP has taken me from a point of being nobody to being somebody in the society. I come from a background where I had nothing and could not even afford to buy myself a newspaper to look for job advertisements. Thank you EPWP, for as long as I am within the programme, I am willing to do my best to serve the community with dignity and respect”, Ms Mabilo concluded.

Participants from Masiza Primary School

Ms Itumeleng Ntshpeng, 24, joined the programme in April 2016 after hearing from a friend that the DBE, through the EPWP, was offering a South African School Administration Management System (SA-SAMS) opportunity to young unemployed youth. She had been applying for jobs for months after completing her studies.

Her duties, at the school, are to communicate information from the principal to the teachers or from teachers to the parents, arranging meetings and general administration. From time to time she liaises

with the school feeding scheme service provider to submit invoices after rendering a service, and checking the quality and quantity of the food requested by the school.

Part of her responsibility is to render secretarial support to the principal which includes, typing of minutes after meetings, drafting the agendas, answering telephone calls and handling incoming and outgoing mail. Recording of the learners' results on the SA-SAMS is one of her monthly activities. This includes retrieving information for teachers through the system.

“Since isiXhosa is an official home language at Masiza Primary school, I got an opportunity to learn a new language. I love the fact that I am helping the parents to be more involved in knowing how their children perform in class,” Ms Ntshpeng said. She is a communicator between teachers and parents, and when there is a problem with learners she sets up meetings to resolve the situation. She had no work experience when she joined the EPWP, e.g. she had never typed a formal letter nor developed a presentation. She has now mastered these duties. Her typing speed has since improved from typing 10 words per minute to 45 words per minute.

She is also responsible for procuring stationary and office furniture, and arranging school trips as instructed by the principal. She has developed communication and technical skills such as setting-up a projector and filing documents.

Ms Ntshpeng studied Psychology at the University of the Free State and graduated in 2016. As a young graduate, she was frustrated at being unemployed for 6 months after being constantly mocked by her peers that despite her university degree, she was unemployed like them. She knew that waiting for a job that she studied for could take time and she decided to apply for the EPWP post with the hope of improving her life. The wage helps with mailing application forms when she applies for relevant jobs. “Waking-up in the morning to go to work, performing my best at work and serving the community inspires other youth. I have become a role model to other unemployed females. It is safe to say that the EPWP has restored my dignity. For me it's not about just working, it's about contributing to bettering our community and the development of the next generation of youth. Staying with my grandmother, mother and sister we depended on our grandmother's pension grant to survive. Earning a wage has really helped our family a lot; now we can afford to buy enough groceries in the house and I can even afford to buy new clothes.”

According to Ms Ntshpeng, the EPWP is a life-changing opportunity for the youth and community. “Without any work experience it is hard to get a job but through this programme we are gaining experience, have a chance to be employable and we can apply for

jobs in the public sector. This programme is not just developing the community but its giving back hope to the community in these tough times when the rate of unemployment in the country is so high,” she said.

“There should be more such programmes in the communities because as a young person, development is essential. We are the future and if we are not working now, what future do we have? This is a good initiative done by the government to empower youth and better their skills to enhance our chances of employment and to participate in the economy. This programme will help in changing the mind-set of people about the EPWP. I believe that we all need to start somewhere in life to get to achieve our goals and for me the EPWP is that door-opening opportunity. From here I know there are greater opportunities to come – this is just the beginning,” Ms Ntshpeng said.

Another participant, Ms Naledi Tshabile, started working in this programme in 2013 at the age of 21. She is currently placed at Kgolo Primary School and is grateful for the opportunity to participate in the programme. She has been in the programme for more than 2 years and every day she learns something new. In 2013 she received basic training from the school administrative clerk on primary school administration.

Before joining the EPWP, she had volunteered to do administrative work at the Thabene High School and was rewarded with R600 per month. She had an idea of what working in a school environment was like. “Volunteering doesn't always mean that you will be paid at every end of the month, but because I knew that I wanted to learn, I never gave up and always believed that an opportunity will come for me to get a job,” she said.



Some of her duties include liaising with service providers who render services at the school, to submit their quotations or invoices and to verify the correctness of the documents submitted, under the supervision of the principal. She also records results using the SA-SAMS; assists teachers to organise meetings with the parents of the learners; records incoming mail; answers the telephone; schedule staff meetings; arranges transport for learners when there is a school trip; maintains the stationery storeroom; and orders new stationery.

As a mother of a 7-month-old baby, in a family of 5, and being the only breadwinner, her family depends on the wage she receives every month to survive. She provides for basic needs of the family such as groceries and electricity. “Being able to take care of my daughter and my family is the most important thing for me, that's my driving force every morning when I wake up,” said Ms Tshabile.

“My responsibility at the school is not just to perform administrative work but I am helping our community to grow by offering better service delivery to them and for them coming to the school to register or enquire and receiving full assistance makes the parents happy and it makes the school more efficient. The programme is bettering the community because the youth unemployment rate is a challenge and skills development is the only solution to reducing the unemployment rate,” she said.

She added: “The skills we acquire help us to apply for employment. Through this programme I believe that government has been able to contribute in bettering my life and the lives of those around me. Unemployment doesn't only affect families but it affects the community as a whole because our peers end up opting to do crime just to make a living and as we know crime doesn't pay.



Some of the EPWP participants who are being trained as learner assistants in Kimberley, Northern Cape.

"I also help with teaching learners basic computer skills such as how to switch a computer on and off in a proper manner and how to set-up an email address, etc. I have been given an opportunity to attend a training course at the South African Advance Skills Institute and I have acquired administrative skills such as making copies, printing, Word, Excel and PowerPoint presentations and interpersonal skills. These are essential skills to apply in the working environment. Knowing how to communicate in the office and life skills training assist us to deal with some of the personal situations we come across in life. The skills I have acquired will not just help me perform my job to the fullest but will help me in future when I apply for a job in the public sector."

Ms Tshabile considers the EPWP work opportunity as a real job, because, "if it was not for this programme I don't know where I will be today. I can support my family and daughter through this wage. Some people may say it is too little, but I have told myself that if I say the wage is not enough, what am I comparing it to? Because if I am not working there's no income at all. I am so grateful for the money we are getting and the experience we are gaining. The skills that I am gaining will assist me to get permanent employment."

NYS School Support Programme

According to the project manager of the NYS School Support Programme in Kimberley, Northern Cape, Mr Olebogeng Modise, the project commenced in 2013/14 with 129 beneficiaries and this current financial year the number of participants has increased to 136. This initiative is a partnership between the National Youth Development Agency, the EPWP Social Sector and the Northern Cape DSD.

The number of participants in this programme, according to the designated groups, is 91 women, 136 youth and 3 persons with disabilities. Since the commencement of this project, 10 participants have graduated into formal employment; 7 have been permanently employed at different Northern Cape provincial government departments and 3 at primary schools around Kimberley.

Training of Participants

Training of participants remains critical within the EPWP; hence 20 EPWP ICT participants undergoing an accredited NQF Level 3 End User Computing Course in the 2016/17 financial year. The training was funded by the EPWP Training Unit through the funds received from the DHET.

Community Development

Through the SA-SAMS, parents are able to access learner information and progress reports are issued on time. The analyses of quarterly results are made available to parents and to SGBs during meetings and one-on-one sessions held between parents and teachers. Young people are empowered through training and work opportunities offered to them, and therefore community members regard them as change agents within their households.

9. CONCLUSION

PEPs continue to play a significant role in the upliftment of lives of South Africans. The positive impact of the programme is a testimony to the Government's commitment to bring socio-economic opportunities to individuals and communities.

Of paramount importance is the great contribution of millions of participants who selflessly work hard in delivering community assets and services. This publication also acknowledges the contribution of EPWP officials across all spheres of government for their dedication to change lives for the better. These collective efforts will leave a positive legacy in the lives of millions of participants and especially in poor communities.

Through this publication, all involved in the implementation of EPWP will be encouraged to put more efforts in ensuring that together we add value to the lives of the citizens that we serve. "Together let's move South Africa forward."

