

**IMPACT OF THE EXPANDED PUBLIC WORKS PROGRAMME (EPWP) ON
EMPLOYMENT CREATION AND SKILLS DEVELOPMENT IN A SOUTH AFRICAN
METROPOLE MUNICIPALITY.**

by

TAMARA DYANTYI

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Supervisor: Stanley Fore

Cape Town

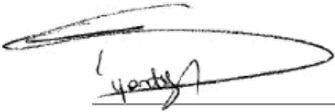
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ABSTRACT

Local governments issue performance reports every year about the number of people that benefit from the Expanded Public Works Programme (EPWP). There is however, not enough information reported on tracing beneficiaries after exiting the EPWP. Most EPWP beneficiaries leave the programme after their contract has ended just to allow for the minimum cooling-off period, only to re-register to be employed on the same programme again. There is not enough empirical information on whether or not these participants acquire any relevant training from the EPWP that assists them in securing future sustainable employment. Consequently, there is no empirical evidence to state with certainty that the EPWP fulfils its mandate of alleviating poverty, improving employment and upskilling its participants.

The main purpose of this study was to assess the effect that the EPWP has on job creation and upskilling of its beneficiaries in the City of Cape Town Metropolitan Municipality (CoCT) with the goal that they may be employable in the labour market with the skills they acquired in the programme.

This study was carried out by collecting empirical data using both qualitative and quantitative methods where a sample size of 87 beneficiaries from all four sectors in the CoCT were requested to complete self-administered questionnaires and partake in cross-sectional interviews. The sectors surveyed were infrastructure, economic, environmental and social.

The data was analysed and findings were summarised. The main research finding was that 44% of the youth were working in the programme although there were age outliers of as old as 66 years. To indicate the CoCT's commitment to employing targeted groups in the programme, 56% of the participants were women. It was found that the working periods were generally shorter, with only 16% having worked up to 24 months.

The majority of the participants indicated overall satisfaction with the programme and agreed that it brought about both income and poverty relief.

It was concluded that the majority belief was that acquired training helped with future employability. It was however, found that training was strongly correlated to the project duration.

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TERMS AND CONCEPTS

ABET	Adult Basic Education and Training
CBO	Community-Based Organisation
CBPWP	Community-Based Public Works Programme
CHWP	Community Health Worker Programme
CoCT	City of Cape Town Metropolitan Municipality
CWP	Community Work Programme
DoL	Department of Labour
DSD	Department of Social Development
ECD	Early childhood development
EPWP	Expanded Public Works Programme
FTE	Full-time equivalent
HCBC	Home Community-Based Care
HIV/AIDS	Human Immunodeficiency Virus/ Acquired Immune Deficiency Syndrome
HWSETA	Health and Welfare Sector Education Training Authority
M&E	Monitoring and evaluation
NDP	National Development Plan
NDPW	National Department of Public Works
NGO	Non-governmental organisation
NPO	Non-profit organisation
NQF	National Qualifications Framework
NSDS	National Skills Development Strategy
NSS	Non-state sector
PPE	Personal protective equipment
RDP	Reconstruction and Development Programme
SAQA	South African Qualification Authority
SPRA	Special Poverty Relief Allocation
SPSS	Statistical Package for the Social Sciences.

CHAPTER ONE

INTRODUCTION

1.1 Introduction

This chapter gives a brief introduction and background of the Expanded Public Works Programme (EPWP) from its inception on the 1st of April 2004. It introduces the problem statement, the research questions and research objectives. A brief summary of how this study was conducted is also discussed in this chapter. This chapter also discusses the significance and delineation of the research.

1.2 Background

The persistent poverty, unemployment and discrimination are the foremost problems that face South Africa (Laattoe, 2014). Statistics South Africa (2014) states that South Africa's weakness is its inability to employ its workforce. According to the same report, the rate of unemployment in South Africa for the second quarter of 2014 was 25.5%. The unemployment rate in the local government sector rated 90th out of 179 and is 42% for people between the ages 15 to 34. Youth unemployment was 52% or higher in 2014 for the municipalities.

In response to this, on the 1st of April 2004, the government introduced the EPWP, which is a national government initiative that provides short-term employment for the unemployed to fight poverty, reduce unemployment and contribute to the country's economic development. During its inception, the EPWP aimed at generating one million work opportunities over the five following years. The EPWP is perceived as one of the key strategies in unravelling the unemployment problem in South Africa, thus, there is a great deal of political will and accordingly, a large budget is allocated for the EPWP. From 2004 to 2009, the government had estimated that R15 billion would be spent on provisional grants solely for infrastructure EPWP projects (Department of Public Works, 2010:18).

The EPWP is one of the main approaches intended to ease poverty, decrease unemployment and contribute towards South African economic growth. It was recognised as an important programme in the National Development Plan (NDP) and for future job creation opportunities. Goals concerning the EPWP are set every financial year (Department of Public Works, 2010:18).

The National Department of Public Works set a target of creating 4.5 million jobs and all three levels of government (national, provincial and local) had to contribute, Municipalities were expected to generate 1.5 million work opportunities between 2009/2010 and 2013/2014 financial years (Dube, 2013).

The City of Cape Town had an EPWP target of 69 692 work opportunities since its inception in July 2009 (City of Cape Town, 2013). Ever since the CoCT has surpassed its target tremendously and it has received further inducements from the national government. Employment creation through the turnout of EPWP projects has tremendously increased from 13 145 to 26 405 between the November 2010 and December 2011 financial years respectively (City of Cape Town, 2016).

The CoCT's EPWP team is trying to create sustainable employment that is supposed to equip the beneficiary with adequate skills and training that will enable him/her to be employable after s/he exits the programme.

It is assumed that the market can assimilate 10 % of new people seeking employment and the skills and knowledge acquired by EPWP beneficiaries while in the programme are suitable for labour demand in South Africa's economy. (Department of Public Works, 2004). However, according to Dube (2013), there are some doubts from the public that nothing significant has been seen from the EPWP and that no substantial intake of beneficiaries in formal employment has transpired. Although the programme has been continuing for the past eight years, social skills such as unemployment, poverty and discrimination still haunt the country.

Meth (2011) argues that knowing the fairly simple nature of the activities to be executed on EPWP projects, the training given to beneficiaries can barely be expected to generate skilful beneficiaries. He continues to point out that the 8-12 days paid training provided is not enough to train unskilled workers to become skilful.

The basic determination of this research was to evaluate the influence the EPWP has had in helping to create employment and upskilling its participants in the context of the CoCT, in order for them to become employable when they exit the programme.

1.3 Research Problem

The EPWP has not made a substantial contribution to unravel the expanding unemployment in South Africa. Many people hold the view that its continual support is no longer justified (Bokolo, 2013).

Meth (2011) argues that to anticipate skills and training of any impact to be conveyed to beneficiaries who work for 70 days on a rural road maintenance project, with the anticipation that it will “improve the capability of anything other than a small minority of beneficiaries to earn a salary when they exit the programme” is being too ambitious. Marais (2011) also adds that the EPWP occupation consists of restricted training in which the skills that the EPWP beneficiaries are equipped with are not necessarily relevant and do not necessarily improve the future employability of the programme’s participants.

Atkinson & Ingle (2017) described the intellectual finding, which agrees that the training offered by the EPWP has largely failed to accomplish its goals. They additionally highlighted two concerning issues: the hesitance of recipients to leave the programme (which would appear to stem, at least in part, from a lack of assurance in their ability to find work elsewhere).

The local government issues performance reports every year about people that benefit from the programme, however, there is not enough information reported on tracing beneficiaries after exiting the EPWP. Most EPWP beneficiaries leave the programme after their contract has ended just to allow the two weeks to three months cooling-off period only to re-register for employment on the same programme again. There is not enough empirical information on where or what do these beneficiaries do with the experience and knowledge they have received after leaving the programme.

1.4 Research Questions

This research has addressed the following four questions:

How relevant is the training given to EPWP beneficiaries?

Does the training and skills the EPWP beneficiaries acquire have an impact on their future employability when they exit the programme?

Does the EPWP fulfil its mandate of alleviating poverty, improving employment and upskilling its participants?

Are the EPWP beneficiaries able to be employed in sustainable decent work after they exit the programme?

1.5 Research Aim and Objectives

The main purpose of this research was to assess the impact that the EPWP has on employment creation and upskilling of participants in the municipality so that they may be employable in the job market following their participation in the programme.

The research has the following objectives:

- To investigate the relevance of training given to the beneficiaries when they exit these programmes.
- To evaluate the impact of the training and skills that an EPWP worker acquires during the work term in helping the beneficiary to find formal work after the expiration of the EPWP employment term.
- To establish the evidence-based conclusion of whether or not the EPWP fulfils its mandate of alleviating poverty, improving employment and upskilling its participants.
- To assess if EPWP is the best alternative in addressing unemployment.

1.6 Research Significance

The outcomes of this research will contribute to the existing knowledge of EPWP since there is not much research that has been done towards this area. There is not much literature on this topic, particularly in the context of metropolitan municipalities. This study will also assist in providing policy and decision-makers with a benchmark in the effort to improve the system and acquire additional funds. Additionally, responses from the interviewees will be feedback to the municipality's functional departments on how they can better improve the participants' benefit of the programme. The EPWP participants and its principal targets are not often incorporated when the programmes are designed. This study will suggest recommendations from the participants and the investigator regarding the improvement of the programme.

1.7 Delineation

The main aim of this study was to assess the influence the EPWP has had in helping to create employment and upskilling its participants, in the context of the metropole, so that they may become employable when they exit the programme.

This study was limited to only public sector funded projects of the EPWP and did not account for privately funded partnerships. This study only focused on the context of the CoCT due to budget, time and other limitations. One year is not enough for the researcher to study more municipalities. Although the research findings may be useful to some municipalities that have

similar characteristics as the CoCT, it does not certainly relate to other types of municipalities that are, for example, not metropolitan or municipalities and are in rural areas.

The scope of the study only assessed the impact of the EPWP as it relates to employment creation and skills development. Other socioeconomic variables such as gender and race were not being studied.

1.8 Methodology

This section provides brief details on how this research was conducted. It summarises the research method and the research design of the study and clearly states the reasons why the method and the design were the most appropriate for the study. Complete specifics of the research methodology are explained in Chapter Three of this dissertation.

1.9 Data collection

The data for this research was collected using two methods, the qualitative and quantitative, where cross-sectional interviews were conducted with 87 respondents out of 40 055 EPWP beneficiaries currently registered in the CoCT in 2018 to gather qualitative data. Structured self-administered questionnaires were used to accumulate quantitative data. The sample size was calculated using a hypergeometric distribution that calculates sample size as a function of the entire population as adopted by Morris (2012).

This sample size was obtained from the CoCT's database by means of stratified random sampling. The stratified random sampling was drawn from the 40,055 of the population by splitting it into four strata as follows: 22 (25%) from the infrastructure sector, 13 (15%) from the economic sector, 29 (34%) from the environmental sector, and 22 (26%) from social development. The interviews were conducted from each stratum in each sector. After receiving the results, the data analysis was discussed clearly. This is in Chapter Five of this study.

1.10 Research Outline

This study is divided into five chapters, namely: Chapter One, which briefly summarises the background, research problem, research objectives, research delineation and research outline.

Chapter Two presents the reviewed literature related to the research topic. Chapter Three, the Research Methodology, provides an explanation of the method used in collecting and analysing the data. Chapter Four, the Research Findings, presents the collected results.

Chapter Five discusses and analyses the findings. Recommendations and conclusions are also drawn in this chapter.

1.11 Conclusion

This chapter provided a brief summary of the EPWP background since its inception. Thereafter, it discussed the research problem and why it needed to be researched. Goals and objectives of this research were presented in this chapter. The significance of this research was discussed, but the delineation and limitations of this study were also acknowledged. The following chapter, Literature Review, discusses the literature reviewed pertaining to unemployment and skills provided by the EPWP to increase employability.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

This chapter provides a summary of what has been studied about the EPWP, with attention on the exit strategy. The chapter starts with a brief discussion on unemployment and its inception. The development of the EPWP in South Africa since its establishment in 2004 is outlined. A short summary of how the programme is implemented in the municipalities is discussed. The designed structure of the EPWP is portrayed in some detail, with the highlights of how four sectors of the EPWP have contributed to unemployment.

2.2 Unemployment

Higgins (2015) associates unemployment with a sequence of negative wellbeing results, both physically and mentally which have a tendency to develop lopsidedly with the duration of unemployment. Unemployment is also connected with despair – both for those facing it and also the individuals who are in employment yet fear unemployment in a period of high job insecurity. It is broadly comprehended that despair is of itself connected to mental and physical wellbeing.

According to Brynard (2011), against the scenery of various meanings of unemployment, South Africa has a dual approach, which is the strict (narrow) and the extended (broad) definition. The narrow explanation applies an expedition of employment test while the extended definition combines people who do not look for employment within the period four weeks but are available to start working after they accept a job offer of a reasonable nature. The narrow meaning of unemployment is the one that is generally utilised. Brynards (2011) further asserts that the broad definition is a more exact impression of unemployment in the South African conditions.

2.3 Categories of Unemployment

Unemployment is divided into four categories and each has a different effect on it in South Africa. Financial experts have named or branded the groups of unemployment as frictional, seasonal, cyclical and structural (Brynards, 2011).

2.3.1 Frictional unemployment

Frictional unemployment relates to people who are in the process of relocating or it is when a person leaves a job and is unable to find another one right away. This category of

unemployment is not a major problem in South Africa. According to Barker (2007:176), frictional unemployment arises because of standard employment income that happens in any active economy and the time intervals included in the re-hiring of labour. Ehrenberg & Smith (2012:503) added that frictional unemployment will continue to occur even in a context of full employment or a balanced market due to people always changing jobs. There might be jobless graduates and work opportunities in the meantime, as individuals are moving between jobs and some of them are starting in the labour market for the first time in their lives. Usually, this kind of unemployment is for a short term and is a component of the labour market.

2.3.2 Seasonal unemployment

This second type of unemployment happens when some kind of work opportunities require labour for different seasons, meaning workers are laid off during the offseason. For example, the workers in the agricultural sector remain employed for the period of planting and harvesting seasons and stay without jobs for the rest of the year (Ehrenberg & Smith, 2012:12).

2.3.3 Cyclical unemployment

The third one is known as the Cyclical unemployment which happens with fluctuations in economic activity over the business cycle.

During a financial recession, a deficit of demand for goods and services leads to lack of jobs being accessible for the individuals who need to work. Organizations that are facing weaker demand might decrease the number of workers they employ by laying off existing workers, or hiring a lower number of new workers. Therefore, individuals searching for work will also think that it's harder to find work (Diamond,2013).

2.3.4 Structural unemployment

The last category of unemployment is called structural unemployment which occurs when, on one hand, there is a huge gap of skills, education, experience, and talents required for the job, and on the other hand, the availability of suitably trained and experienced labour to fill the posts (Roux, 2005).

2.4 Causes of Unemployment

According to the Statistics South Africa (2017), employment increased by 92 000 in the 3rd quarter of 2017, but this was well-adjusted by 33 000 job-seekers added for the same duration, causing an unchanging unemployment percentage of 27.7%. The employment development was mostly motivated by finance and other corporate industries which rose by 68 000, trailed by the public transport (34 000) and personal services (56 000). All other companies described

employment increment on a quarterly basis except for construction, agriculture and manufacturing which decreased by 50 000, 30 000 and 25 000 respectively. The official percentage of unemployment remained at 27.7%. Nevertheless, it is subsidised by allotting funds on the line function department's budget of provinces and metropolises. A 0.6 of a percentage is still more than the same period of the previous year. The major decrease in the unemployment percentage was documented in Limpopo (dropped by 1.7 percentage points), Free State (dropped by 2.6 percentage points), and Mpumalanga (dropped by 1.6 percentage points) (Statistics South Africa, 2017).

The extended unemployment rate which incorporates the individuals who had a desire to work but did not hunt for work went up by 0.2% in the third quarter of 2017 to 36.8%. The less educated individuals will probably be without jobs and those with education below matric level contribute 57.4% of the people without a job with 32.6% unemployment. Young people between the ages of 15 and 34 years remain jobless in the labour market. The rate of youth unemployment was 38.6%, which is 10.9% more than the national average. Nonetheless, the unemployment rate of young South Africans recorded a decrease of 0.6% quarterly. Between the ages of 15 and 24 years, nearly 30% were not working, studying or in training out of 10.3 million young people (Statistics South Africa, 2017).

Unemployment is caused by a number of factors. One of the main reasons for unemployment in South Africa is political instability. Some influential personnel are encouraging politicians to create disorder and chaos within the government. There are certain regulations that have an influence on taxation developments, thereby disturbing businesses and entities just to create financial instability (Herbst & Mills, 2015:32). As for economic reasons, which is one of the causes of unemployment, the growth of basic commodity goods complemented by unstable inflation is responsible for causing businesses to lay off workers. This is one of the most serious problems that could create increasing conditions of unemployment in the country. The last cause of unemployment is violence, which leads to intimidation and oppression against enterprises that should have been creating an economic opportunity for the country. The risk of violence pushes away investors that have the potential of creating more job opportunities for South Africans through the opening of new companies (Herbst & Mills, 2015:32).

Blackburn, Bose & Haque (2011) argue that corruption in the public sector is one of the main root causes of unemployment. They define it as an unlawful or unauthorised exploitation by public officials misusing their authoritative positions, this is evident in various forms including fraud claims, misuse of public funds, and direct receipts of subornation and giving large

personal wage rises at the expense of the citizens, therefore, hypothetically causing substantial damage to socio-economic growth. Corruption undertakings frequently rise above direct inclusion of bribery and fraud, and in some cases lead to the formation of a great procedural or excessive bureaucracy, particularly when there are essential specialist contemplations in the obligations of public officials.

2.5 Expanded Public Works Programme (EPWP)

McCord (2003) defines the EPWP as a labour-intensive programme which creates organised utilisation of public expenses to increase creative employment and to improve marketable skills amongst the generally underprivileged societies, especially women, youth and people with disability. In this way, it contributes to the country's objective of reducing poverty. The obvious intentions are to attract substantial numbers of people without work into creative work to help them get a salary and to acquire skills and education within the first five-year period of the programme. This ensures that beneficiaries can interpret the experience into either becoming employed or establishing their own business, using public funds to alleviate and reduce unemployment.

The programme was introduced in 2004 as the new type of the National Public Works Programme (NPWP) and the Community-Based Public Works Programme (CBPWP). It is the key component of the South African social protection strategy and ranks the third biggest infrastructure spending programme worldwide. This program affords unemployed, marginalised groups and unskilled short-term work. The program objects do not only provide short-term employment to underprivileged and unemployed people but also to improve their expertise using training and giving them an exit strategy for their participation in the programme. The EPWP has been criticised for its restricted capability to follow both objectives (Hemson, 2007).

The EPWP has been planned as an expansive structure with a detailed end objective to take into account the different scope of existing programmes. The problem is not to evaluate the wheel, but to create and advance current prescribed procedures and to grow their requests more broadly. The comprehensive structure tries to discover the balance between plainly characterising the programme so it can be separated from different programmes and making acceptable adaptability to take into consideration assorted variety. The EPWP is a programme for the entire government and not just the Department of Public Works (Department of Public Works, 2013).

2.6 EPWP Implementation in the Municipalities

The EPWP is divided into four different sectors where EPWP beneficiaries are given the opportunity to gain skills, experience and a stipend salary.

2.6.1 Infrastructure

The first sector is the infrastructure sector, which consists of the Department of Traditional Affairs in partnership with the Departments of Public Works, Water Affairs, Transport, Cooperative Governance, Mineral Resources and Energy. The sector program is meant to support the usage of labour-intensive methods in the constructing and maintenance of municipal infrastructure. This includes the road paving projects, building construction, storm water platforms and general construction (Department of Public Works, 2013).

2.6.2 Social sector

The second sector is the social sector, which offers job opportunities to jobless and unskilful individuals and has the distribution of public growth and communal security services, such as the following:

2.7.2.1 Community crime prevention

Community individuals are encouraged, by hiring volunteers in EPWP projects, to assist in identifying community protection, which is the main concern for their neighbourhoods.

The participants in the project work with the police, municipal police forums, and other social accomplices to execute the Province's Social Crime Prevention Programmes. Activities implemented by the project include executing programmes to stop violence against women, children and youth; mobilising the community against crime; implementing street security and transport development programmes; combating substance abuse; performing the Territory's Reclaim Our Streets campaign; making awareness crusades of the municipal by-laws and implementing other community safety activities. The project has generated a total of 3 277 work opportunities since it began in 2014. To ensure that the communities in the province feel safe, the Northern Cape Department of Transport, Safety and Liaison, trained 75 members on community safety.

The participants get paid from R84.00 to R115.00 per participant per day. Each participant works for 21 days each month. The programme is funded by the National Department of Public Works (NDPW) through the Incentive Grant (Department of Public Works, 2014).

2.7.2.2 Early childhood development

The objective of this programme is to train 19 800 doctors over a period of five years. This way increases their ability to make a salary and in the meantime enhances the consideration and learning condition of South African children. The targeted labourers in the EPWP are the jobless or potentially underemployed caregivers and parental figures in all early childhood development (ECD) programmes. They will be reached through four programmes, which are as follows:

- **Plan A** targets learnership and the current Grade R Department of Education (DoE) programme. Incorporation with the Sector Education and Training Authority, Education Training Development Practice, 6 500 National Qualification Framework (NQF) level 1 and 8 800 learnership at National Qualification Framework level 4 are arranged. There is also a prepared arrangement of 4 500 Grade R educators within the DoE.
- **Plan B** is aimed at 9 224 jobless individuals to get them to the labour market and skills programme receiving the DSD indigent in a period of five years.
- **Plan C** targets the rest of the ECD areas in poor regions for sponsorships and generating 13 776 job opportunities.
- **Plan D** has two mechanisms as shown below:
 - PIP (Parents Informing Parents): To outline and manage a programme giving a minimum of three-month job opportunities for 3 000 parents without job opportunities through existing schools and local experts. All parents that are trained and employed at the school area will fall under the DoE and those employed and trained by local experts will fall under the Department of Social Development (DSD).
 - ECD support staff: Focus in on nursery workers, administrators and cooks in 4 000 target schools. This program requires more discussion and organising (Department of Social Development, Education & Health 2009).

2.7.2.3 Home Community-Based Care

Home Community-Based Care (HCBC) is giving essential wellbeing necessities through authorised or unauthorised caregivers utilised in EPWP projects to individuals in their own households or locally situated and accessible home-based care that the public can have access closer to where they stay. A total target of 122 240 potential job opportunities has been acknowledged in HCBC and are thoroughly explained in the three plans below:

- **Plan A** provides 19 988 job opportunities and this plan depends on the current 5 988 unpaid workers who got paid remuneration in the current financial year; an expansion of 1 068 volunteers when compared with the past financial year. All these volunteers are working with the DSD. The correct number of working beneficiaries working for the Department of Health was not accessible. No extra sponsoring is needed for this program outside of the monies needed to create and reveal the training program at NQF Levels 1 and 3. A work opportunity of 18 months is proposed here during which employees' prior learning will be evaluated as a reason for deciding their training level (Department of Social Department, Education & Health, 2009).
- **Plan B** makes 90 252 job opportunities which are an indication of the ability to retain extra representatives in view of a managed current number of volunteers within the organisation. Townships as of now are struggling to hold onto volunteers and frequently miss talented ones to employment. Subsequently, these individuals are the foundation of the service, therefore an extension of the programme is recommended.

The DSD has the ability to employ 4 284 extra employees for a period of 18 months at a normal expense of R24 700 for every job opportunity annually. The Department of Health presently gives remuneration to an estimated 19 810 volunteers over the majority of its HIV/AIDS programme of 60 000 and more public health-related volunteers connected to the Department. As a component of the arranged roll off of its latterly reported CHWP (Community Health Worker Programme) that targets to give a public health care employee for each 100 to 250 family units, a review of every single existing volunteer and remuneration vacancies were appointed and finished in April 2004. This was supposed to give the basis to more accurate estimates of potential work opportunities connected to the EPWP.

Nevertheless, for the purposes of this arrangement, an anticipated 9 000 extra work opportunities under the DoH in addition to 3 000 under Umsobomvu are recommended. Assuming that 60% of these will move into permanent Community Health Worker (CHW) posts this will simply take care of the demand for 7 000 permanent work opportunities per year to be produced by the CHWP. The EPWP gives an extension between unemployed individuals and this permanent work opportunity. The focal point of the DoH program will be on training individuals as general health workers. This will be supported through the SETA. (Department of Social Department, Education & Health 2009).

- **Plan C** accommodates 12 000 additional work opportunities and depends on the need to extend the quantity of HCBC sites by an estimated 300 for each year to take care of the present demand for HCBC services. This would generate an additional 3 000 work opportunities at an expense of R30 360 for each post. This higher expense incorporates the expense of setting up another site.

This sector offers EPWP beneficiaries the opportunities to go through training to improve their skills in rendering better-quality public amenities whilst affording them the opportunities for career direction or exit strategies into formal and self-employment (Department of Public Works, 2013).

2.6.3 Environmental and culture

The third one is the environment and culture or the community services sector programmes that are responsible for developing South Africa's social, natural and cultural heritage, by using these cultures to generate long-term and medium-term employment and welfares for the community. This sector is responsible for incorporating maintainable rural improvement and urban restoration and producing land-based living. Encouraging the development of natural resources, public-based natural resource management and cultural heritage is one of the main objectives of the environmental and cultural sector (Department of Public Works, 2013).

2.6.4 Non-State Sector Programme

The last sector is the Non-State Sector Programme (NSS), which consists of a Non-Profit Organisation (NPO) and the CWP (Community Work Programme). This sector was announced as a new EPWP element in 2009. As part of the EPWP sector, the NSS utilises the wage funding to support non-state individuals in creating job opportunities. This sector aims to create an opportunity where NPOs can support the government in generating income for many people through informally beneficial activities in their communities (Department of Public Works, 2013). The execution of the EPWP in the metropole is a line department responsibility, and work opportunities are generated through projects and activities using the line department's financial plan. The main objective for all of the above-mentioned sectors is to generate job opportunities in the municipality (Meth, 2011).

2.7 Monitoring and Evaluation

The Department of Public Works (2004:24) describes the EPWP's monitoring and evaluation (M&E) as a vital component in the usage of the program. Monitoring gives the data to administration to audit development, distinguish issues, make alterations and include issues

and territories to be attended to. When M&E have been used accurately it can help in transmitting and incrementing the effect of the program. Data frameworks that empower information gathering and investigation to be compelling must sustain the M&E structures.

There has been an acknowledgement from the beginning, while regular descriptions and M&E structure for the EPWP is required, that M&E should be established inside every department and should be connected to the current continuing detailed timetables and frameworks. The EPWP has joined forces with the Human Science Research Council to create standard descriptions and the M&E rule. There is an acknowledgement that limits working of staff engaged with the job creation activity is expected to guarantee that powerful M&E is embraced both inside the departments and inside conveyance accomplices, that is NPOs, non-governmental organisations (NGOs), community-based organisations (CBOs) and others. (Department of Public Works, 2004:24)

EPWP guiding principle to alleviate unemployment

The Department of Public Works (2015) indicated that the EPWP received four universal standards to manage the execution of the program as from 1 April 2014. This is not a comprehensive rundown; however, it lays essential requirements that every project using EPWP is expected to conform to. The M&E system gives points of interest on components to react to non-compliance. The first point of interest is ensuring that EPWP workers are employed through a transparent and fair process; meaning, the selection of every beneficiary must be done in light of equitable and fair process to reduce nepotism and abuse. The selection criteria of EPWP beneficiaries in EPWP Phase III is as follows:

- Are eager and capable of taking up the work offered to them,
- Can be classified as underprivileged,
- Are jobless or unemployed, and
- Stay close to the area where the project will be taking place (i.e. local).

The second point is adherence to the lowest remuneration. The EPWP has no separate budgets, therefore, the job opportunities are created from departmental projects funded by the line budgets hence the low pay rate. This rule demands for adherence to the lowest EPWP remuneration and conditions employment governed by the EPWP Ministerial Determination. The EPWP Ministerial Determination, as changed every once in a while, has set out the lowest pay permitted by law and the least EPWP conditions of employment for the and executors must act in accordance with the EPWP requirements. All EPWP managing structures will team

up with the DoL in ensuring that the EPW facilitators are acquiescent. (Department of Public Works, 2015).

The work created of each EPWP improvement should add to upgrading community merchandise or commodity services. A record of production formulates part of reporting for all EPWP Phase III programmes and projects. All projects and programs need to quantify and give feedback of the efficiency and the results of all work to have a significant effect and give assurance that the public gets value for money. The M&E structure gives details of a sector's particular productivity indicators to be accounted for. This is a third point which offers or improves community services or public goods (Department of Public Works, 2015).

Lastly, is the compliance with the lowest labour-intensity suitable to the sector. A suitable minimum labour-intensity standard has been set to each sector. In addition, EPWP sectors have their own programmes, and in all sectors have their own lowest labour intensity threshold. That it should not be more important than the lowest labour intensity is not the defaulting focus that must be accomplished; however, it is the minimum threshold above which the objective must be set. The labour intensity can only be defined by the nature of the project, therefore, there is no highest labour intensity measure; nevertheless, labour intensity must surpass 100%. The project that does not meet the terms of this standard will be sustained in order to expand their labour intensity. Even so, in the event that despite the support given they still do not succeed to accomplish their labour intensity, they will be disqualified from the final report (Department of Public Works, 2015).

2.8 Skills Provided by EPWP in South Africa

Training is an imperative element within the EPWP in South Africa to ensure that recipients advance their abilities while they take a shot at the EPWP projects, with the purpose of improving their employability on other suitable projects when exiting the programme. However not all EPWP participants receive training as it all depends on the duration and nature of the project being implemented, the availability of funds and the learner's selection criteria. Taking part in EPWP training, one has to register to the sub-councils' database for his/her name to be randomised for the next available EPWP project. For those randomised names, training will be provided depending on the above-mentioned factors. After the project completion, the beneficiaries that received training receive their training certificates.

2.8.1 Types of EPWP courses and training programs

The EPWP tries to give accredited on-site training to its recipients in the following methods:

- **Learnerships:** Designed learning programmes inside a certain industry, which are unit standard-based and contain above 120 credits.
- **Skills Programs:** Occupationally-coordinated projects, which contain a pre-registered group of unit standards.
- **Artisan Development:** This is a technical training process, which includes both realistic, hypothetical and work environment learning components obtainable in selected techniques to accomplish craftsman status (Department of Public Works, 2017).

2.8.2 EPWP funding

According to Phillips (2004), the government chose to finance the EPWP through a normal budget method, instead of financing it from a special budget with its own planning process. He adds that, according to the reevaluation of poverty reduction programmes, a decision was taken which discovered that a separate budget process for these programmes caused pressure in inter-government financial relations and sectors and all three levels of government took part in work that is not part of their statutory main purpose. The EPWP is different from past activities in a manner which it is subsidised by all three spheres of government. As a result of the above-mentioned decision, the EPWP is subsidised by allocating funds on the budgets of line function departments, municipalities and provinces. The EPWP does not have its own assigned budget for projects.

2.8.3 EPWP grant

The EPWP grant is an inducement or incentive paid to the national, provincial and local government to encourage work opportunity creation. The grant incentive is paid through a substantial number of work opportunities generated for the EPWP target cluster and can be measured in full-time equivalent (FTE) or person-days of jobs in each of the above-mentioned government spheres with the allocated existing budget. The purpose of this grant incentive has been to offer more resources to those public spheres of government generating more job opportunities utilising their allocated budgets. In a broad-spectrum, the planning method of the grant requires government spheres to identify labour-intensive projects with a minimum percentage of 35% for environment and culture sector, 35% for social sector and 5% for infrastructure sector to be financed from the grant. This is then revised by the NDPW for an additional contribution to extending the plan. This procedure was believed to have an impact on the labour intensity of the EPWP project (Department of Public Works, 2017).

2.8.4 EPWP training

Skills shortage continues to remain a problem in South Africa. The National Skills Development Strategy (NSDS), through its financial stimuli, keeps on striving to improve appropriate skills for both the economy and the market. Training is important in the EPWP to create skilful workers, for the productive and successful execution of a project. It also improves the employment opportunities of the beneficiaries when they leave the programme. The EPWP training does not just benefit its beneficiaries but it also builds the ability of EPWP implementers and officials to ensure productive and successful administration of the programme. The EPWP training modules consist of theory, practical learning and work environment learning, which are endorsed and registered by the South African Qualification Authority (SAQA). Specialised training programmes consist of strong skills that may include toy making and bricklaying. (Department of Public Works, 2012:7).

Training in the EPWP is defined as a cross-cutting role which supports all four EPWP sectors, namely environment and culture, infrastructure, non-state and social. Every province is implementing EPWP training, its disposition and courses are cultivated by different provincial training requirements and sectors. It gives the EPWP beneficiaries an opportunity to acquire skills from the projects they participate in with the goal of improving their odds of being employed on a sustainable project when they exit the EPWP (Department of Public Works, 2013).

2.9.5.1 Prior training

Prior training focuses on training the EPWP recipients before they start working on the project. The training model of the EPWP is expected to generate a number of skilled recipients needed for a specific project. The academic and practical learning/demonstrations are directed at the classroom prior to the execution of the project, while the workstation training has started at the project site.

The Department of Public Works (2012) states that the project must be ratified and a service provider must be selected by the municipality prior to the training commencement. The benefits of this model are as follows:

- It gives students enough time to go through training without meddling with project exercises.
- The training period is not restricted by the project period.
- Students have an adequate overview of workplace experience instantly after finishing practical and theoretical training.

- The organisation that delivers public services have enough time to govern and observe the training.

Despite the fact that this model guarantees sufficient time for the fruitful accomplishment of training, the link between such training and practical learning should be planned carefully. This is the best model for all with the duration of small, medium and long-term projects (Department of Public Works, 2012).

2.9.5.2 On-site training

On-site training alludes to the training of recipients through the execution of the project. This model recommends that the hypothetical, technical and place of work segments of training are carried out simultaneously with project execution. This enables the recipients to get and apply skills and experience instantly to project exercises. The benefits of this model are:

- Recipients get academic, sustainable and first-hand learning while carrying out rewarding work.
- Training is expanding due to recipients being quickly obtained and utilising the skills.
- A workplace is guaranteed.

Nevertheless, this model needs exact time planning among project execution exercises and training. It is recommended for the short and medium term as to guarantee that insignificant interference is qualified by the contractor (Department of Public Works, 2012:9).

2.9 Training for Exits

The Department of Public Works (2012:10) indicated that the training for exit strategy entails the training of recipients when finishing an EPWP project. This is an optional model for public bodies. It recommends that when the project is about to start, public bodies must prepare for training opportunities through advanced education and training which incorporates: Adult Basic Education and Training (ABET), vocational learning programmes (e.g. National Certificate Vocational), occupational learning programs through learnership, and skilled worker advancement programme through internship qualified skills programme. The department also states that the advantage of further learning and training for the beneficiaries is the ability to make obvious selections about the job/career that they would like to pursue and the type of training and education that they will need. Advanced training and learning empower recipients to accomplish perceived qualifications as listed above.

2.10 EPWP Training Challenges

According to the Department of Public Works (2012:73), when trying to maximise the skills advancement effect of the EPWP there are several problems which public bodies deal with. These challenges must be observed forthright so that measures to address them can be set up and practical training targets set.

The first EPWP training challenge is that a lot of jobs are executed on a project basis. Several projects are too small or too short to empower a successful combination of training and work for all recipients. For example, if a municipality is executing an EPWP water reticulation project, it may pinpoint the necessity to train 10 handymen in the area, however during the execution an extra 40 workers may be hired to dig and refill trenches. Exactly what kind of training must be given to these 40 labourers poses a substantial challenge to EPWP implementers. Moreover, the training programme for the handymen or plumbers may take 45 days. The challenge is to distinguish courses which adequately address the necessities of the 40 workers and furthermore, give training within 40 days in such a way that the execution of the project is not affected (Department of Public Works, 2012:73).

For that reason, it is important that the training programmes on EPWP projects be well planned. If the project is going to take some time to finish, then this should occur quarterly. A detailed training plan specifying training courses, planned dates, and numbers of beneficiaries to be trained should be produced. A training financial plan for the project to reveal training expenses, including tuition costs, venue costs, accommodation, student materials, remunerations during training, transport and food, should be produced. Plans for the training should be imparted to the students and to the contractors in order to secure their investment (Department of Public Works, 2013:13).

The second challenge indicated by the Department of Public Works (2013), is that the skills profile of the beneficiaries working on EPWP projects is extremely diverse. Usually, their educational upbringing may vary from those with no proper education to those who have finished matric and probably higher learning. In addition to this, employees could be any age or gender, migrant or “geographically established”. Planning training that is appropriate with such a variety of individuals, to every person’s requirements is challenging. The best opportunities usually lie in linking the training directly to project activities; this also has its restrictions (Department of Public Works, 2013:13). Therefore, it is imperative that the training needs assessment done should provide information on the numbers of workers required in taking part in the project. Secondly, the necessary skills to perform the job and the numbers

required per skill area. Lastly, the lowest entry criterions for the courses that the training supplier will use to choose the learners to be trained.

The third challenge that the municipalities face is deciding the best time to give training, either before the execution of the project or during the project implementation. Past experience has demonstrated that giving courses (especially courses that take long periods) to EPWP workers during project execution is more challenging than when such courses are given before the project starts. In most cases, contractors are hesitant to release EPWP workers to go for training. On the other hand, the training providers will require a specific number of students to be accessible at a specific time for training (Department of Public Works, 2013:13).

The social sector, for example, is experiencing some training capacity challenges, especially in the ECD division. The existing evaluation of training providers capable of providing the training of full qualification at Levels 4 and 5 points to the necessity for extra capacity and the substantial need for growing the number of newly qualified training providers. Furthermore, additional unit criteria at Levels 2 and 3 are required to channel the gap amongst Levels 1 and 4. An association with the DoL and SETA has been produced to discourse these openings and grow the capability of SETA. Similarly, with the HWSETA, the essential HWSETA support is being requested to quicken this process (Department of Social Department, Education & Health, 2009).

Moyo (2013) recommends that the period of the training must be increased, the content to have more complexity and explicitly seek to provide intermediate technical skills the participants. For women, attention could be given to social development training which is useful to this category of participants so that they can take advantage of opportunities presented by the Home and Community-Based Care (HCBC) programme in the context of the national strategic plan to reduce the effects of HIV/AIDS and the increasing rise of orphans and vulnerable children as well as child-headed households.

Therefore, the Department of Public Works (2014) recommends that training on long courses must be given before the beginning of the project. This will not clash with the service providers and all skills required for the execution of the project will be made accessible through the training. Students focus better on the training if they do not divide their time between working and training. Only short courses like life skills can be given during project execution.

2.11 Government Employment and Deployment Programmes

The formal education scheme has been unsuccessful in accomplishing its objective of training South Africans from a young age with the appropriate education and skills necessary to get to work opportunities available in the labour market. With the small number of job opportunities available, the majority of individuals do not have what it takes to get these job opportunities. The government has embarked on implementing openly funded programmes that generate job opportunities in the preparation of necessary basic work to South Africans who need it; And placement in programmes that can give a salary while extra skills and work opportunities are being created (Meyer, 2011).

In 1994, the governing body presented the NPWP, which included two basic sections: Money to support work generated in the Community-Based Public Works Programme (CBPWP), and a longer-term procedure of reorienting costs on line function of infrastructure to make it more labour-intensive.

Equated with the large number of people without jobs, the CBPWP generated few job opportunities through a programme that had a financing total of R350 million each year. The motivation behind the reorientation segment of the NPWP was to utilise the organised large-scale government savings in infrastructure under the Reconstruction and Development Programme (RDP) to generate more employment to open doors for the unskilful and people without jobs. Because of the size of the strategic investment in the infrastructure of the municipality, the reorientation element was anticipated to have the possibility of generating a number of job opportunities than the CBPWP over the average duration to longer term.

The creation of job opportunities was to be generated by means of presentation of proper equipment including the utilisation of labour instead of machines, where this was monetarily suitable. (Mthombeni, 1995).

The South African government publicised an assurance to implement an EPWP in 2003. The government acknowledged that there was considerable opportunity to absorb people without jobs, and the unskilled and semi-skilled individuals to work through controlling the manner in which public finances are being spent. All departments and agencies within the government were encouraged to come up with ways in which the most important parts of service delivery could be carried out, purposefully generating job opportunities for unemployed individuals. The EPWP applied shares in place to make sure of the involvement of youth, disabled people and women (National Treasury, 2010).

In the meantime, the National Treasury looked into the SPRA (Special Poverty Relief Allocation), which was utilised to subsidise the RDP programmes. It discovered that the presence of special funds with its very own distribution processes had brought many unintended results, especially intergovernmental financial inconsistencies. For example, capital projects would be financed from a different fund, without the required comparing increment in the operating budget by means of the significant budgeting method. Moreover, line function departments are more inclined to utilise funds to contribute in activities that were not part of their purposeful mandate. For instance, the Department of Public Works was managing rural CBPWP projects, for which it had a small ability. As a result, the Cabinet acknowledged the proposals of the analysis, in particular, that the SPRA must be shut down; that a portion of the SPRA-supported projects, for instance, the CBPWP, should never again be financed; and that the SPRA funds for different projects, for example, working for water, must become part of the budgets of line function departments (National Treasury, 2010).

2.12 Conclusion

This chapter presented cases in the South African context. Literature on unemployment and four types of unemployment and how they occur were discussed. The EPWP programme was introduced. Its inception, aim and vision were also discussed. The design of EPWP was discussed in this chapter. The implementation of EPWP in the municipalities from all four sectors (environmental, non-state, infrastructure and social) was discussed concerning how these sectors contribute to the programme. M&E methodologies and measuring indices for EPWP were discussed. Skills that are offered by EPWP were also covered. Courses that are offered by EPWP, funding models, training challenges and training models were also discussed. Other governments' and deployment programmes were explored. Training for candidates that exit the programme was discussed. Lastly, training challenges were explored. The following chapter presents the research methodology that was used in order to carry out this research.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This section of the study discusses the research design and methodology used for collecting the data. According to D'Andrea & Heckman (2008:356-363), the research design is a systematic framework of what will be done in the study. The formulation of the research design was most suitable for this research. The research design made reference to what was done, that is, the stages or activities needed for enabling the research to be valid and reliable. The target population was defined and a sample was calculated to address the research question and meet research goals and intentions. The data collection, analysis and sampling method are discussed in-depth in this chapter.

3.2 Research Paradigm

Research in the social sciences can acknowledge either a positivist or an interpretive technique (Bryman & Bell, 2003; Cresswell, 2003; Denzin & Lincoln, 2005). The positivist methodology originates from the natural sciences and happens in a paradigm that authenticity is impartially determinable and hence, firm conclusions can be drawn about the cause and consequence in social sciences. This technique acknowledges quantitative methodologies.

The interpretive approach advanced as intellectuals perceived that the truth is distinctive for various individuals and certainty originates its meaning from human encounters and observations. Qualitative approaches are utilised in the interpretative method. Cresswell (2011) documented the improvement of mixed technique research from the year 1959, and afterwards suggests the utilization of research technique illustration on both paradigms in order to overawe the restrictions of each.

This research was informed by the post-positivist research paradigm that is an upgraded version of the traditional positivist approach. This method adopted both qualitative and quantitative research techniques (Creswell & Plano, 2011). This paradigm was chosen since the research objective contained variables that could be verified objectively, such as to quantify the employability of beneficiaries from when they exited the programme, and improvement in poverty and the level of skills which can all be objectively measured.

According to Kawulich (2011) on the constructivist/ interpretative paradigm, the nature of knowledge is subjective and idiographic which does not necessitate objective information

gathering through quantitative methods. The way in which information was gathered is purely qualitative. This research paradigm was therefore inappropriate in terms of the research methodology proposed to address the research questions and to arrive at the study objectives.

3.3 Target Population

The research population should have been theoretically formed by all individuals that participated in the EPWP since its inception by the CoCT in 2009. However, it would have been practically impossible to trace all the previous beneficiaries since 2009. Some have changed addresses, contact numbers and some have been re-admitted in the programme. Due to the limitation in time for this research to be carried out, the population was considered to be beneficiaries from the 2014/2015 financial year. The total registered number of participants for this financial year was 40 055 employees. The 2014/15 financial year was chosen as it gave adequate buffer time for the participants to find alternative employment after they exit the programme. It was also the only period where the previous beneficiaries could be successfully traced and interviewed. A sample was, therefore, calculated as a fraction of this population of 40 055 (City of Cape Town, 2016).

3.4 Demarcation of the Study

The limitation of this study was only in the public sector funded projects of the EPWP and does not account for privately funded partnerships. This study only focused on the context of the CoCT due to budget, time and limitations. One year was not enough for the researcher to study more municipalities. Although the research findings may be useful to some municipalities that have similar characteristics to the CoCT, it does not certainly relate to other types of municipalities that are for example, not metropolitan or municipalities that are in rural regions. This study's scope only assessed the impact of the EPWP as it relates to employment creation and skills development. Other socioeconomic variables such as gender and race were studied.

3.5 Research Method

This research used a mixed method approach, which is the qualitative and quantitative methods. Creswell & Plano (2011) referred to the mixed method as a technique which emphasises on analysing, gathering and blending both qualitative and quantitative information from one or more research studies. Its focal preface is that the utilisation of quantitative and qualitative methods, in combination, gives a simpler knowledge of research issues than any method alone.

The mixture of the quantitative and qualitative methods was the best approach for this research because it reflected the point of view of the participants by providing the researcher a chance

to observe participants and ensuring that the research results were based on participants' experiences while still capturing the responses in a way that could be quantified (Wisdom & Creswell, 2013).

These two methods were used through in-depth interviews to examine the impact and relevance of training given to the beneficiaries when they exit the EPWP. In addition, it was to assess if the EPWP is the best alternative in addressing unemployment. These interviews were effective in classifying the undetectable issues, like the gender roles, socioeconomic status, and ethnicity, whose role in this research was also used to attain more information about life realities of beneficiaries and the perceived skills gained during the participation period in the programme. The respondents were asked to come up with ways, if any, in which the programme can be enhanced. This would not have been successfully captured by quantitative technique alone.

The advantage of using the mixed method was the possibility of triangulation which is the utilisation of a few means (techniques, information, and other sources) to examine the same occurrence. Triangulation enabled the researcher to identify parts of a phenomenon more precisely by approaching it from different vantage points utilising different techniques and methods (Wisdom & Creswell, 2013).

The qualitative method part of this study was the collection of detailed data through direct questions and careful description and observed behaviours. Each respondent was asked some additional information about their life histories, their current life circumstances and their aspirations for the future. Detailed notes about each interviewed individual were written on each of the questionnaires. The quantitative method part of this study was the demographic data that was collected through a survey questionnaire and analysed using the Statistical Package for Social Sciences (SPSS) software.

The other advantage of using both of these methods was that the researcher was able to use both approaches to investigate a research problem. It was also practical because respondents are inclined to resolve problems using both words and numbers by mixing deductive and inductive logic through inductive thinking and by employing skills in recording behaviour as well as by observing people (Creswell & Plano, 2011).

3.6 Research Design

Longitudinal and cross-sectional studies are the primary assessment procedures utilised to assess the public works programmes all over the world (Department of Public Works, 2010). This study used a combination of these methods. The intention of the cross-sectional questionnaires was two-fold: to give an example of project level information for comprehensive monitoring of the EPWP and to give information that will contribute to the assessment of the programme's effects.

The motivation behind this study being cross-sectional was to give an example of how to offer an example of project level information for detailed monitoring of the EPWP as well as to provide information that will contribute to the evaluation of the EPWP.

This study contained components of both descriptive and explanatory approaches. According to Gafane (2011), descriptive studies emphasise observing human behaviour in its natural context and on giving comprehensive description and understanding of an occurrence in a suitable setting. The descriptive methodology was utilised to accumulate data identified with the stated goals of the study. Expressive data was used to define tendencies and regularities and is presented in tables, charts, bar graphs and frequency distributions charts as presented in Chapter Four.

The explanatory approach was utilised to research the nature and degree of the relationship between the programme and particular results, for example, the likelihood of getting work after exiting the EPWP.

According to the Department of Public Works (2010), the only available method to assess the self-employability or employability of EPWP recipients when they leave the programme is longitudinal surveys. With this method, beneficiaries from the sample strata are tracked over time to assess the durable effect of EPWP participation.

3.7 Sampling Technique

This research was conducted using stratified random sampling. This type of sampling is a likelihood selection technique in which the entire targeted population is separated into two smaller similar or more clusters (strata) according to one or more common characteristics. A sample is selected in each stratum. Stratified random sampling is the most accurate sampling technique where the researcher has more control over the selection of the sample when compared to other sampling methods (Rao & Kumar, 2004:49).

The stratified sampling for this study was drawn from the 40 055 EPWP beneficiary population. Different groups (strata) were separated into economic, environmental infrastructure, and social development sectors to make certain that the entire EPWP population is represented in the sample.

According to the CoCT's database for the 2014/15 financial year, the employment of EPWP beneficiaries per sector was: 10 000 (25%) beneficiaries from the infrastructure sector, 6 000 (15%) from the economic sector, 13 630 (34%) from the environmental sector and 10 425 (26%) from the social development sector (City of Cape Town, 2016). Sample size calculation, which is presented in Error! Reference source not found., was performed in all four population strata.

3.8 Sample Size

According to Ortuzar & Willumsen (2011), there is no straightforward and objective way to calculate sample size in every case. This is true although statistical formulae are used to determine the size of the sample as a function of the entire population. It is therefore important that each statistical calculation of sample size be followed by an intuitive consideration of the problem at hand.

Ortzar & Willumsen (2011) added that too large a sample may result in high data collection and analysis cost. Similarly, too small a sample may result in high variability, which may lead to an unreliable conclusion when the whole population is considered. It follows therefore, that the optimal sample size lies in between cost and reliability of the results.

For this research, the sample size was calculated using the statistic formulae given below as adopted by Morris (2012). This formula is a hypergeometric distribution that calculates the sample size as a function of the entire population. The formula is given by:

$$n = \frac{NZ^2pq}{E^2(N-1) + Z^2pq}$$

Where:

- n is the required sample size (unknown)
- N is the population size (in this case, 40 055 EPWP participants)
- p and q are the population proportions. If these are not known, they are each set to 0.5.

- z is the value that specifies the level of confidence wanted for the confidence interval when data is analysed. Typical levels of confidence for surveys are 95%; in this case z is set to 1.96.
- E sets the accuracy for the sample proportions. With the accuracy of plus or minus 5%, E is then set to 0.05.

$$n = \frac{(40055)(1.96^2)(0.05 \times 0.5)}{0.05^2(40055 - 1) + 1.96^2(0.5 \times 0.5)}$$

$$n = \frac{38468.8}{101.0954}$$

= 380.5 OR 381 people

Based on the calculation, a total of 381 previous EPWP participants should have been interviewed. However, given the time and resource limitation to conduct this research, interviewing 381 respondents would have been excessive and impractical, thus the sample size was reduced according to the method described below.

According to Ortuzar & Willumsen (2011), the sample size may be reduced when there is a budget constraint while still maintaining a reasonable statistical power by accepting a lesser confidence level. Due to budget constraints for this research, the sample size was reduced by accepting a lesser confidence level of 65% (previously 95%). The calculation as per the above formula was repeated but a Z-distribution of 0.935, which corresponds to the confidence level of 65% was used. This resulted in a sample size of 87 please see calculations below.

$$n = \frac{NZ^2pq}{E^2(N - 1) + Z^2 pq}$$

$$n = \frac{(40055)(0.935^2)(0.05 \times 0.5)}{0.05^2(40055 - 1) + 0.935^2(0.5 \times 0.5)}$$

$$n = \frac{8754.27}{100.3535}$$

= 87 beneficiaries

The sample was split according to the population proportions (strata) as follows: 22 (25%) infrastructure sector, 13 (15%) economic sector, 29 (34%) from environmental sector and 22 (26%) from social development. Each of these sample sizes was selected randomly from all of these four strata.

3.9 Data Collection Instruments

A combination of quantitative and qualitative methods was used in this study to gather data. Firstly, structured one-on-one interviews were conducted to gather qualitative data, secondly, a structured self-administered questionnaire was used to gather quantitative data.

3.9.1 Qualitative data collection instrument

To collect qualitative data, cross-sectional interviews were conducted with all 87 respondents as determined in Section 3.8 above. The interviews were structured such that they contain significant questions meant to addressing the research objectives and research questions. The interview was planned in such a way that it creates more flexibility for the interviewee to express their personal perceptions with regards to their participation in EPWP. The questions were posed in such a way that they were open-ended and conversational. An example of interview questions was whether they felt they benefited from being on the EPWP project, whether they felt they were adequately skilled for future employability, and what they felt could be done to improve the effect of EPWP in the future.

3.9.2 Quantitative data collection instrument

To collect quantitative data, a self-administered questionnaire was distributed for completion by the 87 participants in order to obtain predetermined quantifiable and measurable data, such as:

- When respondents started and exited the programme.
- The duration of participation and the duration of staying without employment.
- Post programme participation (for those unemployed), and the number of people who underwent training and obtained or did not obtain certificates.

The questionnaire as shown in appendix D included the following sections: Section A (General Information), Section B (Likert Scale – Training and Skills Development), Section C (Recruitment and Selection), Section D (Exit Strategy), and Section E (Poverty Alleviation).

3.9.2.1 Section A: General Information

This section was to be used to get details about the respondents and to qualify them to take part in the survey. Those who did not meet the expected requirements were excluded and only relevant respondents' questionnaires were included in the findings.

3.9.2.2 Section B: Likert Scale

According to Uebersax & John (2008), a psychometric reaction scale is essentially utilised in questionnaires to get the participant's inclinations or level of agreement with a declaration or

set of declarations. Likert scales are a non-comparative scaling method and are unidimensional (just measure a solitary attribute) in nature.

Respondents were requested to specify their level of agreement with a given explanation by means of a conventional scale. This scale measured the perceptions, experiences and understanding of the EPWP participants. The scale measures from 1 to 5, where 1 = Highly Unsatisfactory, 2 = Unsatisfactory, 3 = Neutral, 4 = Satisfactory, and 5 = Highly satisfactory.

3.9.2.3 Section C: Recruitment and Selection

This section was utilised to get information on how the participants were enrolled in the programme and did they find out about the EPWP.

3.9.2.4 Section D: Exit Strategy, Poverty Alleviation and Open-Ended Questions

This last section allowed the respondents to discuss any other issues, experiences or matters deemed important. In this section, the respondents had an opportunity to air their views on any matter to do with the EPWP, issues, problems and any other factors.

The questionnaire was considered handy since data could be gathered under anonymous and confidential circumstances and be kept for future use. This data was converted to information that could be revisited at any time should other questions arise pertaining to this research. The six-page questionnaire allowed for wider participation and provided an opportunity for participants to express views about the matter at hand without fear for reprisals. The use of the questionnaire allowed for the targeting of a wider audience as compared to having a few interviews. An initial pre-run of the questionnaire was done to a few people previously involved in the EPWP; this was done to help in the construction of the questionnaire. The final questionnaire was then updated in preparation for the research to be conducted.

3.10 Data Collection

The CoCT's database was used to obtain the contact information of all the 87 individuals that were selected randomly. Kruger & Welman (2005) describe stratified random sampling as a scaled down image or similarity of the contamination. The participants who were randomly selected from each of the four strata from the CoCT's database were contacted via telephone and appointment was scheduled, where the researcher interviewed each participant face-to-face. The questionnaire was read out to the participant. The researcher recorded down, noting other subtle clues that are not noted in the questionnaire. The face-to-face approach was adopted as it provided additional information such as the mood and tone of the respondent that was recorded.

The stratified random sampling was drawn from the 40 055 population by splitting it into four strata as follows: 22 (25%) in the infrastructure sector, 13 (15%) in the economic sector, 29 (34%) from the environmental sector and 22 (26%) from social development. Random sampling was chosen from each strata based on each sub-group represented in the population by a quantified percentage mentioned above. The most relevant sampling for this study was stratified random sampling because it is more accurate in demonstrating the population than simple random sampling. Stratified random sampling has a practical restriction on the number of stratum utilised. Since beneficiaries were randomly selected from each stratum, a complete list of the population in each stratum was produced.

3.11 Ethical Consideration

Saunders et al. (2011:2) describe ethics as the propriety of conduct in connection with the rights of individuals who become the subject matter of or are affected by work. According to Grand Canyon University (2018), ethics in research are standards or norms for behaviour that differentiate between moral and immoral. They assist in outlining the difference between adequate and inadequate behaviours. Some ethics were adhered to during this research as seen below.

In the EPWP questionnaire invitation shown in Appendix D, The respondents were provided the choice to contribute or not to contribute, and they were well-versed ahead of time about the kind of investigation at hand (Neumann, 2000:284). As recommended by De Vos et al. (2005), the participants were guaranteed that their personal particulars will not be disclosed under any circumstances without their permission. The answers were anonymous and the identity of the respondents was not revealed.

The researcher submitted an ethical clearance letter requesting to conduct research within the CoCT, which was duly authorised by the municipality and submitted to the university (see Appendix C).

CHAPTER FOUR

RESEARCH FINDINGS

4.1 Introduction

This chapter summarises the results from the qualitative and quantitative research obtained from the 87 EPWP respondents that were interviewed for this research. The main purpose of this research was to evaluate the influence that the EPWP has had on employment creation and upskilling of participants in the CoCT so that they can be employable in the job market following their participation in the programme. The examination of the data was performed by means of the SPSS 2018 and Excel software programmes. The questionnaire sample that was used is located in Appendix E.

The findings are demonstrated by means of tables, figures, frequency and pie charts. The questionnaire consisted of qualitative and quantitative questions. The questionnaire was divided into four sections, from Section A to Section D. In total there were 21 questions answered by the respondents. Findings for all questions are presented below individually from each section. Findings are not presented for every single question as questions whose purpose was similar are discussed together. Chapter Five, which follows, discusses the results presented in this chapter.

4.2 Section A: General Information

4.2.1 Age

The age of participants was observed to discover which age group is more inclined to benefit from the EPWP projects. In this research, the average age of respondents was 34 years. The minimum and maximum ages were 19 and 66 years respectively. The 85th percentile (majority) age of all respondents was 47 years.

Figure 4.1 shows the histograms for various age groups as well as the cumulative age for all respondents. The standard deviation of the age for these respondents was 12 years. The most frequent age group was 20 to 30 years old, which accounted for almost half of the respondents at 44% of the sample size.

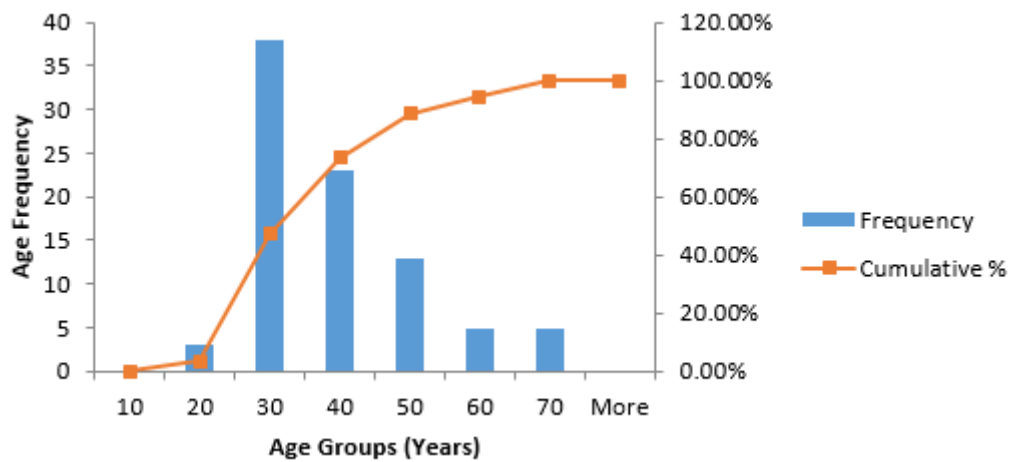


Figure 4.1: Age frequency and cumulative age

4.2.2 Gender

The reason for analysing the gender of the participants was to find out whether it was males or females who benefit the most from the EPWP projects or whether or not the benefits were skewed toward any particular gender. Table 4.1 and Figure 4.2 below demonstrates the distribution of gender. It can be shown that females benefited slightly higher than men in the EPWP in the CoCT as they accounted for 56% of the respondents.

Table 4.1: Gender distribution

Gender	Count of Gender	%
Female	49	56.32%
Male	38	43.68%
Totals	87	100.00%

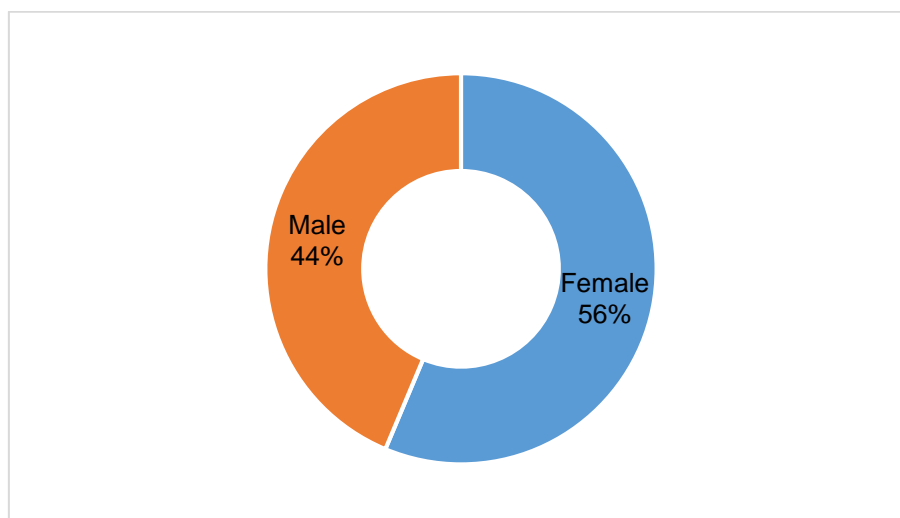


Figure 4.2: Gender distribution

4.2.3 Race

The racial distribution of the EPWP respondents was explored. This is of particular importance as some hold a view that the EPWP benefits are shared disproportionately in terms of race. It also gives an indication of which racial groups are more inclined to depend on EPWP for financial sustainability. Table and Figure indicate the race dissemination of the respondents. A clear majority of the beneficiaries from this programme are coloureds at 76%, followed by the black Africans at 24%. There were no white or Indian respondents.

Table 4.2: Race distribution

Race	Count of race	%
Black	21	24.14%
Coloured	66	75.86%
Whites	0	0%
Total	87	100.00%

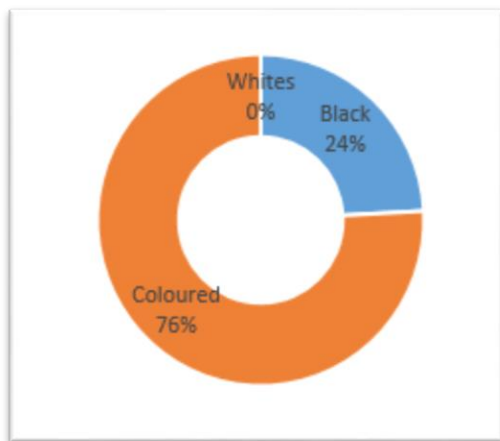


Figure 4.3 Race distribution

4.2.4 Employment Sector

As already discussed in Chapter Three of this research, this study was limited to just local government. However, the local government was divided into four different sectors, known as environmental, infrastructure, economic and social sectors of the CoCT. As discussed in Section 3.8, the numbers of the participants were predetermined in the stratified sample selection. Figure gives the percentage of participants by employment sector.

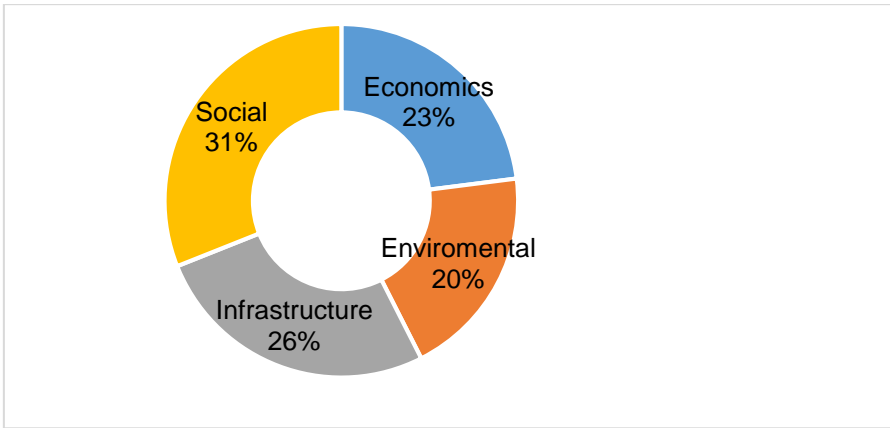


Figure 4.4: Respondents by employment sector

4.2.5 Employment duration

An overall idea of how long EPWP participants participated was analysed. The employment duration initially considered across all sectors. The employment duration was stratified by 1 to 3 months, 4 to 8 months, 9 to 12 months and 13 to 18 months. Figure below presents the findings thereof.

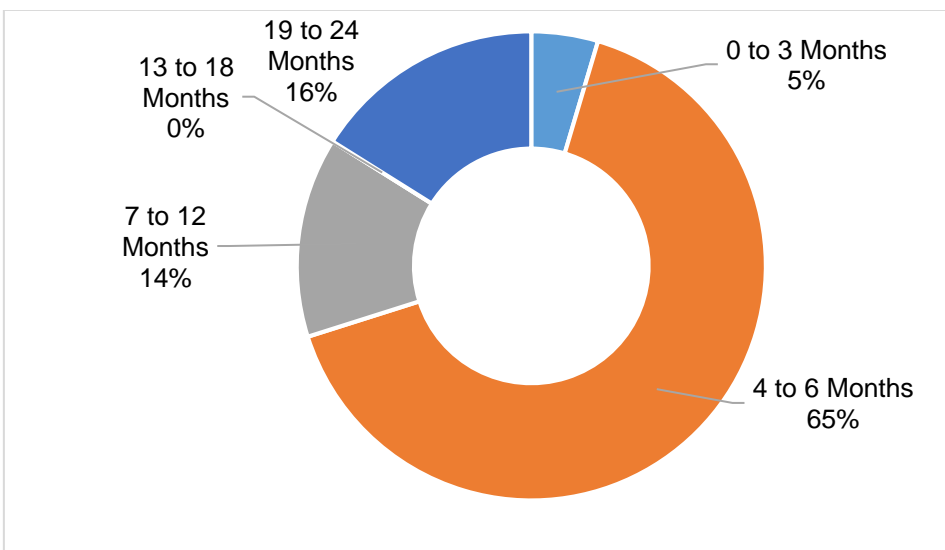


Figure 4.5: Employment duration of EPWP participants in this study

It is clear from Figure above that about a third (65%) of the participants work on an employment duration of 4 to 6 months. Only 16% of the participants worked the full duration of the EPWP period (i.e. for 24 months). This indicates that only a few respondents were employed for sustainable periods in order to improve the financial situation in their homes and have adequate time to obtain a skill.

4.3 Section A: General Information

4.3.1 Employment duration vs Satisfaction

A relationship between satisfaction with the programme and employment duration was investigated. The researcher sought to establish the participants' overall satisfaction with EPWP contribution based on the duration of their contracts. According to the Department of Public Works (2004:30), one of the objectives of the EPWP's Phase II was to prolong the work duration. This has inherent benefits, such as sustained incomes and prolonged experience and skills exposure. Thus, the researcher had reason to believe that there was a connection between overall fulfilment with EPWP contribution and employment duration.

The average duration of employment was plotted against the ranking for the overall satisfaction of the respondents with their EPWP participation. It can be seen that those that ranked their overall satisfaction in the participation of EPWP 4 and 5 (satisfied and highly satisfied) were those participants that had stayed the longest on average on the programme. Those that rated their satisfaction 4 and 5 had stayed an average of between 10 and 13 months. Those that indicated that they were either highly dissatisfied or dissatisfied (ranked 1 or 2) had all stayed on the programme for less than 9 months. The results of those that were neutral (ranked 3) are inconclusive, as they had stayed less than 7 months in the programme but did not indicate that they were dissatisfied despite having worked for a lesser duration than those that had explicitly indicated that they were either dissatisfied or highly dissatisfied.

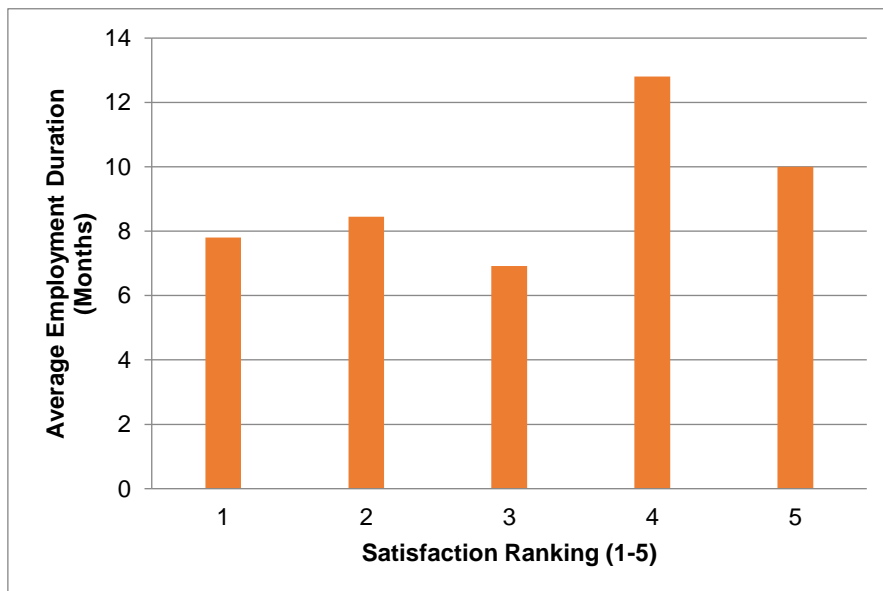


Figure 4.6: Overall satisfaction vs Duration of employment

4.3.2 Employment sector by duration

Data was presented in terms of the employment sectors that offered the longest duration. This was important in achieving the research objectives as well as answering the research questions. Employment duration has a direct relationship with financial sustainability and acquisition of skills, which in turn affects the future employability of the EPWP participant. Figure shows a distribution of employment duration by employment sectors. The infrastructure sector has the highest average employment duration of 10.4 months and has the highest minimum duration of 5 months. The environmental sector showed the shortest employment durations with the average employment duration of 7.8 months per participant while the shortest employment duration in this sector was 1 month per participant. In all sectors, the longest duration was 24 months.

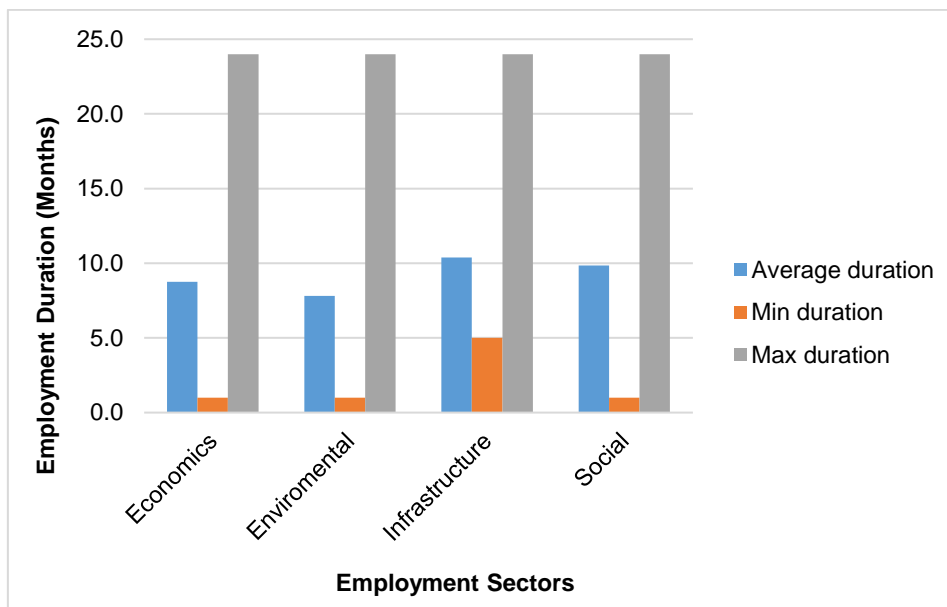


Figure 4.7: Employment Duration by Employment Sector

4.3.3 Cooling-off period

Data was classified according to the time EPWP participants had to wait before being re-employed in the programme again. This is referred to as a 'cooling-off period'. The interspacing of employment periods is in the EPWP design to afford all participants in the database an equal opportunity to be employed. However, it does have a negative impact on those already employed as it interrupts their income source and skills development. The cooling-off period was stratified by 2 months' intervals. Figure below presents the findings of thereof and Table shows the frequency as well as cumulative distributions of cooling-off periods. The cooling-off periods are not predetermined but are based on a low probability of an individual participant to

be re-elected in the programme. This relationship is directly linked to the number of randomised names on the database. One of the reasons for longer cooling-off periods is because it takes time for participants to realise that they need to re-register once they have finished a project, as participation in a project automatically removes the incumbent's name from the database. The information to re-register is not readily available and municipal officials and/ or project managers seldom advise the applicant to re-register.

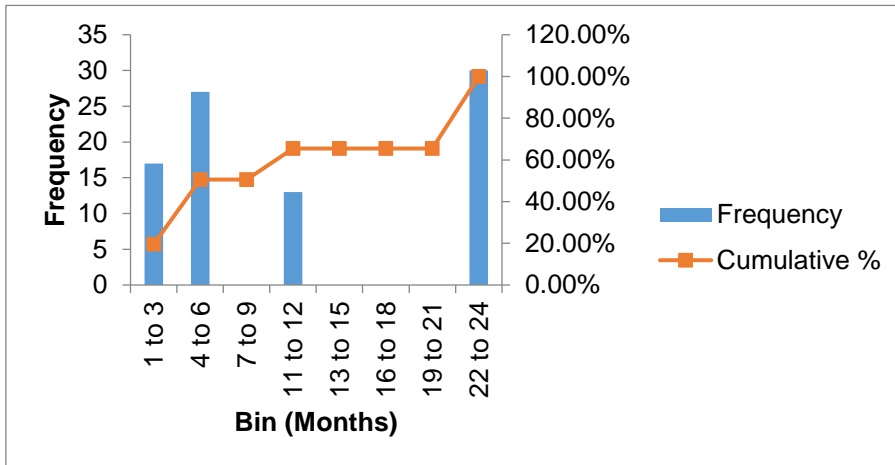


Figure 4.8: Cooling-off period

Table 4.3: Frequency distribution of cooling-off times

<i>Cooling-off (Months)</i>	<i>Durations</i>	<i>Frequency</i>	<i>Percentage</i>	<i>Cumulative %</i>
1 to 3		17	19.54%	19.54%
4 to 6		27	31.03%	50.57%
7 to 9		0	0.00%	50.57%
11 to 12		13	14.94%	65.52%
13 to 15		0	0.00%	65.52%
16 to 18		0	0.00%	65.52%
19 to 21		0	0.00%	65.52%
22 to 24		30	34.48%	100.00%
Number of Participants		87	100.00%	100.00%

Based on the figures above, it can be seen that the most frequent cooling-off period is 22 to 24 months. 30 participants or nearly 40% of the participants had a cooling off period of 22 to 24 months. This is the maximum cooling off period in this study. The 4 to 6 months' cycle was the second most frequent cooling-off period where 31% of the respondents had to be laid off.

4.3.4 Employment satisfaction

The applicants were asked to rate their overall experience with the EPWP programme on a scale 1 to 5 with 1 being highly unsatisfactory and 5 being highly satisfactory. When the whole sample was considered, the findings showed that 23% of the respondents were very satisfied, while 24% indicated that their overall experience with EPWP was satisfactory. 11% were highly dissatisfied while 13% indicated that they were not satisfied. 29% of the respondents indicated that their experience was neutral, thus inconclusive.

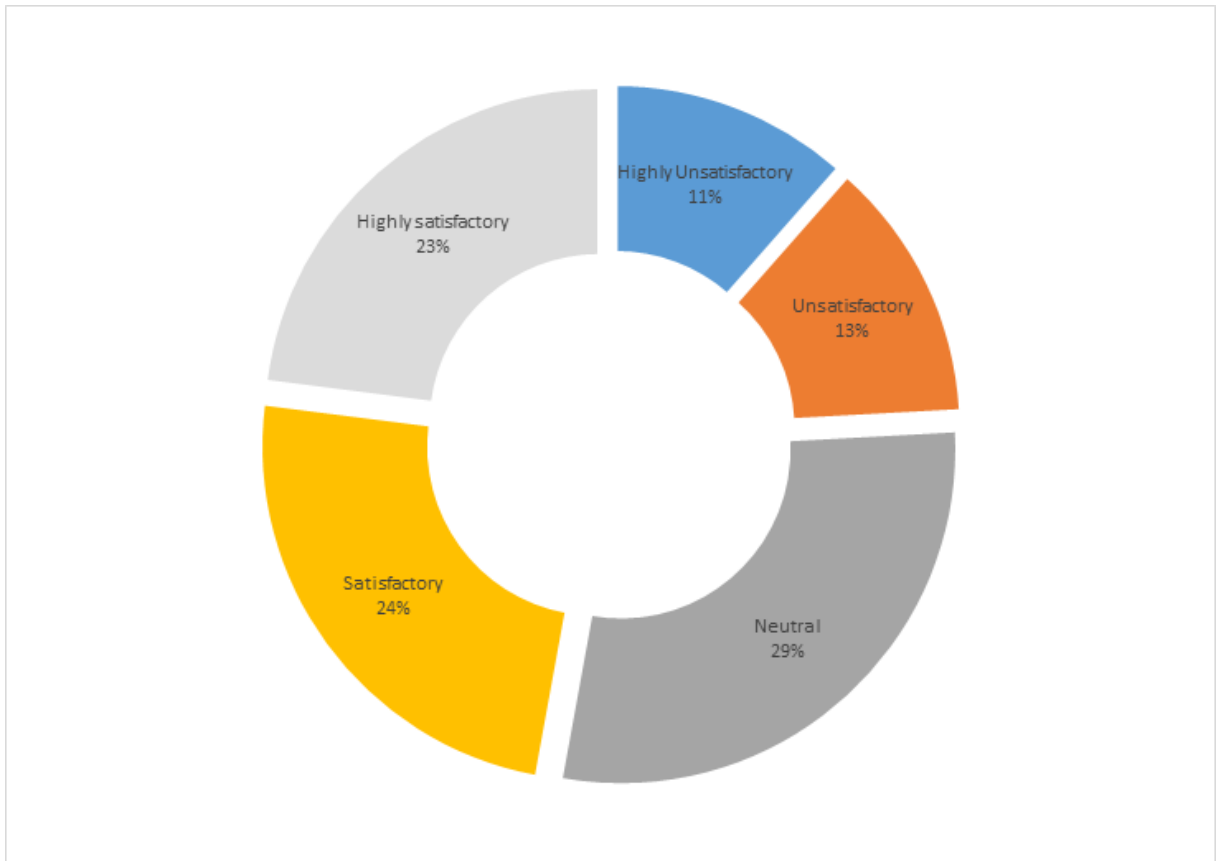


Figure 4.1: Employment satisfaction

Accordingly, those that landed on the satisfied zone accounted for 24% of the participants. Those that were neutral accounted for 29% and those that were dissatisfied accounted for almost half of the participants at 44%. Table 4.1 below shows these results including zones in a tabular form.

Table 4.1: Overall satisfaction vs Duration of employment

Satisfaction Ranking	Count of participants	Average duration of (Months)	%
----------------------	-----------------------	------------------------------	---

Satisfied Zone	Highly Unsatisfactory	1	10	7.8	24%
	Unsatisfactory	2	11	8.5	
Neutral Zone	Neutral	3	25	6.9	29%
Dissatisfied Zone	Satisfactory	4	21	12.8	47%
	Highly Satisfactory	5	20	10.0	
		Total	87	9.3	100%

Satisfaction vs Cooling off period

A relationship between the cooling-off period as discussed in Section 4.3.3 above and the level of satisfaction of the participant was investigated. A regression analysis tool was used in order to check if there was any statistical significance in y (overall satisfaction or dissatisfaction) based on the x-variable (the length of the cooling-off period in months). Intuitively, it was expected that longer cooling-off periods would result in a lower rating in satisfaction levels (score of between 1 and 3). This expectation is in line with the findings of Gafane (2011), who reported that participants were generally unhappy with EPWP's shorter participation times and longer cooling-off periods. Figure shows a regression analysis between cooling-off period (Question 4, Section A) and level of satisfaction (Question 1, Section B). If there was a connection between cooling-off periods and job satisfaction, the data points (dots) would be concentrated around the diagonal; conversely, if there was no relationship, all 87 data points would be scattered around the plot with some below and some above. As can be seen in Figure . There was no defined relationship between satisfaction and cooling-off periods. The data points were scattered throughout the plot. This is also shown by a weak coefficient of purpose (r^2) as presented in Table Error! No text of specified style in document..2 below which means this relationship does not exist.

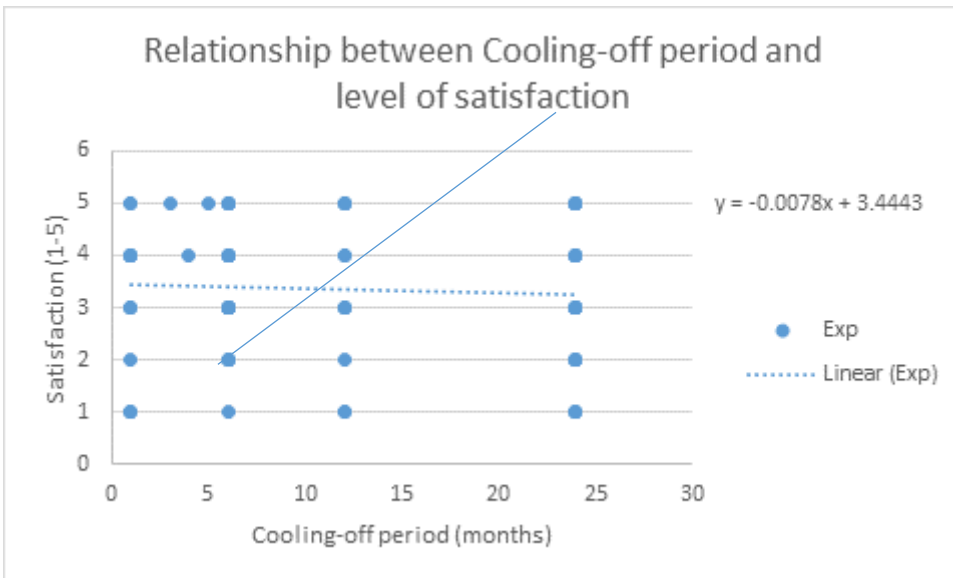


Figure 4.10: Cooling-off periods vs level of overall satisfaction

Table Error! No text of specified style in document..2: Regression statistics for a relationship of cooling-off periods vs level of overall satisfaction

Multiple R	0.052225
R Square	0.002727
Adjusted R Square	-0.00901
Standard Error	1.28918
Observations	87

4.3.5 Prior training

One of the key aims of this study was to evaluate the relevance of the training that the EPWP participants obtained before completing the programme. However, before that question is answered, the first question is whether or not training is provided prior to performing the work. In order to assess this, respondents were asked the following question: “Did you get any training for the job? Yes, or No?” If the overall perception was that there was no training, then it could be concluded that the EPWP had no effect on upskilling participants. Figure 4.2 below presents the results. The Department of Public Works (2012:10) recommends that when the project is about to start, public bodies must prepare for training opportunities through advanced education and training which incorporates: vocational learning programmes, training (ABET) and adult-based education, (e.g. National Certificate Vocational) and occupational learning programs through learnership.

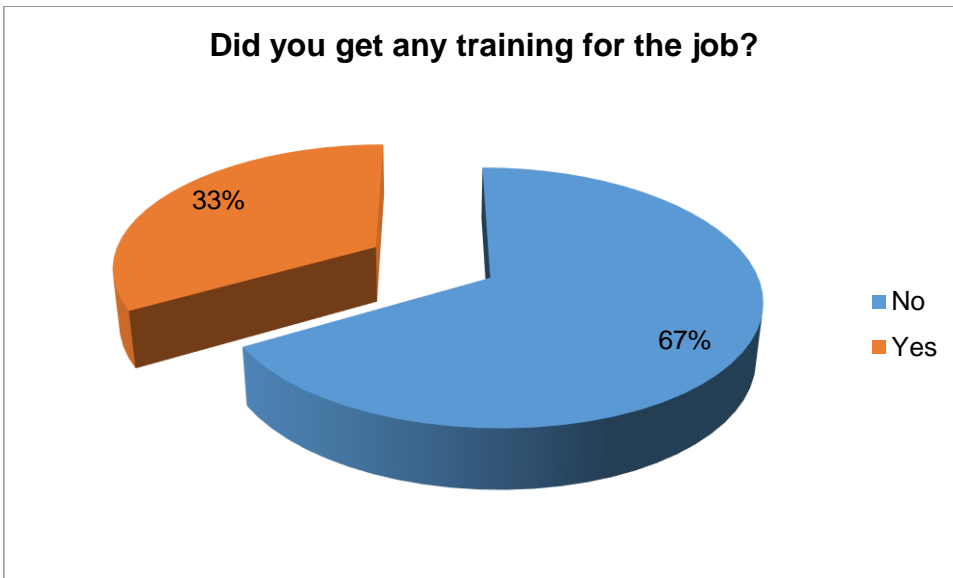


Figure 4.2: On-the-job training

It can be seen on the pie chart above that 67% of the respondents indicated that they had not gotten training for the job that they were expected to perform while 33% indicated that they had on-the-job training. Furthermore, as shown in Table 4.6, social sector participants received the most training at 12.6%. Environmental sector participants received the least training with 13.8% having stated that they did not receive any relevant prior training for the job they were assigned to do. Infrastructure and social sectors reported the worst in terms of prior training with a respective rate of 18.5% overall participants having indicated that they never received any prior training.

Table 4.3: Job training by sector

Sector	No		Yes		Total
	Count	%	Count	%	
Economics	14	16.1%	6	6.9%	20
Environmental	12	13.8%	5	5.7%	17
Infrastructure	16	18.4%	7	8.0%	23
Social	16	18.4%	11	12.6%	27
TOTAL	58	66.7%	29	33.3%	87

4.3.6 Certificate of completion

In this study, all participants were asked if they had received training certificates upon their exit from the programme. Figure 4.12 indicates the percentage of those that received training certificates vs those that did not receive training certificates. According to the figure below, 11% had received training certificates and 89% indicated that they had never received training certificates.

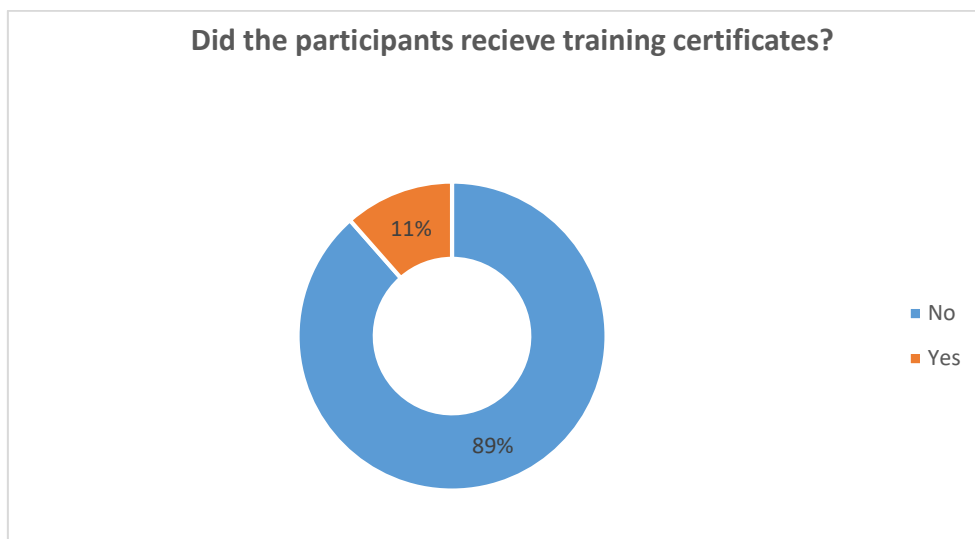


Figure 4.12: Training Certificates

Certificate of completion vs Duration

A relationship between receiving a completion certificate and the employment duration was investigated. The premise was that those who stayed longer in the programme are most likely to receive relevant training and ultimately, a training certificate. Whereas those that worked for a shorter duration were more likely not to receive the certificate. Receiving a certificate also depended on the nature of the job. Although not conclusive, there was some relationship between the employment term and receiving a certificate. Out of those that indicated that they had received completion certificates, there was a participant that had only been employed for a period of 5 months and 2 participants that had only stayed for 6 months. The average stay of those that received certificates was 14.9 months. Conversely, amongst those participants that did not receive any certificate, there were 6 participants that had a maximum stay of 24 months. The average stay of those that did not receive any certificates was slightly less at 8.3 months. Figure Figure shows a comparison in average participation duration between those that did and those that did not receive participation certificates. Based on this, it can be concluded that on average, those that stayed longer in the training programme were most likely

to receive a training certificate. In this research, those that received training certificates had stayed an average of more than 6 months than those that did not receive any certificates.

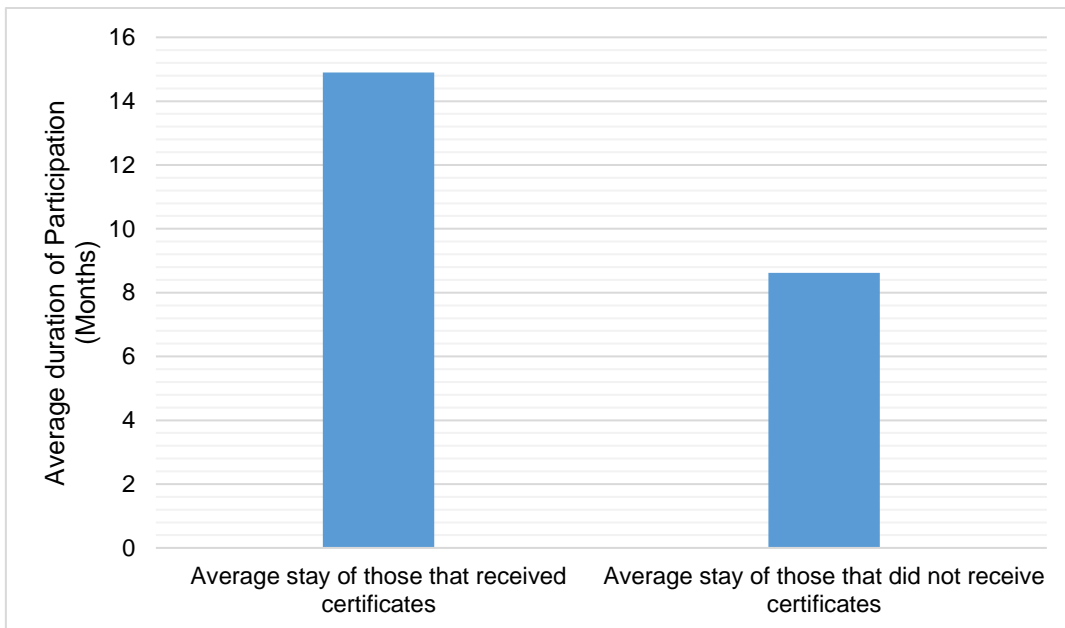


Figure4.13: Relationship between the average duration of participation and receiving training certificates

4.3.7 Employability

One of the research questions of this study refers to the EPWP's ability to enhance the employability of its respondents after they exit the programme. This research question was explored by asking participants if the training and skills that they had previously acquired through EPWP had helped them to acquire employment elsewhere. A control question corresponding to this one asked the applicants directly if they believed that EPWP improves employability.

Figure 4.3 shows responses of participants when they were asked if they were able to secure work elsewhere after having participated in the EPWP programme. Only 32% of the participants responded that they were able to find work elsewhere while 68% were unable to find work. This indicates that there is a problem and highlights a system shortcoming in terms of the key aims of the EPWP. This finding is similar to McCord's (2013) conclusion that the employment durations are not sufficient for the future employability of the participants.

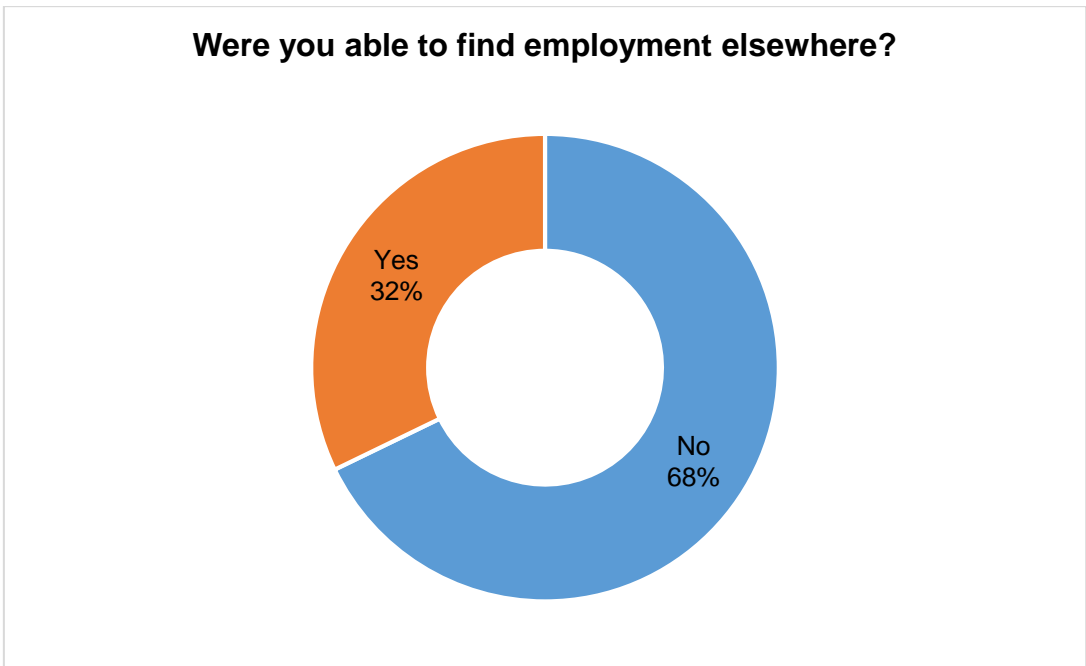


Figure 4.3: Employability elsewhere after EPWP participation

4.3.7..1. Employability vs Certificate of completion

There is a very strong relationship between those that were unable to find work with those that did not receive completion certificates. All of those that indicated that they were not able to find alternative employment had also all indicated that they did not receive completion certificates. This implies that lack of training certificates when exiting the programmes directly contributes to non-employment.

4.3.7..2. Employability vs Employment duration

A relationship between employability and employment duration was established. The researcher sought to establish if longer durations resulted in more training and hence enhanced future employability.

For those participants that had indicated that they were unable to find employment, the most frequent employment period was 3 to 6 months. In this category, the average employment duration (50th percentile) was 3 to 6 months. The majority of the participants (80th percentile) that did not find employment had also worked a period of between 3 to 6 months. Figure 4.4 shows the results for the participants that were unable to find work compared to their employment durations.

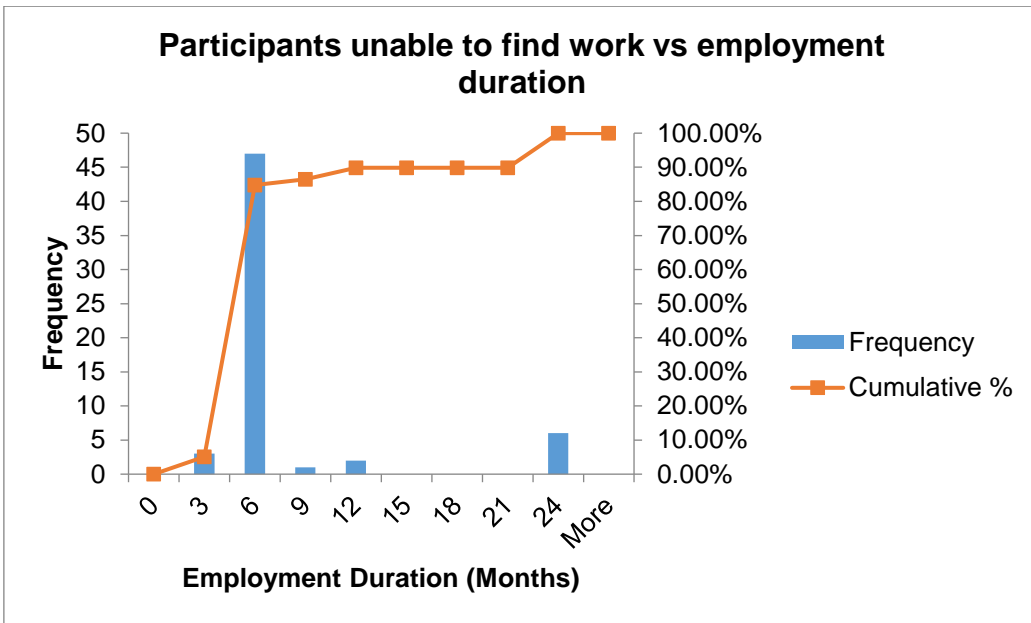


Figure 4.4: Participants unable to find work vs employment duration

For participants that were able to find work, it was evident that they had worked longer terms compared to those that did not find work. The average employment duration (50th percentile) of the applicants that were able to find work was 6 to 9 months while the majority (80%) of those that were able to find work was 21 to 24 months. Figure Error! No text of specified style in document.4.5 shows the results for the participants that were able to find work compared to their employment durations.

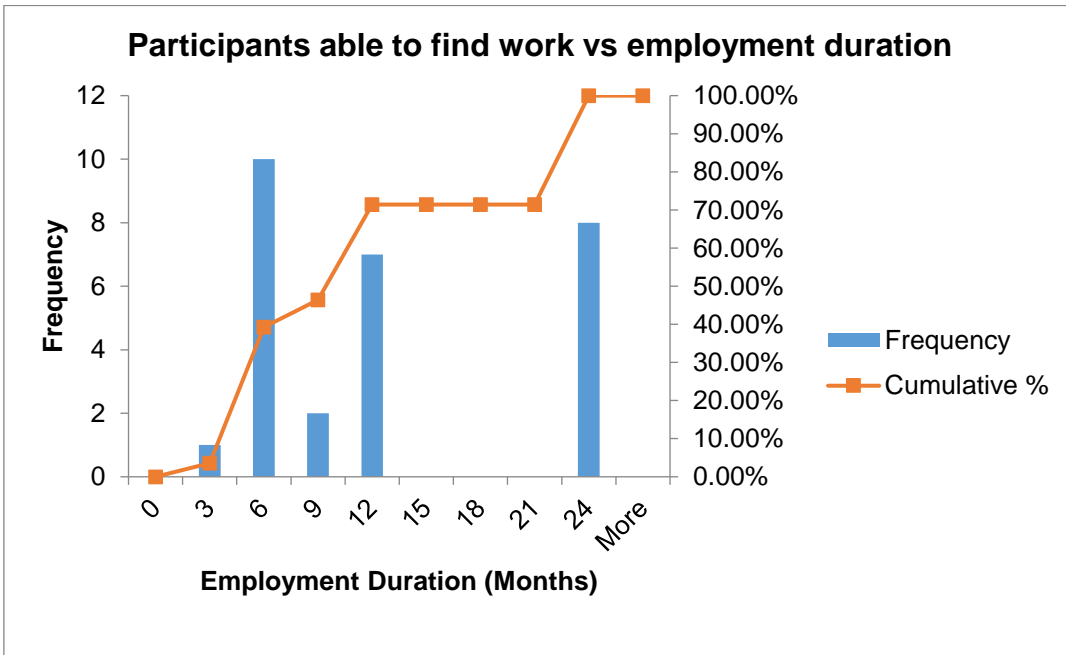


Figure Error! No text of specified style in document.4.5: Participants able to find work vs employment duration

4.3.8 Relevance of EPWP training to job market

One of the objectives of EPWP is to equip its participants with practical experience that is relevant to the labour market to enable them to be employable elsewhere after they exit the programme. This is the first research question of this study. The relevance of the acquired skills on the job was assessed by asking the applicant the following question: Do you think the skills you have acquired in the programme are relevant in the labour market? Figure 4.6 summarises the Likert scale responses.

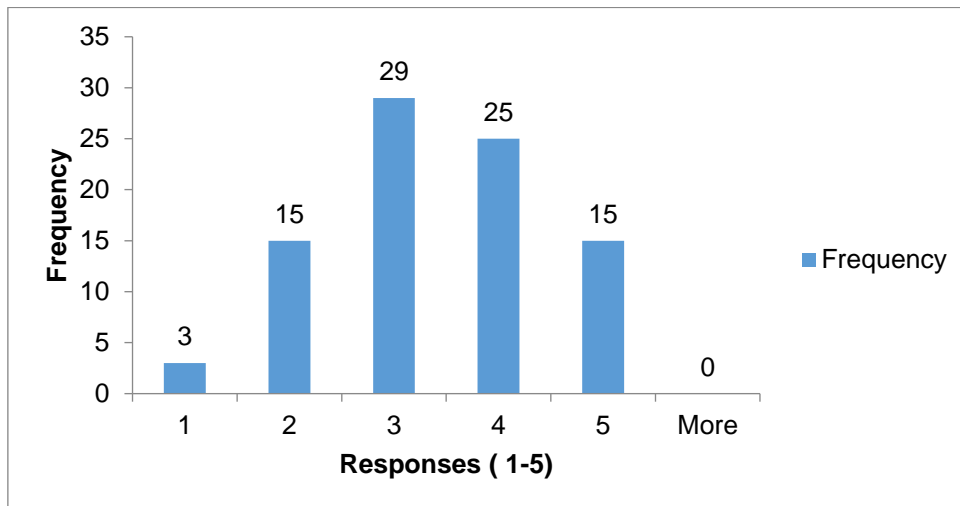


Figure 4.6: Frequency of relevance to the job market

As can be seen in the figure above, there was some optimism amongst the respondents. 25 (28.7%) agreed and 15 (17%) respondents strongly agreed that the skills acquired were relevant to the job market. Only 3 (3%) strongly disagreed and 15 (17%) disagreed that the skills were relevant to the job market. 29 of the respondents (33%) were neutral in this matter. When the neutral response is omitted, those that were positive (agreed and strongly agreed) were more than those that were negative (strongly disagreed and disagreed).

4.3.9 Financial relief

In this research, the researcher also investigated the EPWP's ability to provide income relief. Participants were asked whether or not they agreed that their financial situations improved for the better when they participated in the programme. Figure 4.7 summarises these results.

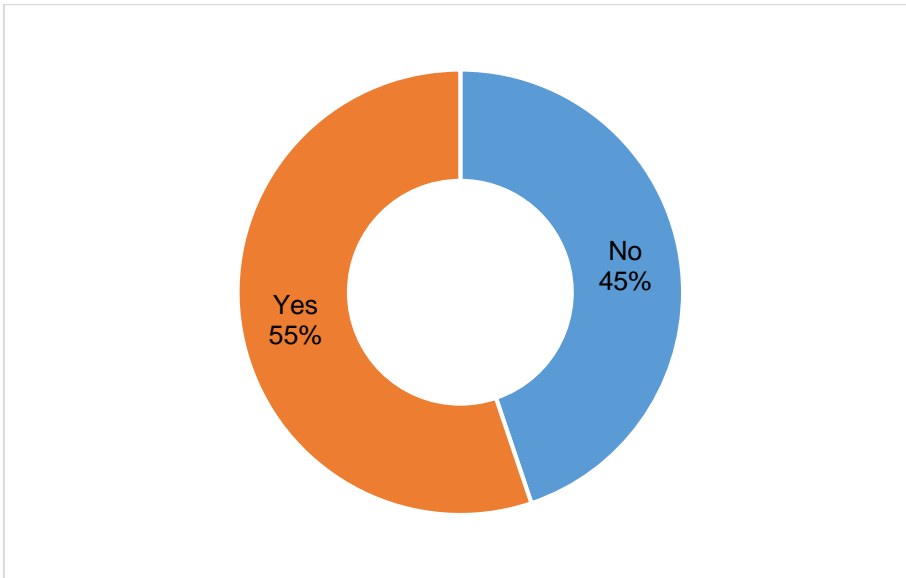


Figure 4.7: EPWP's ability to provide financial relief

Based on the figure above, most of the participants (55%) showed that their financial circumstances improved after they took part in the programme. However, those whose financial circumstances did not change were also considerable at 45%. This finding differs with that of Gafane (2011), where 100% of the respondents indicated that their life had improved after the participation.

4.4 Section C: Recruitment and Selection

This subsection covers how EPWP is marketed to its targeted groups within the CoCT. It covers how it is publicised and how its participants are ultimately employed.

4.4.1 Marketing

Applicants were asked how they found out about EPWP opportunities. A list of predetermined sources was presented but a participant also had an alternative of stating an additional source. Figure 4.8 summarises these results.

The most frequent method with which participants found out about EPWP opportunities was from friends, with 41% of the participants. The second most frequent method was government followed by the CoCT's social media site at 29% and 18% respectively.

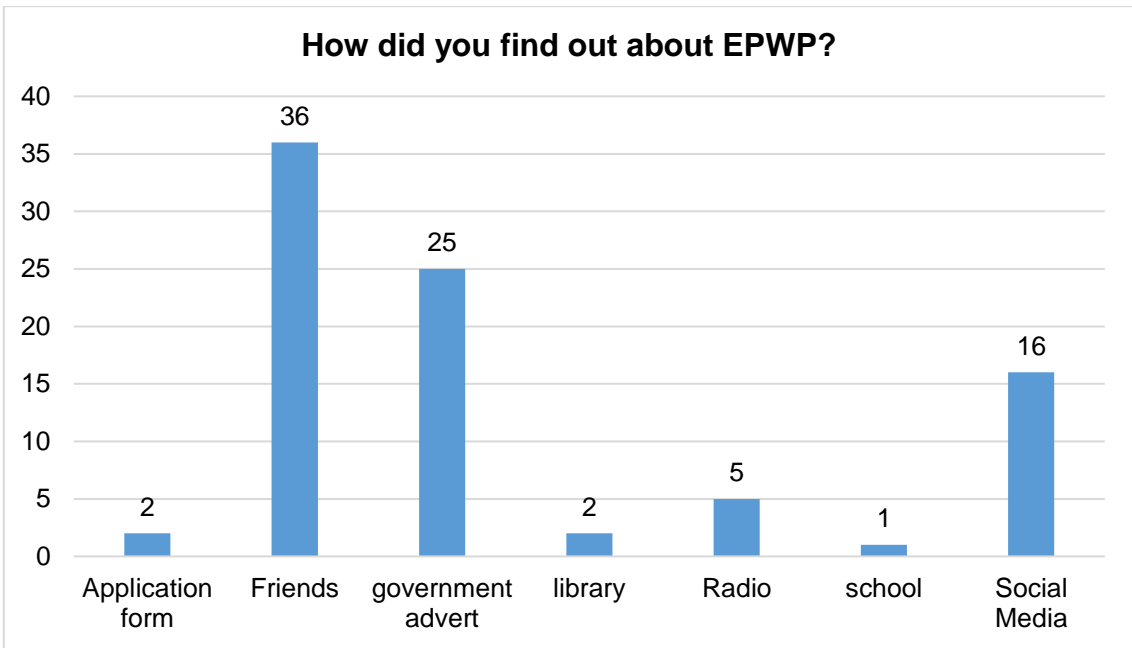


Figure 4.8: EPWP marketing method

4.4.2 Employment application

The method to apply for EPWP opportunities was evaluated. Figure 4.9 summarises methods that were used to apply for EPWP opportunities.

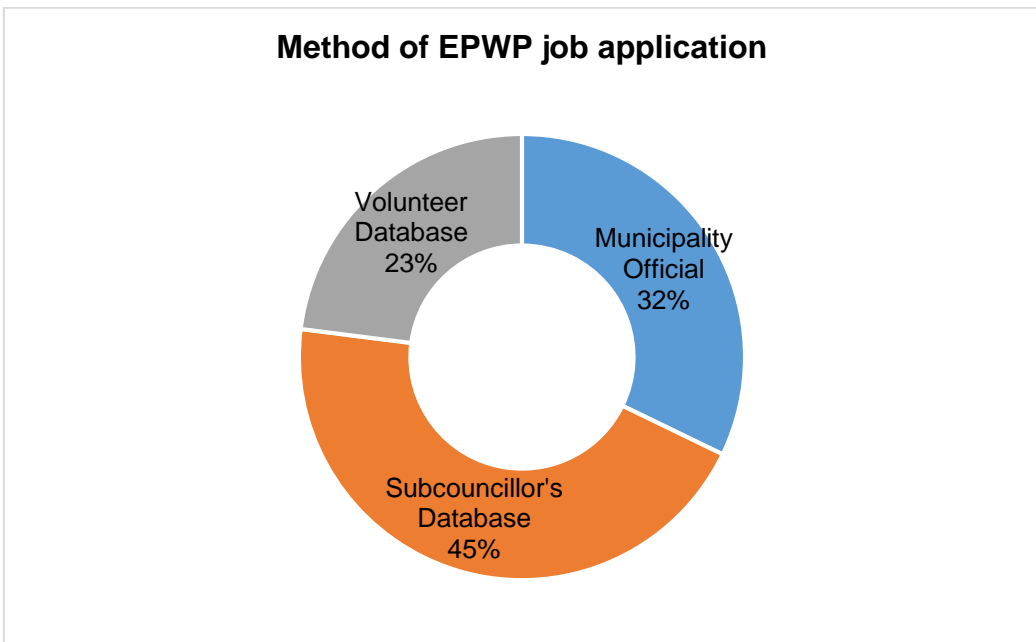


Figure 4.9: Method of Job Application

4.5 Section D: Qualitative Data

4.5.1 Income relief

One of the founding principles of the EPWP was that it should help bring income relief to those who participate on it. Participants were asked if they had income relief during the time of participation. This question is aligned to the third research question of whether or not EPWP is able to alleviate poverty. The majority of the participants stated that “The EPWP does bring income relief while employed on the programme”. While some have stated that “The EPWP does not bring income relief the money is too little, I can’t take my children to school “. Figure 4.10 summarises these results.

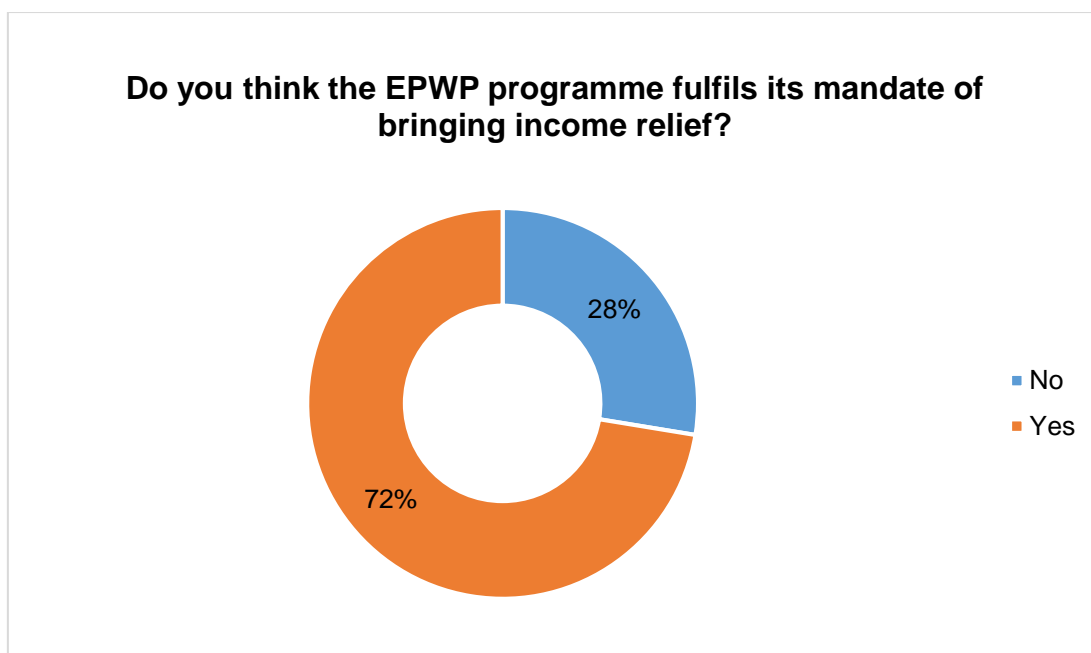


Figure 4.10: Income Relief

Based on the figure above, the indication is that a majority of 72% indicated that the EPWP does bring income relief. Only 28% of the respondents indicated that the EPWP does not bring income relief.

Income relief vs Employment duration

It is interesting to note that those that did not believe EPWP brings income relief had worked a comparatively shorter time than those that indicated that there was some income relief. On average (50th percentile) those that did not agree to an income relief had worked for between 3 to 6 months. They worked a maximum of 12 months with the most frequently worked being up to 6 months. Figure 4.11 below summarises the results.

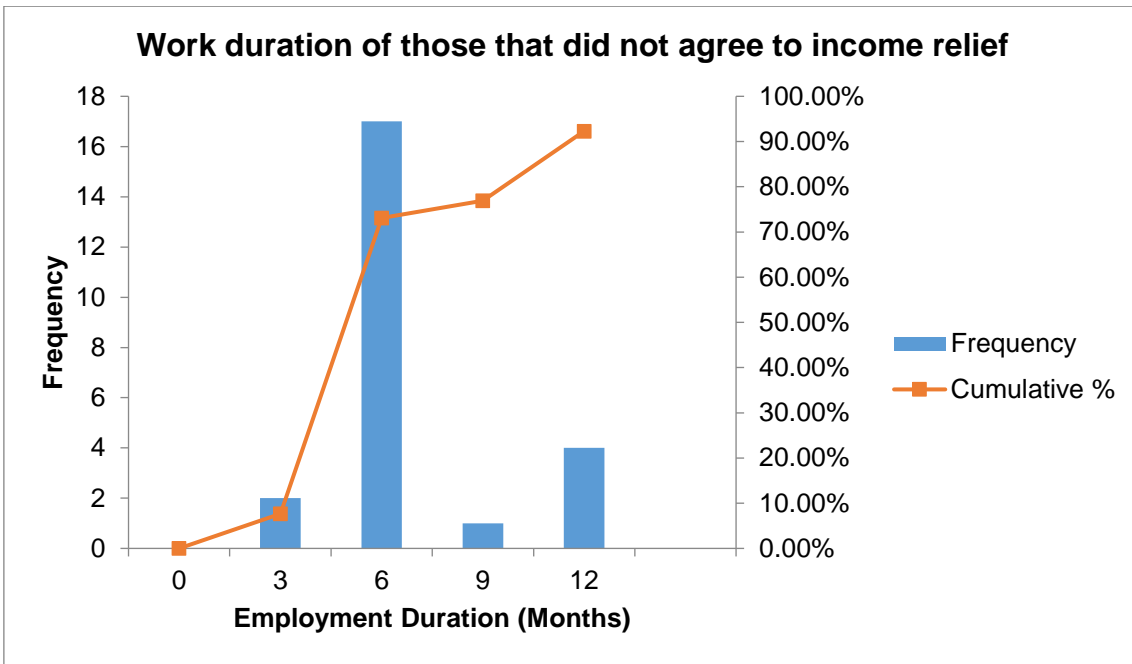


Figure 4.11: Working duration of participants that do not agree to income relief

Conversely, those that do believe that EPWP brings income relief had worked a comparatively higher time than those that indicated that there was no income relief. On average (50th percentile) those that agreed to an income relief had worked for between 6 to 9 months. They worked a maximum of 24 months with the most frequently worked being up to 6 months. Figure 4.12 below summarises the results.

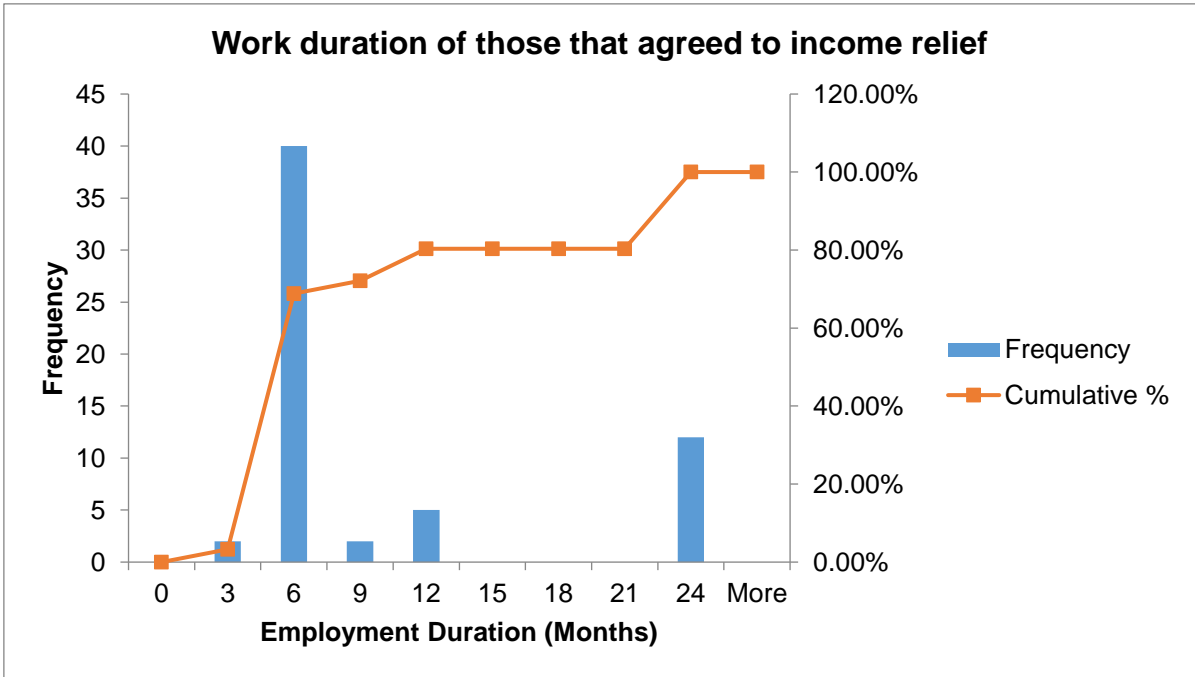


Figure 4.12: Working duration of participants that agreed to income relief

4.5.2 Necessary changes

During interviews, participants were asked qualitatively, what the necessary changes are in order for the EPWP to be more impactful in job creation and skills development. Responses were collated and summarised into common categories for better presentation. Additional input from the qualitative data is discussed separately. Responses are summarised below in Table 4.4.

Table 4.4: Proposed Changes to improve EPWP

Proposed Changes	Frequency	Percentage
Increase Salary	48	55.17%
Increase contract duration	8	9.20%
Contract duration to be increased to a year	6	6.90%
More Training	5	5.75%
No Comment	5	5.75%
Contract conditions to be better	4	4.60%
Give long term career path direction	3	3.45%
More team work	2	2.30%
Salary to increase yearly	2	2.30%
Better personal protective equipment (PPE)	1	1.15%
Permanent employment	1	1.15%
Provide PPE	1	1.15%
To be given paid leave	1	1.15%
Grand Total	87	100.00%

From the table above, it is evident that the most frequently required change is the increase of EPWP salary. More than half (55.2%) of the respondents required a salary increase. One of the respondents mentioned that she was getting paid R106/hr when she was employed in 2016 and she is still getting the same amount of salary in 2019.

The second most requested change is to increase contract duration, which accounted 16.1% of the respondents, with 6.9% of the respondents indicating that the contract duration should be increased to at least a year. Thirdly, participants insisted on training.

Poverty alleviation

Biyase & Bromberger (2005) stated that the main purpose of EPWP is to reduce poverty by absorbing labour through labour-intensive methods. The validity of this was tested in this study. The research sought to assess if EPWP was impactful in alleviating poverty. The respondents were asked if they believed if EPWP fulfils its mandate of poverty alleviation. This question

directly addresses the third research question of this study. Figure 4.13 summarises the responses.

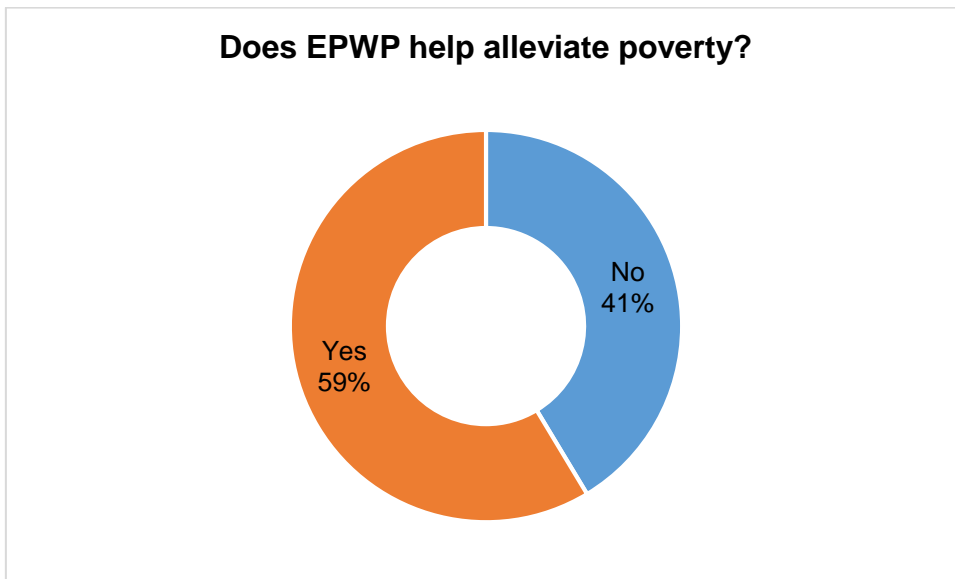


Figure 4.13: EPWP in poverty alleviation

Most respondents (33) or 38% believed they were now able to feed their families after participating in the EPWP. A qualitative follow-up question was also asked, where participants had to motivate for their answers. The responses were collated and summarised into common categories for better presentation. Additional input from the qualitative data is discussed separately where applicable. The responses are categorised according to those that agreed and those that did not agree. Figure 4.14 summarises the reasons why respondents believed that EPWP alleviates poverty.

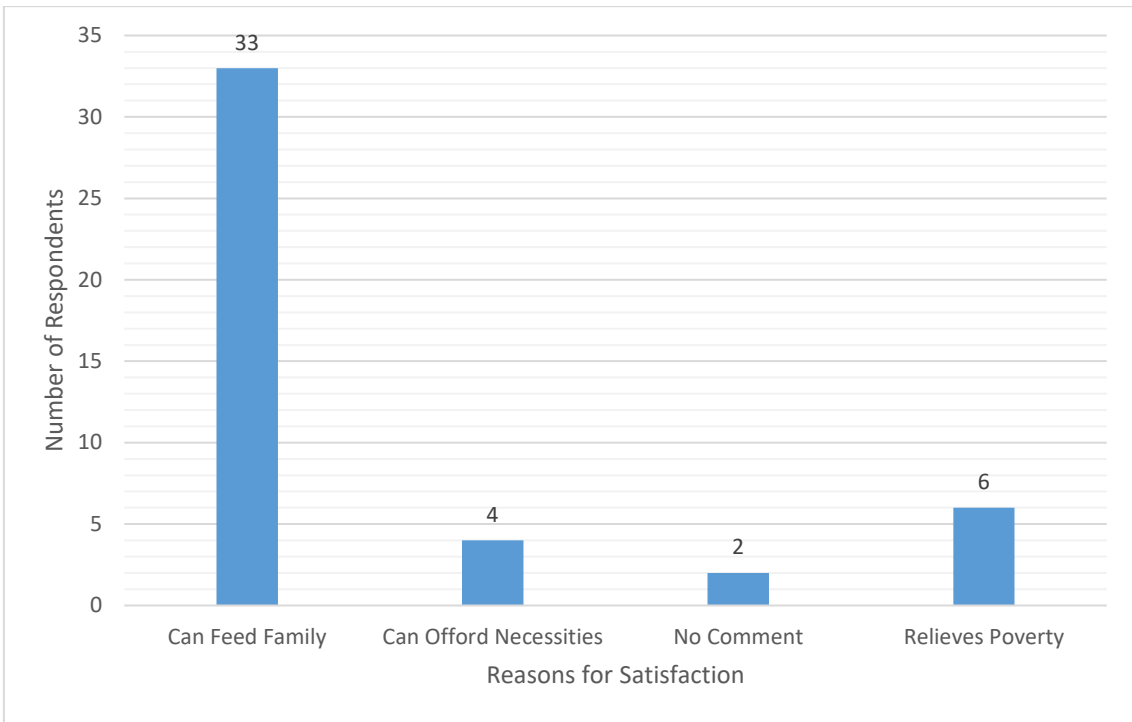


Figure 4.14: Reasons for Believing EPWP Alleviates Poverty

The most frequent reason was that most of the respondents believed they were now able to feed their families. Other reasons were that they were now able to afford necessities.

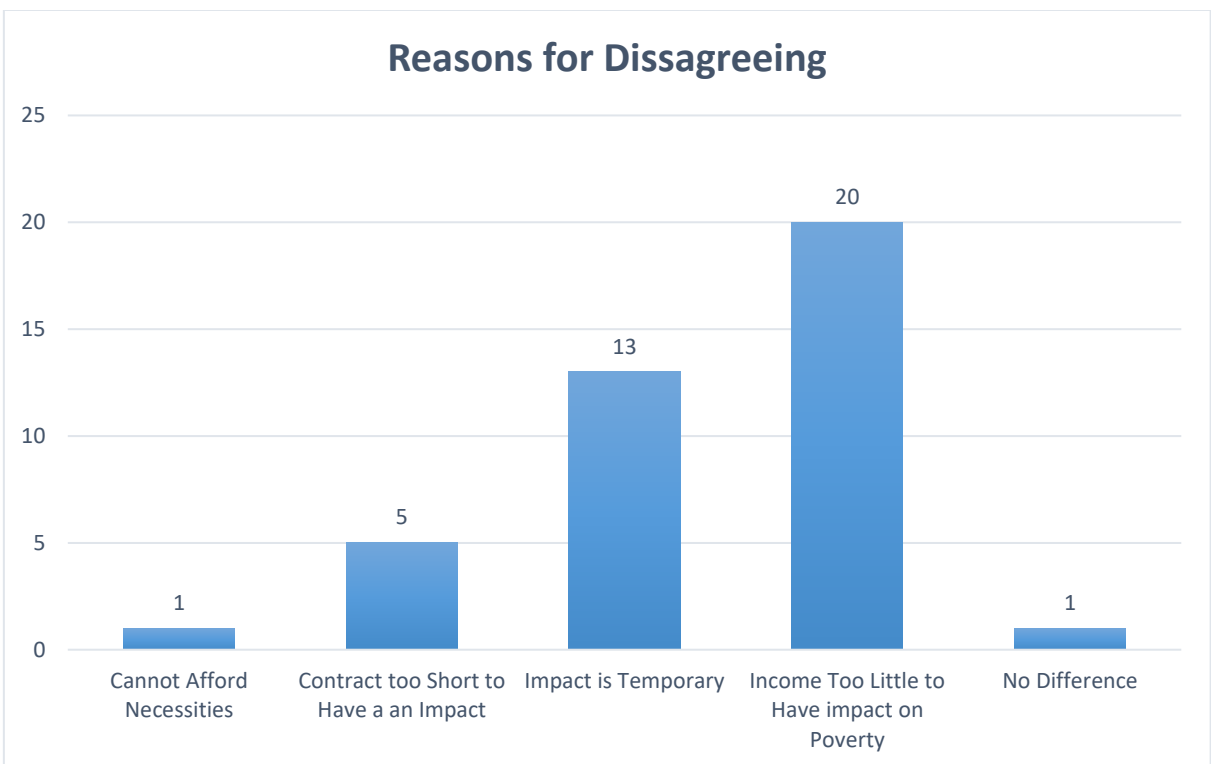


Figure 4.15: Reasons for not Believing EPWP Alleviates Poverty

The most frequent reason was that the respondents (20) or 23% believed that the income is just too little to have an impact. This is a common finding throughout this research in most categories. 13 or 14.9% respondents believed that the impact was temporary and only lasted for the time they were employed in EPWP projects.

4.5.3 Recommended improvements

The participants were asked to suggest recommendations in order to make the programme more impactful and for it to fulfil its mandate. Each participant could provide more than one recommendation. The responses are collated and summarised in Table 4.8 below. The suggestions are listed from the lowest to the highest frequency.

Table 4.5: Recommended suggestions to improve the EPWP programme

Recommended Suggestions	Number	%
Increase salary	46	37.70%
More Skills and Training Development	13	10.66%
Increase contract duration	16	21.32%
Employ more people and make them permanent	8	6.56%
Improve PPE	6	4.92%
Permanent employment	6	4.92%
No Comment	4	3.28%
Career guidance	3	2.46%
Improve PPE	2	1.64%
Better working conditions	1	0.82%
Career guidance	1	0.82%
Employment method to be fair for all	1	0.82%
Improve working environment	1	0.82%
Happy with the programme	1	0.82%
Increase projects	1	0.82%
Well run systems	1	0.82%
What can be done	1	0.82%
	122	100.00%

CHAPTER FIVE

ANALYSIS AND DISCUSSION

5.1 Introduction

This chapter provides a brief discussion of the findings presented in the fourth chapter in light of Chapter Two the which is the literature review. Reference is made to the results and graphs that are presented in the research findings of this study. Generally, the numbering aligns with the subsections in Chapter Four, however, sections that have been adequately covered in Chapter Four are not discussed in this chapter.

5.2 Age

Out of 87 beneficiaries, 35 of them are between the ages of 20 and 30 years which shows 44% of young people are working in the programme. This age group starting from the age of 18 to 30 years has benefited more from the programme because of their age. This is the age that was most prevalent in terms of unemployment, thus active participation within this age group indicates that there is a potential of the unemployment problem to be addressed.

Most of the EPWP tasks require physically fit and energetic workers. This age group consists of young people that have no education, have basic education, dropouts and educated young people with qualifications but could not find employment elsewhere. This statement is proven by the huge decline between the ages of 30 and 40, which is 26% of the sample size. This graph shows a major decline of 11% for individuals between the ages of 50 to 70 years. The appearance of a 66-year-old participant is strange as this is retirement age and falls outside the targeted age group for EPWP. This does however, highlight that poverty will drive even senior citizens to look for employment. The availability of a 19-year old demonstrates that the EPWP can assist in employing youth that is unable to pursue tertiary education.

5.3 Gender

The biggest part of the participants were females who were 56% and 44% were males. In this graph, the female population has been overly presented by 5% when compared with the CoCT's 2017 population demographics where there were 51% women and 49% men. The over-representation of women in the EPWP could be attributed to the CoCT's population demographics. It is likewise fascinating to take note that women are an EPWP target group, where 60% must be employed. It can therefore, be said that CoCT conforms to the EPWP targets in terms of gender employment.

5.4 Race

According to Statistics South Africa (2017), 42.4% is represented by coloureds, 38.6% by blacks, 17% whites, Asian and Indians. The 76% proportion of coloureds that benefited from the programme in this study exceeded the CoCT's statistic by 34%, while black people were under-represented by 15%. This shows a huge inequality gap between the coloured community and the black community within the CoCT municipality in terms of EPWP participation. On the other hand, Indians and white people were not represented, which could mean either that they are disproportionately excluded or are not inclined to depend on EPWP.

5.5 Contract Duration

The Department of Public Works (2004:30) indicated that the occupation nature offered by the program is genuinely low when it comes to the work duration and wages. The municipalities are required to employ EPWP workers to a maximum duration of 24 months. If the municipality employs an EPWP worker for more than two years, the municipality will have to employ the beneficiary permanently. This study shows the maximum duration of 24 months for all four sectors, which is the acceptable maximum EPWP contract duration. The economic, environmental and social sectors had a minimum duration of one month. This one-month minimum duration is still considered as a work opportunity. The average duration of beneficiaries employed in the economic sector is 9 months whereas the environmental sector has an average duration of 7.8 months. The infrastructure sector had an increase of 2.6 when compared to the 7.8 duration of the environmental sector. The social sector had an average of 9.9-month duration.

5.6 Cooling-off Period

The EPWP is trying to generate job opportunities for as many individuals as possible. When a contract of an EPWP beneficiary has ended, the beneficiary's name is removed from the job seekers database to allow for a cooling-off a period that could be anything from 1 week to 3 months. However, most people waited for a period of 24 months. This cooling-off period is created to give other people an opportunity to also benefit from the programme. The 87 respondents were asked how long they had to wait to be employed on the programme again after their contracts had expired. 30 (34%) respondents had a cooling-off period of 22 to 24 months. These respondents waited for this long because they were not aware that they had to re-register in the job seeker's database in order for their names to be re-randomised after 3 months of leaving the programme. These findings are consistent with Gafane (2011), who found out that the EPWP beneficiaries were dissatisfied as they "worked shorter periods, and waited longer periods" to be enrolled to the system. It can be argued, however, that the longer

cooling-off periods are justified in order to distribute employment opportunities equitably to those who are on the CoCT's employment database. Up to 65% of the surveyed participants worked for up to 21 months while the remaining 35% worked from 22 to 24 months.

5.7 Employment Satisfaction

According to Figure 4.1, the respondents were required to rate their overall experience within the programme on a scale of 1 to 5. 29% of respondents rated the programmes as neutral. This group of beneficiaries was indecisive on whether they were satisfied or not satisfied by the programme. 24% of the respondents rated the programme as satisfactory, meaning they felt that the programme is satisfying their needs. 23% rated the programme as highly satisfactory meaning they had no complaint whatsoever about the programme. However, 13% of the respondents rated the programme unsatisfactory, meaning they were not happy with the programme, and 11% were highly unsatisfied. The main cause of these low ratings is most likely the short contract duration and low daily pay rate. The pay rate given to the EPWP is usually enough to fulfil fundamental human consumption needs, and does not take into account the satisfaction of human, social capital and investment needs (McCord, 2003). The sum of those that are somewhat satisfied (47%) exceeds the sum of those that are dissatisfied (24.14%) when the "neutral" respondents are not considered. The figure shows the respondents' satisfaction with EPWP participation.

5.8 On-the-Job Training

According to the Department of Public Works (2013), training is an important element in the EPWP to create skilful labourers to ensure productive and successful execution of a project. It also improves the chances of the beneficiaries being employed when they leave the programme. In this study, the respondents were asked if they have received any training while they were working on the programme. The results indicated that 67% of respondents who were employed in the programme did not get any training. The obvious reason for not receiving training is that a number of projects are not long or big enough to empower a successful combination of training and jobs for all recipients. In addition, the duration and the nature of the project shows a huge role in deciding whether the training is needed or not (Department of Public Works, 2012:73).

However, 33% of the respondents indicated that they have received training on the project they were working on. This depended on the nature of the activities they had to carry out in a project: for example, the Plumbing Project, Grass Mowing and Facility Protection projects.

These projects required the respondents to have a level of skills and understanding on how to utilise the machinery.

5.9 Acquisition of Completion Certificate

The Department of Public Works (2012:10) argues that training for exit strategy entails the training of recipients when finishing an EPWP project. It recommends that after the project completion, the beneficiaries that received training receive their training certificates. This ensures the future employability of the participants.

Only 11% had received training certificates and 89% indicated that they had never received training certificates. This is one of the indicators that demonstrate the CoCT's weakness in its mandate. This finding is consistent with Mkhize (2012) who concluded that a certificate of completion was generally lacking in EPWP projects and would be useful in enhancing future employability. Laattoe's (2014) recommendation also cited the lack of certificates with the majority of participants indicating that if training certificates and reference letters were provided, the EPWP's effectiveness would be improved.

5.10 Future Employability

One of the criticisms that is often levelled against EPWP is its inability to enhance future employability of the participants. Marais (2011) asserted that EPWP employment consists of limited training in which the skills that the beneficiaries are equipped with, are not necessarily relevant and do not necessarily develop the future employment opportunities of the programme's beneficiaries. The ability of any EPWP programme to improve employability automatically renders it effective, as this is one of the key requirements of such a programme. There is a clear relationship between employability and the term of participation. Those that were able to obtain employment had worked 3 months longer, on average than those that were unable to find work and the 80th percentile for the duration was 18 months longer than those that did not find employment.

5.11 Relevance of EPWP training

There were 40 respondents who believed that the training was relevant, compared to 18 that saw it as irrelevant. Those that were positive were more than double of those that were negative. For that reason, it can be presumed that in this research, participants were generally of the belief that the skills were relevant to the job market.

5.12 Financial and Income Relief

Most of the people that took part in this study (55%) showed that their financial circumstances improved after they took part in the programme. 45% indicated that their circumstances did not change.

The majority of 72% also indicated that the EPWP does bring income relief. Only 28% of the participants showed that the EPWP does not provide income relief. This finding is consistent with Hemsom, (2007), who stated that the EPWP was created to draw huge numbers of people without jobs into productive work opportunities in order to empower the workers' skills through working and therefore improve their capability to earn an income. This is also in line with other researchers, such as Mothapho (2011), who found out that these short-term employment initiatives tend to increase the income of the disadvantaged people.

Some of the general comments in this category were that the EPWP only provides income relief during the time a participant is still working, but the income relief dissipates as soon as they exit the programme. Those that had responded "No" indicated that the wages were too little to have an impact and "did not cover half of the expenses".

5.13 Poverty Alleviation

59% believed that the EPWP does alleviate poverty, while 41% did not believe that EPWP addressed the poverty problem. The majority (37.9%) of the respondents (33 of 87) believed they were now able to feed their families after participating in the EPWP. These findings differ with the findings of Dube (2013) who stated that, "Although the programme has been on-going for the past eight years, social skills such as unemployment, poverty and discrimination still haunt the country." The outcomes of this research are however, the same with the findings of Mothapo (2011) who stated that because EPWP projects are short, the beneficiaries quickly fall back into poverty as soon as the project is closed. This agrees with the aspect stated in this research that the impact of poverty alleviation only lasts as long as the project duration.

5.14 Suggested Changes and Improvements

Necessary changes and improvements as advised by the participants are given in this section. This subsection summarises results as presented in sections 4.5.2 and 4.5.3 of Chapter Four of this dissertation. Based on Table 4.4 and Table 4.5, it is evident that the participants suggest similar improvements. Salary increase comes up as a first recommended improvement in both cases. Participants are also suggesting that the contract durations are too short. As already demonstrated above, contract duration had a direct relationship with almost all the variables

that this research measured. Those that spend a longer time on the programme indicated that they were generally more satisfied, agreed to have acquired skills and attested to both financial and poverty relief. Other comments and suggested changes gathered directly from the questionnaires included the following:

- One applicant mentioned that she was getting R106 per hour in 2016 and is still getting the same in 2019.
- Contract to increase contract duration to at least a year.
- Contract of 3-5 years.
- Advise a careers path from the beginning of the contract for future employability/direction.
- Give everyone a chance to work on the programme and not employ the same people all the time.
- To be able to get paid leave and maternity leave.
- Improve personal protective equipment (PPE), including rain suits. They are under resourced in terms of PPE.
- People only wait a minimum of 24 months and seek employment again.
- All must have a fair chance to be employed in terms of shortlisting, duration and cooling off period.
- You work as a team leader but are paid as a labourer.
- EPWP to set proper systems in place to run the programme efficiently.
- Increase daily rate to R150.

CHAPTER SIX

CONCLUSION AND RECOMMENDATION

6.1 Introduction

The main aim of this study was to evaluate the impact of the EPWP on employment creation and upskilling of participants in the municipality so that they may be employable in the job market following their participation in the EPWP. This chapter presents conclusions that can be drawn from this research. These conclusions are juxtaposed against key objectives of this research as well as the research questions. This chapter ends with recommendations to the CoCT in order to improve the impact of EPWP.

6.2 Conclusions

According to the discussions presented in Chapter Four and Chapter Five, this study had the following conclusions:

The 29% of respondents agreed and 15 (17%) respondents strongly agreed that the skills acquired were relevant to the job market. Only 3 strongly disagreed and 15 disagreed that the skills were relevant to the job market. Of the respondents, 29 (33%) were neutral in this matter. When the neutral response is omitted, those that were positive (agreed and strongly agreed) were a little bit more than those that were negative (strongly disagreed and disagreed). It can therefore be concluded that in this research, the training given to the EPWP beneficiaries is relevant.

The majority (55%) of the participants indicated that their financial circumstances improved after they took part in the programme. However, those whose financial circumstances changed were also considerable at 45%. Based on the third research question, it can be concluded that the programme somewhat does fulfil its mandate of poverty alleviation.

The majority of 72% also indicated that the EPWP does bring income relief. Only 28% of the respondents indicated that the EPWP does not bring income relief. Those that did not believe EPWP brings income relief had worked some comparatively shorter periods than those that indicated that there was some income relief. On average (50th percentile) those that did not agree to an income relief had worked for between 3 to 6 months. On average (50th percentile) those that agreed to an income relief had worked for between 6 to 9 months. Most of the participants (33 or 37.9) also believed they were now able to feed their families after participating in the EPWP. It can be concluded therefore, that in terms of Research Question 3, the EPWP does fulfil its mandate of alleviating poverty.

The 59% believed that EPWP does fulfil its mandate of alleviating poverty, while 41% did not believe that it addressed the poverty problem. Most of the participants (33) that agreed that the EPWP alleviates poverty stated that they were now able to feed their families after participating in it. The most frequent reason for those that did not believe the EPWP relieves poverty was because the respondents believed that the income is just too little to have an impact. This is a common finding throughout this research in most categories.

Only 32% of the participants had responded that they were able to find work elsewhere while 68% were unable to find work. Having 68% of the participants that could not find work after exiting the programmes shows that the training and skills they have acquired while in the programme were not entirely relevant to the labour market, hence they could not find work after exiting. This can be seen by the duration of the cooling-off period. Nearly 40% of the participants had a cooling off period of 22 to 24 months before coming back into the programme. This indicates that there is a problem with the programme and it highlights a system shortcoming in terms of the main goals in the CoCT. There is a very strong relationship between those that were unable to find work elsewhere with those that did not receive completion certificates. It can be concluded that the lack of training certificates when exiting the programmes directly contributes to non-employment. There is also a clear relationship between employability and the term of participation. Those that were able to obtain employment had worked 3 months longer, on average than those that were unable to find work and the 80th percentile for the duration was 18 months longer than those that did not find employment. It can therefore be concluded that, based on this study, the acquired skills from the EPWP have little impact in enhancing future employability of its participants.

Only 11% had received training certificates and 89% indicated that they had never received training certificates after completing their training. The poor impact of the EPWP in future employability as highlighted above can be attributed to the lack of certificate at the end of the programme.

The sum of those that are somewhat satisfied with the programme (47%) exceeds the sum of those that are dissatisfied (24.14%) when the “neutral” respondents are not considered. Based on these figures, it can be concluded that there is an overall satisfaction with EPWP participation by the respondents

Below are also general findings that were found in this study, which did not directly link to the research question and research objectives.

Out of 87 beneficiaries, 35 of them are between the ages of 20 to 30 years. Which shows 44% of young people are working in the programme.

The appearance of a 66-year-old participant is strange as this is retirement age and falls outside the targeted age group for the EPWP. This does, however, highlight that poverty will drive even senior citizens to look for employment.

The availability of a 19-year-old demonstrates that the EPWP can assist in employing youth that are unable to pursue tertiary education.

56% of EPWP participants are women who are a target group, where 60% must be employed. It can therefore, be said that the CoCT conforms to the EPWP targets in terms of gender employment.

The clear majority of the beneficiaries from this programme are coloureds at 76%, followed by the black Africans at 24%.

Only 16% of the participants worked the full duration of the EPWP period (i.e. for 24 months). This indicates that only a few participants were employed for sustainable periods in order to improve the financial situation in their homes and have adequate time to obtain a skill.

The most frequent cooling-off period is 22 to 24 months. It can be argued, however, that the longer cooling-off periods are justified in order to distribute employment opportunities equitably to those who are on the CoCT's employment database.

67% of the respondents indicated that they had not gotten pre-training for the task that they were expected to perform while 33% indicated that they had on-the-job-training.

There was roughly a relationship between the employment term and receiving a certificate. The average stay of those that received certificates was 14.9 months. The average stays of those that did not receive any certificates was slightly less at 8.3 months.

The most frequently required change is the increase of EPWP salary. More than half (55.2%) of the respondents required a salary increase. The second most requested change is to increase contract duration, which accounted for 16.1% of the respondents with 6.9% of the respondents indicating that the contract duration should be increased at least yearly. Thirdly, participants insisted on training.

6.3 Recommendations

This study makes the following recommendations to the CoCT in order to improve its EPWP according to the findings presented in Chapter Four and conclusions presented above.

- Those that did not agree that the EPWP brings about income relief, believed that the income is too little to have an impact and bring income relief. Based on this finding, it is recommended to consider increasing the minimum daily wage rate annually with inflation in order for the EPWP to better fulfil its mandate of poverty alleviation.
- Those that did not believe the EPWP brings income relief had worked some comparatively shorter periods than those that indicated that there was some income

relief. On average (50th percentile) those that did not agree to an income relief had worked for between 3 to 6 months. It is recommended that the minimum participation period is increased to a period longer than this in order to ensure that the EPWP does bring income relief to most of its participants.

- It is recommended that the CoCT designs labour-intensive projects that will provide the beneficiaries with appropriate necessary skills that are relevant to the labour market in order for them to acquire relevant skills and be employable in the labour market when they exit the programme.
- It is recommended that the CoCT heightens its commitment to prior training before participants commence with the tasks.
- A majority (67%) of the respondents indicated that they did not receive any training for the job that they were expected to perform. This makes it difficult for the beneficiary to find formal work after the expiration of the EPWP employment term. It is recommended that this situation can be improved by putting a more concerted effort on on-the-job training rather than trying to get the work done.
- It is recommended that training certificates be provided when the project is completed in order to improve the participants' likelihood of obtaining alternative employment on the job market.
- In line with the recommendation above, it is recommended that project managers be trained to be committed to training and development.

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APPENDICES

APPENDIX A: CPUT ETHICS APPROVAL CERTIFICATE



January 2013

Faculty approval:

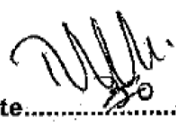
Review Panel* (please print names)		Qualifications (and field)	
Larry Jowah		PhD: Business Management, Leadership in Project Management.	
Irshaad Desai		MBA	
Jephitha Matande		MSc: Project Management	
Recommendations	APPROVED		
Signed (Panel Chair)		Date	28 AUGUST 2018

**The Panel reviews the merit and viability of the research project proposed and so must be comprised of experts in the field to be researched, and at least one member of the FRC.*

Date on which proposal was presented in the Faculty:	21 August 2018
Date of FRC Minutes in which recorded:	17 September 2018

Signed
(Chair: Faculty
Research Committee)

Date

 20 September 17, 2018

APPENDIX B: CPUT SUPERVISOR MEMORANDUM OF UNDERSTANDING



MEMORANDUM OF UNDERSTANDING BETWEEN POSTGRADUATE STUDENT AND SUPERVISOR

We, the undersigned, have read and agree to the general terms of the CPUT Memorandum of Understanding (MoU)* between research students and supervisors, and submit the following additional points of agreement in relation to the details of the intended work.

*Notes on MoU provided on page 5 of this document

Research programme:

Post-doctoral	Doctoral	100% Masters	50% Masters
---------------	----------	--------------	-------------

1. STUDENT DETAILS:

Full name of student:	Tamara Dyantyi
Student number:	207181708
Full-time or part-time:	Part-time
Dissertation/ thesis title:	Impact of The Expanded Public Works Programme (EPWP) on Employment Creation and Skills in a South African Metropole Municipality.
Email:	tamara.dyantyi@capetown.gov.za
Telephone no:	0791868481
Faculty:	Business & Management Sciences

2. SUPERVISOR DETAILS:

Title, Initials, Surname:	Mr. S. Fore
Staff no:	30083760
Telephone no:	0214603515
Faculty:	Business & Management Sciences
Department or Unit:	Management & Project Management Department


3. SUPERVISOR'S EXPECTATIONS AND ARRANGEMENTS

Supervisor's expectations:
After discussion, the supervisor should set out what he/she expects of the student in terms of reaching certain milestones or goals during the course of the research.
Expected date of submission of HDC 1.2 to FRC which should be <u>within 6 months</u> of initial registration:
07 September 2017
Other expected milestones or goals:


Assessment of ethics in research:
 The supervisor and student should discuss the ethical issues involved in the research project and record their conclusions here. The student should confirm here that she/ he is aware of the requirement to complete and submit an ethics form prior to collecting or analysing data.

I am aware of the ethical implications of the research and necessary ethical clearance will be sought.

6. SIGNATURES:

Student signature:		Date: 28/08/2018
Supervisor signature:		Date: 29/08/2018

7. CONFIRMATION BY THE HoD

I have reviewed this completed MoU and am satisfied that it reflects the shared understanding of the supervisor and the student and that the department is able to meet the obligations to candidates set out in this MoU.	
Name:	Nobubhle Lufhonde
Signed:	
Date:	30-08-2018

APPENDIX C: CONSENT LETTER – CoCT



CITY OF CAPE TOWN
ISIXEKO SASEKAPA
STAD KAAPSTAD

Date: 3 August 2018
 TO: EXECUTIVE DIRECTOR: CORPORATE SERVICES
 REF: OPP – RR 0016

Research Approval Request

In terms of the City of Cape Town System of Delegations (31 May 2018) - Part 29, No 1 Subsection 4 and 5
 "Research:

- (4) To consider any request for the commissioning of an organizational wide research report in the City and to approve or refuse such a request.
- (5) To grant authority to external parties that wish to conduct research within the City of Cape Town and/or publish the results thereof. (Delegated to Dir OPP)
- (6) To after consultation with the relevant Executive Director: grant permission to employees of the City of Cape Town to conduct research, surveys etc. related to their studies, within the relevant directorate

The Director: Organisational Policy & Planning is hereby requested to consider, in terms of sub-section 6, the request received from:

Name : Ms Tamara Dyantyi
 Designation : Masters (M.Tech) student and Professional Officer in the Sports & Recreation Department, CCT
 Affiliation : M.Tech Business management in Project Management at the Cape Peninsula University of Technology (CPUT).
 Research Title : "Impact of The Expanded Public Works Programme [EPWP] on Employment Creation and Skills in a South African Metropolitan Municipality".

Taking into account the recommendations below (see Annexure for detailed review):

Recommendations

That the CCT via the Director: Organisational Policy & Planning grants permission to Ms Tamara Dyantyi in her capacity as Masters (M.Tech) student at the Cape Peninsula University of Technology (CPUT), Cape Town – and City of Cape Town employee - to conduct research subject to the following conditions:

- That the Manager: EPWP is contacted and given the opportunity to make input into the research to maximise the potential benefit to the City, and to facilitate access to the EPWP contacts database;
- The researcher abides by any conditions set by the Manager: EPWP in the confidentiality agreement, including in relation to the access to and use of the data;
- Participation by the previous EPWP beneficiaries is on a voluntary basis;
- The inputs by former EPWP beneficiaries are anonymised, as per the project proposal;
- The anonymity of the City be maintained, in line with the research title;
- That the views of and inputs by the EPWP beneficiaries are treated as confidential;
- A clear acknowledgement in the research/thesis report that neither the views of the ex-CCT EPWP workers nor that of the researcher, Ms Dyantyi, are regarded as official CCT policy;
- The City logo and brand not being used;
- Submission of the completed research report to the Office of the Executive Director: Corporate Services and the Research Branch: Department of Organisational Policy and Planning, Corporate Services Directorate; and the Manager: EPWP within 3 months of completion of the report and research; and
- Permission being obtained from the ED: Corporate Services Directorate to publish the study.

v.c. w.g. 03/08/18

Approved Comment: _____
 Not Approved Comment: _____

Hugh Cole – Director: Organisational Policy & Planning

6 August 2018
 Date

CIVIC CENTRE IZIKO LEENKONZO ZOLUNTU BURGERSENTRUM
 12 HERTZOG BOULEVARD CAPE TOWN 8001 PRIVATE BAG X9181 CAPE TOWN 8000
 www.capetown.gov.za

Making progress possible. Together.

APPENDIX D: INTERVIEW SCHEDULE-PARTICIPANTS

EPWP QUESTIONNAIRE INVITATION

Dear EPWP Beneficiary

I am writing to request your participation in an **Expanded Public Works Programme (EPWP)** questionnaire of EPWP beneficiaries that worked in the programme in 2014/15 financial year with in the City of Cape Town municipality.

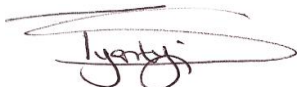
The topic for this research is “**The impact of the Expanded Public Works Programme (EPWP) on employment creation and skills in a South African metropole municipality**”

The purpose of this questionnaire is firstly to investigate relevance of training given to the beneficiaries when they exit these programmes. Secondly to evaluate the impact of the training and skills that an EPWP worker acquires during the work term in helping the beneficiary to find formal work after the expiration of the EPWP employment term; Thirdly establish evidence based conclusion of whether or not the EPWP programme fulfils its mandate of alleviating poverty, improving employment and upskilling its participants and lastly to assess if EPWP is the best alternative in addressing unemployment. Your responses to this questionnaire will assist me to be able to establish an evidence based conclusion of whether or not the EPWP programme fulfils its mandate of alleviating poverty, improving employment and upskilling its participants.

Your participation in this study is absolutely voluntary and you may choose to answer or not to answer the question you are not comfortable with in the questionnaire. All of your answers will be kept confidential. They will only be used for statistical purposes and will be reported only in aggregated form. The questions will take 10-15 minutes to complete. To participate kindly answer the questions provided in a form of a questionnaire below.

Thank you in advance for providing this important response.

Sincerely



Tamara Dyantyi

CPUT, MTech Project Management Student: 207181780



**IMPACT OF THE EXPANDED PUBLIC WORKS PROGRAMME (EPWP) ON
EMPLOYMENT CREATION AND SKILLS IN A SOUTH AFRICAN METROPOLE
MUNICIPALITY**

EPWP Survey Questionnaire

Directions: Please indicate your response by ticking in the relevant box, and where appropriate, write your response in the space provided.

SECTION A: General information

1. Demographic Data

Age: ____

Gender: ____

Race:

Black		Coloured		White		Indian	
-------	--	----------	--	-------	--	--------	--

2. In which department / sector were you employed?

Infrastructure		Economic		Environmental		Social	
----------------	--	----------	--	---------------	--	--------	--

3. How long was your contract in the programme?

1-4 Weeks		1-6 Months		6 Months – 1 year		1year – 2year	
-----------	--	------------	--	-------------------	--	---------------	--

4. How long did you have to wait before getting employed in the programme after you contract has ended?

1-4 Weeks		1-6 Months		6 Months – 1 year		1year – 2year	
-----------	--	------------	--	-------------------	--	---------------	--

SECTION B: Likert scale & Training and Skills Development

1. How would you rate your overall experience with the EPWP programme in a scale of 1-5? 1 = Highly Unsatisfactory, 2 = Unsatisfactory, 3 = Neutral, 4 = Satisfactory, 5 = Highly satisfactory?

1		2		3		4		5	
---	--	---	--	---	--	---	--	---	--

2. Did you get any training for the job?

Yes	
No	

3. How relevant was the training you have received to the tasks you were required to perform in a scale of 1 – 5? 1 = very Irrelevant, 2 = Irrelevant, 3 = Neutral, 4 = Relevant, 5 = Very relevant?

1		2		3		4		5	
---	--	---	--	---	--	---	--	---	--

4. Did you get any certificate when your contract ended?

Yes	
No	

5. Did the training and skills you have acquired in the programme help you to find employment elsewhere?

Yes	
No	

6. In a scale of 1 – 5, do you think the skills you have acquired in the programme are relevant in the labour market? 1 = Very Irrelevant, 2 = Irrelevant, 3 = Neutral, 4 = Relevant, 5 = Very relevant?

1		2		3		4		5	
---	--	---	--	---	--	---	--	---	--

7. When you got employed in the programme did your financial circumstances change for the better?

Yes	
No	

SECTION C: Recruitment and Selection

1. How did you find out about EPWP?

Social Media	Friends	Government Advert	School	Other	
--------------	---------	-------------------	--------	-------	--

If other, please specify _____

2. How did you apply for the job / How did you get employed in the programme?

Called to the Sub-councilor's database	
Called by the municipality official	
Through a volunteer database	

If other, please specify _____

SECTION D: Exit Strategy, Poverty Alleviation & Open Ended

1. Did you get any certificate after participating in the programme?

Yes	
No	

2. When you were in the programme were you able to provide food for yourself and family?

Yes	
No	

3. What would you like to see changed on the EPWP?

4. Do you think the EPWP programme is improving employability?

Yes	
No	

Please state a reason for your answer

5. Do you think the EPWP programme fulfils its mandate of alleviating poverty?

Yes	
No	

Please state a reason for your answer

6. Do you think the EPWP programme fulfils its mandate of bringing income relief?

Yes	
No	

Please state a reason for your answer

7. What do you think can be done to improve EPWP and ensure it achieves its mandate?

Thank you for sharing your thoughts and experience.

APPENDIX F: DECLARATION LETTER FROM LANGUAGE EDITOR



Kingdom Editing

26 Cinnamon Street, Kuils River, 7580
takutau@gmail.com
079 636 8353



Declaration of Professional Editorial Assistance for MTech Thesis

Professional editorial work undertaken in the preparation of this thesis has been done according to the Cape Peninsula University of Technology's (CPUT) guidelines.

Professional editorial intervention was restricted to: proof reading, CPUT formatting, grammar, spelling, punctuation and clarity of meaning.

The professional editor provided advice on grammar and structure; gave examples only and did not undertake a structural re-write themselves.

Material for editing or proofreading was submitted in hard copy, or where an electronic copy was submitted to the editor, their mark-up was done using Track Changes.

Candidate's Name: Tamara Dyantyi

Thesis Title: Impact of the Expanded Public Works Programme (EPWP) on Employment Creation and Skills in a South African Metropole Municipality

Editor's Name: Takudzwa Musiyarira

I declare that I have edited/proofread this thesis in compliance with the above conditions, as requested by the candidate.

The documents submitted by the student for proofreading or editing purposes remain the sole and exclusive intellectual property of the student.

Signed:  Date: 31/08/2019

Professional Editors' Guild

APPENDIX G: CONFERENCE ACCEPTENCE LETTER



Sept. 9, 2019

INVITATION/ ACCEPTANCE LETTER

Tamara Dyantyi,

Lecturer, Cape Peninsula University of Technology, Faculty of Business,
Department of Management and Project Management, Cape Town, South Africa

To Whom It May Concern,

17th JOHANNESBURG International Conference on Education, Economics, Humanities and Social Sciences (EEHSS-19) scheduled on Nov. 18-19, 2018 at Johannesburg, South Africa is being organized by Eminent Association of Researchers in Humanities & Management (EARHM) under Eminent Association of Pioneers (EAP). The main aim of this conference is to bring together academicians, scientists, researchers, engineers and practitioners from all around the world to exchange and share their work and discuss the practical challenges encountered and the solutions adopted.

Herewith, the Scientific and Technical Committee is pleased to inform you that the peer-reviewed & refereed conference paper id: EAP1119432, titled as "*Impact of the Expanded Public Works Programme on Employment Creation and Skills in a South African Metropole Municipality*" and authored by Tamara Dyantyi and Stanley Fore, has been accepted for Oral Presentation at the conference and publication in Proceedings of the Johannesburg, South Africa conference of Nov. 2019.

We would like to kindly invite **Tamara Dyantyi**, to present the research paper at the conference site in Johannesburg.

Sincerely Yours,



Conference Secretariat
EARHM 2019 Johannesburg, South Africa

www.earhm.org

Email: cs@earhm.org

Conference Venue:

Birchwood Hotel & OR Tambo Conference Centre
14 View Point Rd, Bardene, Boksburg, 1456, South Africa
<https://www.birchwoodhotel.co.za/>

Impact of the Expanded Public Works Programme on Employment Creation and Skills in a South African Metropole Municipality

Tamara Dyantyi and Stanley Fore

Abstract—The main purpose of this research was to assess the impact of EPWP on employment creation and upskilling of its participants in the municipalities so that they may be employable in the job market after they have participated in the programme. This paper firstly, investigated the relevance and the impact of training and skills given to the beneficiaries when they exit the programme. Secondly, this research established an evidence-based conclusion of whether or not the EPWP programme fulfils its mandate of alleviating poverty, improving employability and upskilling its participants.

The research was conducted using qualitative and quantitative methods where a sample size of 87 beneficiaries from four employment sectors in the municipality were requested to complete a self-administered questionnaire and to partake in cross-sectional interviews. The main research finding was that, the majority (59%) of the participants believed that EPWP programme does fulfil its mandate of alleviating poverty. 55% of the participants indicated that their financial situation change following participation in the programme. 72% agreed that EPWP does bring income relief. There was a strong relationship between the overall satisfaction with the programme and the employment duration. A general finding amongst those that were dissatisfied was that the wage income is too little to have an effective impact.

Index Terms—Employability, EPWP, Job Creation, Municipality, Poverty.

I. INTRODUCTION

According to the report by [1], the rate of unemployment in South Africa for the second quarter was 25.5%. The unemployment rate in the local government sector rated 90th out of 179 and is 42% for people between the age 15 to 34. Youth unemployment was 52% or higher in 2014 for the municipalities. In response to the unemployment crisis, on the 1st of April 2004, the government introduced Expanded Public Work Programme (EPWP), which is a national government initiative that provides short-term employment for the unemployed to fight poverty, reduce unemployment and contribute to the country's economic development. The National Department of Public Works has set a target of creating 4.5 million jobs and all three levels of government (National, provincial and local) had to contribute. Municipalities were expected to generate 1.5 million work opportunities between 2009/10 to 2013/14 [4]. In July 2009 the

Municipality had an EPWP target of 69 692 work opportunities since its inception. Ever since, the municipality has surpassed its target tremendously and it has received further inducements from the national government. The employment creation attempts through the turn-out of EPWP projects has tremendously increased from 13 145 to 26 405 amongst the November 2010 and December 2011 financial years [2]

Reference [3] argues that knowing the fairly simple nature of the activities to be executed on EPWP projects, the training given to beneficiaries can barely be expected to generate skillful beneficiaries. He continues to point out that the 8-12 days paid training provided is not enough to train unskilled workers to become skillful.

The table below indicates the relationship between the research questions and the research objectives.

+ TABLE I: RELATIONSHIP BETWEEN RESEARCH QUESTIONS AND OBJECTIVES	
Research Questions	Research Aim & Objectives
How relevant is the training given to EPWP beneficiaries?	To investigate the relevance of training given to the beneficiaries when they exit these programmes.
Does the training and skills the EPWP beneficiaries acquire have an impact on their future employability when they exit the programme	To evaluate the impact of the training and skills that an EPWP worker acquires during the work term in helping the beneficiary to find formal work after the expiration of the EPWP employment term.
Does EPWP programme fulfil its mandate of alleviating poverty, improving employment and upskilling its participants?	To establish the evidence-based conclusion of whether or not the EPWP programme fulfils its mandate of alleviating poverty, improving employment and upskilling its participants.
Are the EPWP beneficiaries able to sustain decent work opportunities after they exit the programme?	To assess if EPWP is the best alternative in addressing unemployment?

Paper submitted on 24 August 2018. Tamara Dyantyi and Stanley Fore, Cape Peninsula University of Technology, Faculty of Business, Department of Management and Project Management, Cape Town, South Africa.

II. UNEMPLOYMENT

A. Unemployment

Since 1994, main financial developments and alterations have been made, which were viewed as a necessity for sustaining financial development and growth. Nevertheless, in spite of these efforts, unemployment in South Africa remains a persistent problem [7].

South Africa's high rate of poverty and discrimination can be specifically connected to the country's unemployment crisis. Poverty is clearly leading and is proved by poor infrastructure, unemployment shacks, homelessness, and lack of access to basic services. The period of apartheid worsened the situation when black people were excluded from fiscal contribution because of the class and race [5].

B. Expanded Public Works Programme to alleviate poverty

The EPWP is a countrywide programme covering all three spheres of government and state-owned enterprises. The programme offers the country a significant opportunity for labour absorption and salary opportunity to underprivileged South Africans in the short to medium-term. This programme started in April 2004 to support the financial development and generate sustainable growth in South Africa [6].

The EPWP's highest goals are to attain its purposes and targets through the distribution of public services by using available government budgets to diminish, improve unemployment and increase the ability of beneficiaries to earn an income, through the labour market or through innovative business activities [6].

The main goal of EPWP was to reduce unemployment for one million people by employing at least 60% women, 30% youth and 2% of disabled beneficiaries between 2004 and 2009. All three spheres of government from the national, provincial and local government were expected to work together with the Department of Public Works (DPW). During Phase 1, the Programme exceeded its 1 million target of work opportunities a year ahead of planned time frame, with 1.6 million work opportunities generated at the end of the scheduled initial five-year period (2004-2009). EPWP Phase 2, had a target of 4.5 million work opportunities that needed to be created between 2009/10 – 2013/14. This meant that support of EPWP to the Millennium Development Goal (MDG) would half unemployment by 2014 [9]. The EPWP focuses on four sectors below:

- Infrastructure.
- Economic.
- Environmental.
- Social development.

The Expanded Public Works Programme (EPWP) is implemented by and through the above mentioned sectors in all three spheres of government in the national, provincial and local government (Department of Public Works, 2015).

III. RESEARCH METHODOLOGY

The population research was formed by all 40 055 beneficiaries that participated in the EPWP programme in the

2014/15 financial year. 2014/15 financial year was chosen as it gave adequate buffer time for the participants to find alternative employment. It was also the only period where the previous beneficiaries could be successfully traced and interviewed. A sample was, then calculated as a fraction of this population of 40 055 [2].

The study was conducted through structured interviews. A total of 87 respondents from all four employment sectors were interviewed as demonstrated in table below.

The sample size was calculated using the statistic formulae given below as adopted by [8]. This formula is a hypergeometric distribution that calculates sample size as a function of the entire population. The sample size calculation corresponded to the confidence level of 65 %, With the accuracy of plus or minus 5%.

TABLE II: POPULATION GROUPS

Sector	Population	Percentage
Infrastructure	22	25%
Economic	13	15%
Environmental	29	34%
Social	22	26%

This research was conducted using stratified random sampling, where different groups were divided into four EPWP sectors, namely infrastructure sector 22 (25%), economic sector 13(15%), from environmental sector 29 (34%), and 22(26%) from social development to ensure that the entire EPWP population is represented in the sample. Each of these sample sizes was selected randomly from all of these four strata.

IV. FINDINGS

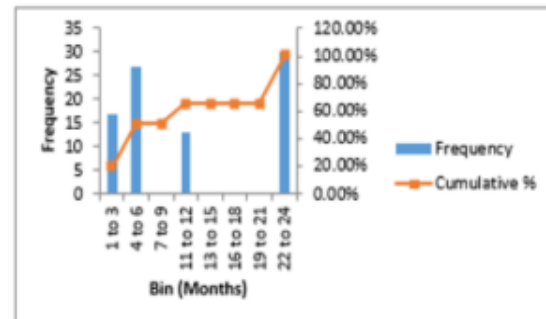


Fig. 1. Cooling-off period.

A very strong relationship was found between those that were unable to find work elsewhere with those that did not receive completion certificates. It can be concluded that the lack of training certificates when exiting the programmes directly contributes to the inability to find alternative employment.

In this study, the respondents were asked if they have received any training while they were working on the programme. It can be seen in figure 2 that 67 % of the respondents indicated that they had not gotten training for the job that they were expected to perform while 33 % indicated

that they had on the job training. Furthermore, social sector participants received the most training at 12.6%. environmental sector participants received the least training with 13.8% have stated that they did not receive any relevant prior training for the job they were assigned to do. Infrastructure and social sectors reported the worst in terms of prior training with a respective rate of 18.5% overall participants have indicated that they never received any prior training.

33% of the respondent indicated that they have received training on the project they were working on. This depended on the nature of the activities they had to carry out in a project. For example, the Plumbing Project, Grass Mowing and Facility Protection projects etc. these projects required the respondents to have a level of skills and understanding on how to utilize the machinery.



Fig. 2. Job Training.

One of the objectives for conduction the study was to establish whether or not the EPWP programme fulfils its mandate of alleviating poverty, improving employment and upskilling its participants. 59% believed that EPWP programme does fulfil its mandate of alleviating poverty, while 41% did not believe that EPWP addressed the poverty problem. Please see figure 3 below.

Does EPWP Help Alleviate Poverty?

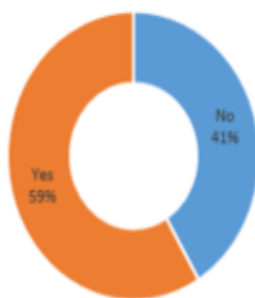


Fig. 3. Role of EPWP in Poverty Alleviation.

Define In this study, all participants were asked if they had received training certificates upon their exit from the programme. Figure 4 indicates the percentage of those that received training certificates vs those that did not receive

training certificates. According to the figure below 11% had received training certificates and 89% indicated that they had never received training certificates.

Did the participants receive training certificates

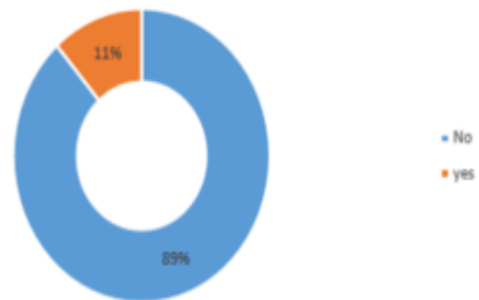


Fig. 4. Training Certificates.

A relationship between receiving a completion certificate and the employment duration was investigated. The premise was that those who stayed longer in the programme are most likely to receive relevant training and ultimately, a training certificate. Although not conclusive, there was some relationship between the employment term and receiving a certificate. Out of those that indicated that they had received completion certificates, there was a participant that had only been employed for a period of 5 months and two participants that had only stayed for 6 months. The average stays of those that received certificates was 14.9 months. Conversely, amongst those participants that did not receive any certificate, there were 6 participants that had a maximum stay of 24 months. The average stays of those that did not receive any certificates was slightly less at 8.3 months. Figure 5 shows a comparison in average participation duration between those that did and those that did not receive participation certificates. Based on this, it can be seen that on average, those that stayed longer in the training programme were most likely to receive a training certificate. In this research, those that received training certificates had stayed an average of more than 6 months than those that did not receive any certificates.

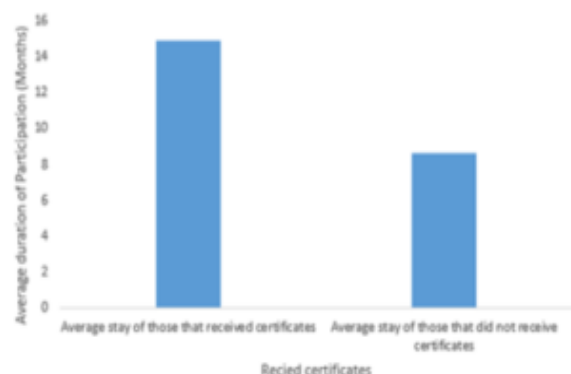


Fig. 5. Relationship between average duration of participation and receiving a training certificate.

In this study, the researcher also investigated the EPWP's ability to provide income relief. Participants were asked whether or not they agreed that their financial situations improved for the better when they participated in the programme. Figure 6 indicates that a majority of 72% agreed that there was some income relief following the participation in the programme. Those that did not believe EPWP brings income relief had worked some comparatively shorter periods than those that indicated that there was some income relief. On average (50th percentile) those that did not agree to an income relief had worked for between 3 to 6 months. On average (50th percentile) those that agreed to an income relief had worked for between 6 to 9 months.

Most of the participants (33) that agreed that the EPWP alleviates poverty stated that they were now able to feed their families after participating in the EPW programme. The most frequent reason for those that did not believe EPWP relieves poverty was because the respondents believed that the income is just too little to have an impact. This is a common finding throughout this research in most categories.

Do you think the EPWP programme fulfils its mandate of bringing income relief?

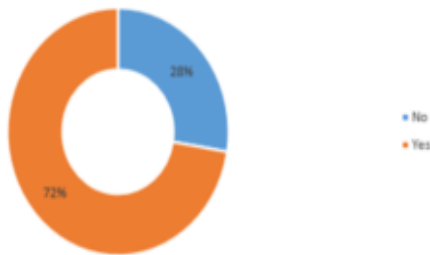


Fig. 6. Role of EPWP in income relief.

In order to understand the employability impact of EPWP, respondents were asked if they were able to find other work. Only 32% of the participants had responded that they were able to find work after participating in the programme. The 68% of the participants that could not find work after exiting the programmes shows that the training and skills they have acquired while in the programme were not entirely relevant to the labour market, hence they could not find work after exiting the programme. There is a very strong relationship between those that were unable to find work else with those that did not receive completion certificates. The lack of training certificates when exiting the programmes directly contributes to non-employment. Figure 7 shows the results.

Were you able to find employment elsewhere?

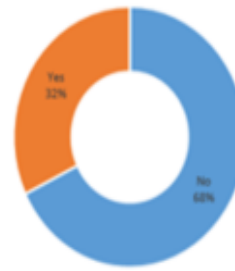


Fig. 7. Role of EPWP in Employability.

When overall satisfaction with the EPWP was considered, the findings showed that 23 % of the respondents were very satisfied. And 24 % of the respondents indicated that their overall experience with EPWP was satisfactory. 11 % were highly dissatisfied while 13 % indicated that they were not satisfied. 29% of the respondents indicated that their experience was neutral, thus inconclusive. Figure 8 shows the level of satisfaction amongst the participants.



Fig. 8. Overall Satisfaction.

V. RECOMMENDATIONS

A. Recommendations to the municipality

The This study made the following recommendations to the municipality in order to improve its EPW programme according the findings presented in this research:

- 1) Those that did not agree that EPWP brings about income relief, believed that the income is too little to have an impact and bring income relief. Based on this finding it is recommended to consider increasing the minimum daily wage rate annually with inflation in order for EPWP to better fulfil its mandate of poverty alleviation.
- 2) It is recommended that the minimum participation period is increased to a period longer than 3 months in order to ensure that EPWP does bring income relief to most of its participants and to also facilitate skills development
- 3) It is recommended that municipality designs labour-intensive projects that will provide the beneficiaries with

appropriate necessary skills that are relevant to the labour market in order for them to acquire relevant skills and be employable in the labour market when they exit the programme.

- 4) It is recommended that municipality heightens its commitment to prior training before participants commence with the task.
- 5) It is recommended that training certificates be provided when the project is completed in order to improve the participants' likelihood of obtaining alternative employment on the job market.
- 6) In line with the recommendation above, it is recommended that project managers be trained to be committed to training and development.

B. Suggestions by the applicants

The participants were asked to suggest recommendations in order to make the programme more impactful and for it to fulfil its mandate. Each participant could provide more than one recommendation. Table 2 below summarizes the suggestions.

TABLE II: POPULATION SUGGESTIONS BY THE PARTICIPANTS TO IMPROVE EPWP

Recommended Suggestions	Number	%
Increase salary	46	37.70%
Give longer contracts	14	11.48%
More Skills and Training Development	13	10.66%
Increase contract duration	12	9.84%
Employ more people and make them permanent	8	6.56%
Improve PPE	6	4.92%
Permanent employment	6	4.92%
No Comment	4	3.28%
Career guidance	3	2.46%
Improve PPE	2	1.64%
Better working conditions	1	0.82%
Career guidance	1	0.82%
	122	100.00%

VI. CONCLUSIONS

This study's main purpose was to evaluate the influence that the EPWP has on job creation and upskilling of its beneficiaries in the municipality Metropolitan Municipality with the goal that they may obtain skills that will make them employable in the labour market.

The majority (55%) of the participants indicated that their financial circumstances improved after they took part in the programme. However, those whose financial circumstances change were also considerable at 45%. Based on the research question 3, it can be concluded that the programme somewhat does fulfil its mandate of poverty alleviation.

The majority of 72% also indicated that the EPWP does bring income relief. Only 28 % of the respondents indicated that the EPWP does not bring income relief. Those that did not believe EPWP brings income relief had worked some comparatively shorter periods than those that indicated that there was some income relief. It can be concluded, therefore that in terms of research question 3, the EPWP does fulfil its mandate of alleviating poverty.

Only 32% of the participants were able to find work elsewhere while 68% were unable to find work. The 68% of the participants that could not find work after exiting the programmes shows that the training and skills they have acquired while in the programme were not entirely relevant to the labour market, hence they could not find work after exiting the programme. It can therefore be concluded that, based on this study, the acquired skills from EPWP have little impact in enhancing future employability of its participants.

Only 11% had received training certificates and 89% indicated that they had never received training certificates after completing their training, the poor impact of EPWP in future employability as highlighted above can be attributed to the lack of certificate at the end of the programme.

The sum of those that are somewhat satisfied with the programme (47%) exceeds the sum of those that are dissatisfied (24.14%) when the "neutral" respondents are not considered. Based on these figures, it can be concluded that there is an overall satisfaction with EPWP participation by the respondent's.

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completing her Master's in Business Administration in Project Management at the same institution.

Ms. Tamara Dyantyi is a Project Manager at City of Cape Town under Spatial Planning and Environment: PMO. Before joining the PMO she worked for the Recreation and Parks Department under EPWP unit as a Professional Officer for four years. She has graduated for BTech in Project Management in 2013, BTech in Public Management in 2012 and a Diploma in Public Management in 2011 from Cape Peninsula University of Technology. She is currently



(MSOM), from the University of Zimbabwe. His research interests are in environmental management and operations management and project management with a focus on developing countries

Mr. Stanley Fore is a Lecturer in the Department of Project Management at Cape Peninsula University of Technology (CPUT); department of Project Management. He lectures Project Management to undergraduate and post graduate students. To date, he has successfully supervised several MTech Project Management students. Prior to joining CPUT, he has lectured at other institutions. He holds an MSc in Manufacturing Systems and Operations Management