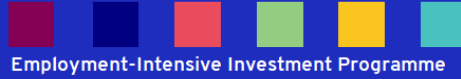




International
Labour
Organization

EIIP



Employment-Intensive Investment Programme

▶ Employment-Intensive Investment Programme


in South Africa



In partnership with



**public works
& infrastructure**
Department:
Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA
DEPARTMENT OF
PUBLIC WORKS, ROADS & INFRASTRUCTURE

► Introduction

The Expanded Public Works Programme (EPWP) is a short to medium term intervention of the Government of South Africa which seeks to address the triad national challenges of unemployment, poverty and inequality through employment creation in provision and delivery of public infrastructure works by application of labour-intensive methods. Reducing poverty and inequality has been the overriding concern of South Africa's development policies and programmes, from the onset of its democracy in 1994 with the Reconstruction and Development Programme (RDP) to the current National Development Plan (NDP). After the 2003 Growth Development Summit (GDS), it was agreed that public work programmes could provide poverty and income relief through temporary work for the unemployed to carry out "socially useful activities", hence Government, Business and Labour committed to a range of interventions including ensuring that planned government expenditure targeted for employment-intensive programmes through the Expanded Public Works Programme (EPWP). The International Labour Organization (ILO), Technical Assistance project to EPWP, started in 2005, with its scope and focus has been continuously changed over the years to suit the priorities and objectives of various phases of the Programme. The project has two components, National and Limpopo province, each with its team of technical and support staff.

► The International Labour Organization (ILO)



108th (Centenary) Session of the International Labour Conference. Geneva, 10-21 June 2019

The International Labour Organization (ILO) is a specialized and oldest UN Agency which was founded in 1919. Its four strategic objectives are:

- Set and promote standards and fundamental principles and rights at work
- Create greater opportunities for women and men to decent employment and income
- Enhance the coverage and effectiveness of social protection for all
- Strengthen tripartism and social dialogue

The ILO has 187 member countries and has its head office in Geneva, Switzerland. ILO has over 40 field offices and employs over 900 staff that work in Development Cooperation (DC).

► The ILO Employment-Intensive Investment Programme in South Africa- Background

The ILO initiated the Employment Intensive Investments Programme (EIIP) in the early 1970s. The EIIP links infrastructure development with employment creation, poverty reduction and local economic and social development.

The ILO has been working with all spheres of Government in South Africa since 1994. The EIIP initiated its support to Limpopo Province in 200 under the Gundo Lashu Programme. The ILO Team provided technical assistance in Advocacy, knowledge sharing and communication tools; strategies, tools and procedures to optimize the Agency's planning, coordination, operational and implementation capacity. The ILO Team also provided support in developing and strengthening the Employment Intensive training capacity; delivery and expansion of Labour Intensive Construction (LIC) and Programme/project management training; development of guidelines, publications, tools and undertaking studies and the enhancement of LIC Infrastructure Project Management and supervision through appropriate technical support.

This Gundo Lashu programme's main aims included the following:

- Training of 24 Labour Intensive Roads Contractors
- Training of selected Staff from 6 Consulting Engineering Companies
- Training of 10 Technical Staff of Roads Agency Limpopo (RAL) in Labour Intensive Roads development
- Upgrading 300km roads to Provincial RAL Standards
- Creating 1 million worker days of employment

It is the success of this programme that led to the birth of the Expanded Public Works Programme (EPWP).

In November 2003, the National Cabinet approved the Conceptual Framework of the Expanded Public Works Programme (EPWP). The objective of the programme is to alleviate poverty through creation of productive employment coupled with skills development among the historically disadvantaged communities and thereby contributing towards achieving the national economic development objectives.

The programme is coordinated by the National Department of Public Works & Infrastructure (NDPWI) and works in four sectors namely the Infrastructure, Social, Environment and Culture; and Non-State Sectors.



Wo(men) at work

► EPWP through the phases

The ILO has supported EPWP in four (4) phases :- EPWP Phase I was implemented from April 2004 to March 2009. The national target was to create one million work opportunities, a feat which was achieved one year ahead of schedule. The lessons learnt in Phase I were used in the formulation of Phase II of the Programme including recognition of Full Time Equivalents (FTEs). EPWP Phase II (April 2009 to March 2014), had a national employment target of 4.5 million Work Opportunities and 2 million Full Time Equivalents (FTEs). A total of 3.5 Million work opportunities (78 % of the target) and 924,000 FTEs (46%) were created. The national target for Phase III for the period April 2014 to March 2019 was 6.38 million Work Opportunities (WO) and 2.56 million Full Time Equivalent (FTEs). Approximately 4.4 Million Work opportunities were be created by the end of Phase III. The national target for Phase IV for the period April 2019 to April 2024 is 5.04 million Work Opportunities (WO) or 2.38 million Full Time Equivalent (FTEs).

► ILO/EIIP support to the EPWP and achievements

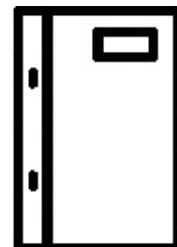
ILO has provided support to EPWP in the following thematic/key result areas :

1 Policy Development and Promotion

Contribution made to the development and promotion of appropriate infrastructure investment and public employment policies for the Expanded Public Works Programme (EPWP).

Achievements/deliverables:

- ❖ Final EPWP Standard Recruitment Guidelines produced (June 2018)
- ❖ Draft EPWP policy
- ❖ Draft Provincial EPWP Policy Developed for Limpopo Province



2 Skills/Capacity Development

Knowledge, skills and technical capacity of EPWP Stakeholders in labour-intensive delivery of infrastructure investment, public employment and sustainable livelihoods programmes enhanced.

Achievements/deliverables:

- ❖ Start and Improve Your Business (SIYB) Training of Trainers course (2016).
- ❖ Training of Trainers (ToT) session in Labour Intensive Methods (2018)
- ❖ Training of Trainers for 12 officials from Vuk'uphile Learnership Programme (2019)
- ❖ Support towards establishment of the Labour Intensive Training Centres
- ❖ EPWP e-Learning Platform & 4 Learning Modules on Labour Intensive Methods (2017).
- ❖ Study tours/attended ILO Regional Seminars in Madagascar, Ethiopia, India, Benin and Tunisia.



3 Project Management and Technical Support

Implementation tools developed and public bodies assisted in the delivery of infrastructure projects in a manner that increases labour intensity and is compliant with EPWP and decent work principles.

Achievements/deliverables:

- ❖ Road Maintenance Management Guideline (March 2020).
- ❖ Infrastructure Guidelines.
- ❖ EPWP National Youth Service Implementation Guidelines (2016).
- ❖ Projects site visits and provided technical advisory support to partners on enhancing labour-intensive delivery of projects;
- ❖ Technical input on climate proofing of roads (Aug 2019).
- ❖ Project Design and Tender Documents reviews



4 Research

Researches and studies that contribute to optimization and mainstreaming of the labour-intensive delivery of infrastructure investment, public employment and sustainable livelihoods programmes carried out in collaboration with relevant stakeholders implementing the EPWP.

Achievements/deliverables:

- ❖ Concept note on Green jobs (March 2015).
- ❖ Design of EPWP Phase 4 (October 2018).
- ❖ Harmonisation of Work Norms for Infrastructure Works
- ❖ Study to develop an EPWP Green Jobs (November 2017).
- ❖ DPW/CBE/ILO collaboration MOU (September 2018).
- ❖ Paper prepared and insights shared on the implications of the 4IR for the EPWP (March 2020).
- ❖ 41 No. Documents produced for Limpopo Province to date:
- ❖ Production of 14 No. Strategic documents



5 Advocacy

Adoption and application of policies, strategies, processes, good practices and tools that contribute to upscaling the effectiveness and impact of the EPWP promoted.

Achievements/deliverables:

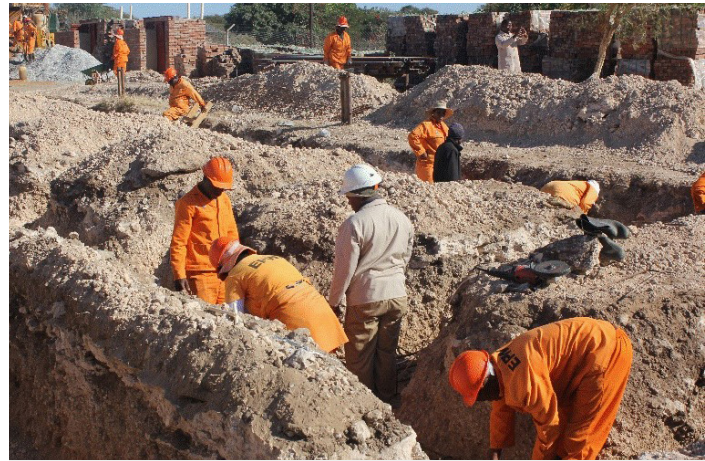
- ❖ Video drama on EPWP recruitment guidelines for awareness creation and sensitization (June 2018).
- ❖ Presentation of Technical papers showcasing EPWP in various forums;
- ❖ Participation in the Green Economy Coalition (GEC) Global meeting and the Partnership for the Green Economy (PAGE) Ministerial Meeting (January 2019).
- ❖ Outbound Study Visits
- ❖ Video Documentaries produced and showcased in South Africa and International Conferences
- ❖ Contributed to the preparation (video and photo editing) of portfolio of evidence for the EPWP consideration for the Future Policy Award for impact on Youth Empowerment (September 2019).
- ❖ "Climate Proofing Roads documentary"
- ❖ Papers presented "The Fourth Industrial Revolution - preserving and creating jobs" and "Taking Labour-based Road Maintenance to the next level during the 18th African Regional Seminar for Labour Based Practitioners in Tunisia on September 9-13, 2019.
- ❖ Advocacy Workshops Conducted for Limpopo Province:



► Photo gallery



Trench work



EPWP Participants working on a building Foundation



President Cyril Ramaphosa at an EPWP Summit



Training and capacity development

► EIIP coordination and staffing

EIIP in South Africa meets twice a year (every 6 months) to review projects/progress and update action plans. The team has a full complement staff of a Specialist, Chief Technical Advisors, Technical/Training Advisors and Finance & Administration Assistants who are based in Pretoria and Polokwane.



Team building and planning

▶ EIIP capabilities

The ILO's EIIP was founded in 1973, and has operated in more than 70 countries, giving it a unique portfolio of productive employment creation for infrastructure and economic development, social protection, and natural resource management. The EIIP approach provides support at three levels:

- **Macro level**, where the ILO advises Governments on the design of infrastructure programmes and assessments of their employment impact, appropriate procurement procedures and wage setting, improved targeting of youth, women, indigenous people and disadvantaged groups;
- **Meso level**, where the ILO provides institutional development and capacity building for National and decentralized Governments, training of Programme/Project Managers, Consultants and Small, medium and micro enterprises (SMMEs) to develop the private sector and the local construction industry, and skills enhancement for long-term employability;
- **Project level**, in which the ILO provides technical assistance to optimize the labour content of investments, ensuring quality and timely delivery, promote decent working conditions and setting up monitoring and evaluation systems.

▶ Contacts

To obtain more information please do not hesitate to contact us.

Contact us!

Id	Name	Designation	Contact Number & email
1	Joni Musabayana	Country Director - ILO	musabayana@ilo.org
2	Tshepo Mohatle	Communication and Public Information Assistant	mohatle@ilo.org
3	Asfaw Kidanu	Senior EIIP Specialist	kidanu@ilo.org
4	Gama Sibanda	Chief Technical Advisor – National NPWI ILO Team	gama@ilo.org
5	Dingilizwe Tshabalala	Chief Technical Advisor – Limpopo ILO Team	tshabalala@ilo.org