

DO YOU KNOW HOW RECRUITMENT IN THE EPWP SHOULD BE UNDERTAKEN

BACKGROUND

The Expanded Public Works Programme (EPWP) is one of Government's medium to long term strategies to reduce unemployment and alleviate poverty through the creation of work opportunities using labour-intensive methods.

The EPWP is implemented in four sectors namely: Infrastructure, Social, Environment & Culture and Non-State. All spheres of government (National, Provincial and Local) and State-Owned Entities are expected to implement the programme

GUIDING DOCUMENTS IN THE EPWP

Employment of EPWP participants is managed using the following documents:

- a) Code of Good Practice No. 129
- b) Ministerial Determination 4: Expanded Public Works Programme, notice No. 347

KEY GUIDING STANDARDS FOR RECRUITMENT IN THE EPWP

a) Fairness - The process shall not be manipulated for gain; neither shall there be any form of discrimination on the basis of race, tribe, place of birth, ethnic or social origin, language, social status, religious belief, political affiliation, opinion, custom, culture, gender, marital status, pregnancy and disability (as per Section 2 of the Constitution of RSA, 1996).

b) Transparency - All recruitment processes should be undertaken in an open manner understood by all stakeholders. Should persons outside the target community be appointed, it must be evidenced that such skills was not available from the target community at the time of recruitment.

c) Equity - Potential EPWP participants shall be given equal access to opportunities to enable their full and active participation in all aspects of the programme/project implementation cycle.

ELIGIBILITY FOR PARTICIPATION IN THE EPWP

The recruitment process shall be aligned with the self-targeting, community, and geographic targeting of the epwp. In order for youth to be eligible they must at least be 16 years old and not older than 35 at the time of the start of the work. In addition, participants should:

- a) Reside within the ward in which the project is to be implemented. In the event that there are insufficient participants in the ward, then participants may be drawn from neighbouring wards (close to the project site).
- b) Be available to work on the dates as required by the project.
- c) Apply or register for the work in accordance with the manner specified by the recruiting body.



public works

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Public Works
REPUBLIC OF SOUTH AFRICA



EXPANDED PUBLIC WORKS PROGRAMME