

An investigation into the quality of life of beneficiaries post Extended Public Works Programmes (EPWP's) participation in the City of Tshwane (CoT) Region 2: Gauteng: A Case of New Eersterust

MINI-DISSERTATION

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by

DAVID NDETHE MOKWENA



SUPERVISOR: Professor T. Moyo

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DEDICATION

In memory of my late brothers: Vuyo, Sefele and Vusumuzi Mokwena.

DECLARATION

I declare that **An investigation into the quality of life of beneficiaries post Extended Public Works Programmes (EPWP's) participation in the in the City of Tshwane (CoT) Region 2: Gauteng: A Case of New Eersterust** is my own work, and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references, and that this work has not been submitted before for any other degree at any other institution.

David Ndethe Mokwena

22 December 2017

Date

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ABSTRACT

This qualitative case study investigates the relevance of the Extended Public Works Programme (EPWP) as a solution to unemployment and poverty. A qualitative case study research design was used to collect and analyse the data. Data collection instruments consisted of interviews, questionnaires, observations and document analysis. Data analysis was largely in the form of thematic approach, since the study was qualitative. The choice of a qualitative design was informed by the need to engage the beneficiaries in their lived experiences during and after participating in the EPWPs. The main findings of the study were that although the EPWP improves the quality of life of the beneficiaries, however, it is not a sustainable solution to unemployment and poverty. That is because the structural constraints which confront beneficiaries at the end of the EPWP remain an obstacle to them in terms of employment opportunities and self-employment. The study therefore recommends a more integrated approach to the problem. It is recommended that the government develops a post EPWP sustainability plan which incorporates infrastructural and social development issues in all projects.

Key words

Poverty, EPWP, Unemployment, Work, Decent work, Productive work, Quality of Life Development and Developmental state.

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LIST OF ACRONYMS

COT	City of Tshwane
CBO	Community-based Organisations
CS	Community Survey
CDE	Centre for Development and Enterprise
CIDB	Construction Industry Development Board
CDP	Contractor Development Programme
CWP	community works programme
ECD	Early Childhood Development
EPWP	Extended Public Works Programme
EPWSP	Extended Public Works Support Programme
FBO	Faith-based Organisations
FPL	Food poverty line
HBC	Home based care
HBCC	Home based community care
HCBC	Home Community Based Care
HCBS	Home community based services
IMESA	Institute of Municipal Engineering of Southern Africa
LBPL	Lower band poverty line
NDP	National Development Plan
SETA	Sector Education & Training Authority
PW	Public works
PWD	Public Works Department
SA	South Africa

GP	Gauteng Province
UBPL	Upper bound poverty line
SMME	Small Micro Medium Enterprise
STATSSA	Statistics South Africa
TLB	Tractor-Loader-Backhoe
GDS	The Growth and Development Summit
USA	United States of America

CHAPTER 1: INTRODUCTION AND BACKGROUND

1. INTRODUCTION

1.1 Recent research

Improving lives through job creation has been the chief goal of governments and a prominent discussion by politicians globally (Shipps & Howard 2013). For example, the Old Poor Law of Britain during the 19th century, the Employment Guarantee Scheme (EGS) of India in the 1950s (Rose: 1990; Krishnaraj, Pandey & Kanchi: 2004) and recently, the Extended Public Works Programme (EPWP) of South Africa (McCutcheon & Taylor-Parkins: 2009) are some of the initiatives undertaken by governments to deal with unemployment and poverty.

In South Africa, the emphasis on improving lives has given prominence to programmes focused on the adequate development of people, preferably in entrepreneurial and business management skills. Skills development through institutions like the Sector Education & Training Authority (SETAs) or reputable training providers (Amusan & Ngoh: 2016; Zingoni: 2012). In its quest to deal with poverty, unemployment and societal inequalities, the government of South Africa initiated the National Development Plan (NDP) in 2011. The NDP aimed to generate 11 million employment opportunities, i.e. halve the 26.6 % unemployment rate, in addition to ensuring that women, like men, enjoy the same rights. Furthermore, the NDP exist to eliminate the wage disparity between men and women.

1.1.1 Unemployment in South Africa

Table 1: Unemployment in South Africa

Province	Unemployment rate (%)
Gauteng	28.6
Western Cape	20.5
Northern Cape	32
Eastern Cape	29.6
Free State	34.7
KwaZulu-Natal	23.9
Northwest	26.5
Mpumalanga	31
Limpopo	19.3

As shown in Table 1, the Free State Province has the highest unemployment rate, and Limpopo Province has the lowest. The Gauteng Province (GP) has the 5th highest unemployment rate amongst the nine provinces (information in Table 1 adapted from the Community Survey: 2016).

1.1.2 Youth unemployment in South Africa

In 2015, the unemployment rate of youths ages 15 -34 was at 25.5 %, and women making up the majority of this figure, (Country Economy 2016). According to the statistics released by the Centre for Development and Enterprise (CDE) in August 2017, out of 20 million young people, 6.3 % were working, 3.7 % were actively job searching, and 2.1% had given up on getting any employment. Astonishingly, 40 % of the youth were untraceable as they were neither at school nor working.

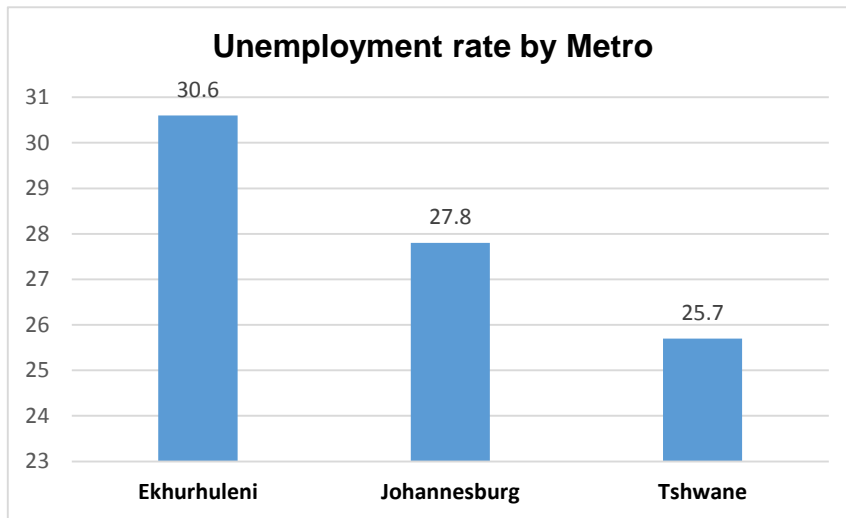


Figure 1: Unemployment in Gauteng Province (Community Survey, 2016)

Figure 1 shows the unemployment rates of the three Gauteng Province metropolitan municipalities: Ekurhuleni has the highest unemployment rate of 30.6%, followed by Johannesburg with an unemployment rate of 27.8 % Tshwane unemployment rate stands at 25.7 % (Community Survey: 2016).

Generally, the high unemployment rates are prevalent amongst informal traders and graduates who often resort to working as vendor's hairdressers or in restaurants. Not to mention those who turn to illegal activities like prostitution and drug use to cope with unemployment (Simiyu & Sambu: 2012; Uddin & Osemengbe Uddin: 2013).

According to Amusan & Ngoh (2016), crime, poverty, youth unemployment, and women's inequality are critical concerns in poverty alleviation processes. Unemployment and crime rates in the Gauteng Province average 9.1 %, higher than the rest of South Africa, with an average crime rate of 7.5% (Community Survey: 2016).

1.2 Clarification of concepts and approaches

This section clarifies the key concepts and approaches in the study.

1.2.1 Poverty

For a conclusive definition of poverty, the following is vital:

- a) Poverty contributes to low skills levels because children from poor households often join the labour market earlier in their lives and forgo education. An act that perpetuates skills shortage increases unskilled labour and relentless poverty (Rose: 1990).
- b) Poverty in South Africa is mainly spatial, and most poverty-stricken places are in rural provinces. With regards to race, poverty generally affects black people, and in terms of gender, the majority of unemployed people are women (Homes & Jones: 2011; Amusan & Ngoh: 2016);
- c) Where poverty prevails, a lack of necessities like food, housing and medical care exist (Olaniyan & Bankole: 2005);
- d) Poverty creates social strata in the community; that is, the middle and lower classes (Mehlum, Miguel & Torvik: 2006);

1.2.1.1 The costs of basic needs approach

In the case of this study, poverty is the cost of the basic needs approach, which produces the three poverty lines; namely:

The food poverty line (FPL) is the value in rands below which a person cannot afford to purchase enough food to survive for a single day. The lower band **poverty line**

(LBPL) considers the person's status and according to the FPL plus the cost of non-food items needed to survive for one day;

The poverty line is the minimum person's affordability of both FPL and the LBPL per day and is known as the Upper Bound Poverty Line (UBPL).

Hence, poverty in the context of this study is the failure by an ordinary South African person to afford the UBPL, which is R1138 per month, or R36.70 per day (Lehohla: 2017)

1.2.2 The Extended Public Works Programme

To ensure the effective implementation of the Extended Public Works Programme (EPWP), the Public Works Department (PWD) established a body of technical experts to assist public officials to coordinate and implement the EPWP (Nzimakwe: 2008). According to Parenzee and Budlender (2016), the EPWP and the existing departmental public works programmes are strategies the government implements to respond to persistent poverty and unemployment. The EPWP has a twofold purpose; the first goal is to enable social transformation, which amongst other things, means dealing with imbalances and enabling previously disadvantaged members of society, i.e. youth and women, to participate in the formal economy (Amusan & Ngho: 2016). The second goal of the EPWP is to serve as the largest active labour market (Meth: 2011).

1.2.2.1 Types of Public Works Programmes

The EPWP's central focus is the infrastructural provision by developing the following: roads; stormwater drains, sewers; clean water; housing; schools; clinics; environmental improvement programmes; and income-generating projects in the economic sector. The focus of the EPWP extends to the provision of social services,

such as Home Based Care (HBC) and Early Childhood Development (ECD) programmes (Nzimakwe: 2008; Antonopoulos: 2009).

The non-state sector supports non-governmental organisations (NGOs), community-based organisations (CBOs), faith-based organisations (FBO's) and communities to directly participate in modelling activities and projects in their areas that can create work opportunities (EPWP Phase 2 Consolidated Programme Overview: 2009). The dynamism of the EPWP is that it covers a wide variety of social aspects to fight poverty. The community works programme (CWP) is an area-based version of the EPWP (Phillips: 2004).

1.2.2.2 The EPWP Social Sector

One reason for establishing the EPWP in 2004 was to draw many unemployed youths into productive work, social sector and community safety services. Nevertheless, according to Samson (2015), the EPWP also provides skills and training for beneficiaries to start their businesses or even enhance employability post-EPWP participation.

1.2.3 Unemployment

Unemployment occurs when willing and capable people fail to find suitable paying employment including people who have given up looking for work (Altbeker & Bernstein: 2017).

1.2.4 Work

Once a person is engaged in activities, and the results thereof translate into material and psychological needs (Serb & Cicioc: 2014), it implies work. Anker, Chernyshev,

Egger, Mehran & Ritteret (2002) regard work as a significant part of life because the time spent on work translates to social integration and improves individual self-esteem.

1.2.4.1 Decent work

Lieu-Kie-Song (2011) regards decent work as the interrelation between job creation, social protection, and the promotion of social dialogue amongst the government, unions and workers.

1.2.4.2 Productive work

Productive work refers to work opportunities in the formal primary sector. It is regulated work, which yields high wages, and requires skill—people performing such work are unionised and undergo training that provides an opportunity for upward mobility (May: 2010).

1.2.5 Quality of life

According to the works of Kanyane (2008) and Uddin and Osemengbe-Uddin (2013), quality of life includes the following elements: poverty reduction, employment opportunities; access to education; literacy improvement; provision of shelter or housing and health care.

1.2.6 Development

In the NDP (2011), development is the capability of all citizens to improve their wellbeing and equity in all aspects of life and livelihood sustainability.

1.2.7 Developmental state

Chalmers (1982) attributed the origin of the concept of a development state to the Cold War period, which contrasted the phenomenon between the capitalist USA and the

state-dominated USSR economy. An example of developmental states is Japan during the 1950-the 80s, South Korea in the 1960-90s, China in the 1980s and Brazil in 2000 (Burger: 2014).

Developmental states are associated with substantial economic growth and structurally geared towards transformation. For example, the traditional East Asian developmental countries improved their economy in the 20th century through manufacturing and development.

According to Mkhandawire (2001), developmental states are not free from reprisal by their people and should have a solid, proactive bureaucracy that allows people to participate in crucial decision making, such as the use and management of resources is compelling. In addition, they play an active role in enabling the private sector to thrive and develop the structures (i.e. institutions, technical expertise, administrative powers, and political will) capable of implementing the economic policies necessary to bring about positive change. Von Holdt (2010) corroborates this view by indicating that the maintenance of order and efficiency and the lack of favouritism by those in charge of developing peoples' lives are general requirements in a development state.

1.3 Research problem

1.3.1 Sources and background of the problem

1.3.1.1 South African unemployment rate

The South African Development Indicators (Development Indicators: 2014) show that poverty and unemployment have declined since 1994. The EPWP's track record supports the notion that it contributes to poverty alleviation by providing employment (for example, 1 million jobs over the period 2004 to 2009). However, such initiatives still fail women and the youth, as many are unemployed (Lehohla: 2017).

1.3.1.2 Quality of training

One of the features of the EPWP is training and skills development designed to enhance the participants' skills to better their prospects for employment. Therefore, the impact of skills development in the EPWP should be tested and monitored for relevance; otherwise, poor quality skills development may cause intergenerational poverty and persistent unemployment (Von Holdt: 2010).

1.3.1.3 Consequences of skills development in poverty alleviation

Sector Education and Training Authority (SETA) accredited training, i.e., people pedagogy, is skills transfer between an experienced individual and the beneficiaries and means that people learn from each other using local skills, often an effective way of empowering individuals. In Modimola and Madiba Makgobane in the North West Province, 30 people, including women, completed an NQF Level 2 learnership programme and could ultimately sustain their quality of life and manage their plots.

In Brakfontein in the Limpopo Province, Anglo Platinum sponsored 45 beneficiaries, including 38 previously unemployed people who received training in construction-related courses that built their self-esteem and empowered them to seek work elsewhere post participation training course (IMIESA: 2006; MacDiarmid:2005).

1.3.1.4 Consequences of unemployment

The unemployed community suffers the scourge of poverty in many ways, such as exposure to criminal elements, exclusions, and inequality and service delivery unrest (Von Holdt: 2010). In addition, when people experience poverty, they often migrate to urban or affluent areas because they are perceived to be offering possibilities of quality life. Urban influx creates informal settlements in and around the cities. Migration also perpetuates family problems when the breadwinner works far away from the rest of

their beneficiaries. It often leads to domestic and societal challenges, for example, neglect children upbringing. Recently xenophobic attacks surfaced in provinces like Gauteng and KwaZulu Natal, allegedly a result of the tussle for limited employment opportunities, notwithstanding criminal influences. In summary, the development challenge is vast, and the economy does not necessarily assist the situation. Hence the scourge of poverty persists as a result of the escalating unemployment rate.

1.3.2 Statement of the research problem

Both the Apartheid and New Democratic governments of South Africa convincingly failed to address issues of poverty. Consequently, society is polarised between the rich and poor and is characterised by social imbalances, with women generally overlooked in job opportunities. The country's wealth is unevenly shared, and poverty continues, especially in the rural areas occupied by blacks. Therefore, social welfare policies like social grants and the revolutionary poverty alleviation strategy, the EPWP, contribute to the successful alleviation of socioeconomic challenges (Parnell, Douglas & Boule: 2005). Thus, the researcher opted to test the effectiveness of the EPWP since its implementation.

1.4 Rationale of the study

The City of Tshwane is the single-largest metropolitan municipality in the country, comprising seven regions, 105 wards and 210 councillors. New Eersterust is part of region 2 of the city and has an infrastructural backlog, such as water infrastructure delivery (<http://www.tshwane.gov.za>).

This study investigates the quality of life of the New Eersterust EPWP beneficiaries post participation in the emergency bulk pipeline from Soshanguve DD Reservoir to

New Stinkwater Ext 2-8 project. This study also examined the role of politics in the EPWP and the value of skills development.

1.5 Significance of the study

South Africa experiences persistent poverty and remorseless unemployment, especially in rural areas, city slums and townships, despite several government initiatives to quell the scourge (September: 2007; Mashigo: 2014).

Like the EGS of India, which has been in existence for the last three decades, adapted to the ever-changing people's needs, the EPWP can learn a lot from such programmes to remain relevant to the community it intends to develop. Therefore, this study will inform government officials, policymakers, and planners on the factors that can influence positive action by the beneficiaries after initial EPWP participation. While this study focussed on the New Eersterust beneficiaries, the findings could apply to other similar areas. The completion of this study will be helpful to academia, contributing to the body of knowledge focused on the lives of EPWP beneficiaries after initial programme participation.

1.6 Purpose of the study

The purpose of this study was to understand how the EPWP influences beneficiaries' quality of life after their initial participation in the EPWP in the area of New Eersterust, located in Region 2 of the City of Tshwane in the Gauteng province.

1.6.1 Aim of the study

The study investigates the quality of life of EPWP beneficiaries in the City of Tshwane New Eersterust after initial participation in the programme.

1.6.2 Objectives of the study

The objectives of this study are to:

- Analyse the quality of life of EPWP beneficiaries post participation in the New Eersterust CoT Region 2;
- Identify the factors that influenced the quality of life of the EPWP beneficiaries after participation;
- Identify possible challenges in the EPWP;
- Formulate a set of assertions modelling the ideal EPWP for the people of New Eersterust.

1.6.3 Research questions

This study formulated the following questions;

- 1.6.3.1 What is the quality of life of EPWP beneficiaries post participation in the EPWP in the City of Tshwane Region 2- A case study of New Eersterust?
- 1.6.3.2 What factors influenced the quality of life of the EPWP beneficiaries' post participation?
- 1.6.3.3 What are the challenges in the EPWP?
- 1.6.3.4 Is there a need to transform the implementation of EPWP?

1.7 Organisation of the study

This study is in five chapters.

In chapter 1, the researcher provides a background to the research issues, clarification of concepts, the study's rationale, and the significance of the study, problem statement, research objectives and research questions.

Chapter 2 is the literature review pertinent to the study. The researcher positions the study in the context of the general body of global academic knowledge to illuminate how it fits into the picture of EPWP. This chapter interacts with previous research in the area of social welfare governments. The review reports on agreements and disagreement in the body of knowledge of the (E) PWP literature. The researcher reviews preface whatever criticism on the phenomenon and points to existing failures in it.

Chapter 3 is titled Research design and methodology. It focuses on how qualitative data was collected and analysed, leading to the findings and recommendations. The researcher describes New Eersterust in the Gauteng Province, the sampling scope and the sampling methods used. In addition, this chapter details the administration of the questionnaires and interview process,

In Chapter 4, the researcher presents the findings as results. In addition, the researcher indicates what led to the omission of some of the participants in the study. The chapter presents the results in a tabular form concerning the objectives and study questions. This chapter also captures the results that are not in the original proposal but significant for the study.

Chapter 5 presents a summary of the study, conclusions and recommendations emanating from this case study. Critical in this chapter is the interpretation of the study

results by developing links to prevalent theory. In this chapter, the researcher proposes further research and creates the grounds for other researchers to develop studies that are likely to present new knowledge in the area.

CONCLUSION

EPWP is the South African government response to persistent unemployment and poverty and offers periodical employment to beneficiaries to alleviate poverty. Evidence shows that since 2004, many jobs have indeed created through the strategy. However, there is limited literature that explains the EPWP influences on the quality of life of individuals post participation in the programme. Thus, this study investigates the quality of life of EPWP beneficiaries after they exited the programmes.

CHAPTER 2: LITERATURE REVIEW

2.1 INTRODUCTION

Chapter 1 explained the purpose of studying the EPWP and its success in creating employment and alleviating poverty. It also highlighted the limited literature on the impact of EPWP on the lives of beneficiaries' post-participation in the programme. In this chapter, the researcher uses international and local sources to explore literature that focuses on the outcomes of the EPWP in addressing developmental challenges post-participation in the programme.

2.2 Theoretical perspective that frames this study

According to Larson and Nybom (2006), the South African government led by the African National Congress (ANC) initiated the EPWP as a strategic policy to create employment. The EPWP as a micro policy is concerned with direct and short term job creation, incorporating skills development whilst people are engaged in the programme. In addition to this, the macro policy focuses on the economic growth necessary to generate possible employment. McCord (2002) emphasises development in the EPWP as an ideal mechanism to address unemployment, poverty, skills shortage, transformational issues and infrastructural backlogs. Then, Mkhandawire (2001) refers to a developmental state as one in which the government implements the economic policies required to develop the country whilst listening to its citizens.

It is, therefore, incumbent on developing countries to forge ahead with employment creation and fight poverty irrespective of the performance of the economy.

Keynes's (1933) notion that the government's role is to increase spending that enhances the aggregate demand of employment and to be the employer of last resort (ELR). Similarly, the Swedish Full Employment model also encouraged private investment to protect employment and emphasised the right to work (Kaboub: 2007).

Furthermore, the working paper by Kaboub (2007) on employment guarantee programmes surveyed theories and policy experiences that highlighted Keynes' position on employment creation and Pierson's economic performance insurance. In the 1940's Wernette advocated for the financing of total employment by revitalising the private sector to sustain employment. However, economic growth often has little impact on reducing unemployment (Antonopoulos: 2009; StatSA: 2012). Wernette (1945) and Pierson's Insuring of complete employment scheme for the revitalisation of the economy emphasises the role of the government in employment creation and be an employer of last resort (ELR) as earlier highlighted by (Keynes 1933).

Thus, for the government to be the employment provider irrespective of the economic situation, it should prepare its people for autonomous sustainable quality life by providing periodical employment, skills development and also deal with all other socio-economic challenges.

Initiatives like the (E) PWP in Africa are used as mechanisms to forge through development; for example, in South Africa, the EPWP is credited with temporary employment, infrastructural delivery, skills and education improvement (Hlatshwayo: 2017 & Thwala: 2008). However, poverty alleviation initiatives are seldom free of challenges. For example, political interference in the recruitment of beneficiaries makes it challenging to fulfil poverty alleviation because the correct beneficiaries do not get the opportunity but those close to leaders and political allies Krishnaraj et al.

(2004). In addition, poor skills inherent in similar programmes contribute to beneficiaries' inadequate development (McCord: 2007).

The South African economic policy structure resonates with the theories explored thus far. However, both poverty and unemployment are relentless and remain a problem for development.

According to Moyo 2013 study on the EPWP, it is vital to investigate the EPWP beneficiaries' life quality after participation in the programme and their level of competency. Ghiassi-Razavi (2012) substantiates this by adding that the duration of employment plays a significant role in determining after participation employability of EPWP beneficiaries.

2.3 Understanding poverty

2.3.1 Why poverty

First in the list of the causes of poverty is the policy of the government of the day. In pre-democratic South Africa, the apartheid government did little to address the related pandemics of poverty and unemployment. The apartheid government perpetuated segregation and promoted only the Afrikaner culture, which helped the government create a strong relationship among people of the same culture. In contrast, others, more precisely black, lived in poverty. Apartheid interdicted against the development of social formation, crime against humanity, a political system that promoted exclusion of non-whites from full participation in all societal institutions (Sanders: 2002; Reddy 1974; Lapchick: 1979).

In the post-industrial period of the 1970s, the high inflation rate contributed to a rising number of people living below acceptable standards. Industrialisation in the 1980s generally polarised sections of society into rich and poor. The result of market-orientated policies caused persistent inequality amongst people (Rose: 1990).

The democratic government policy followed this. Unlike its predecessor, the apartheid policy, democracy introduced transformational policies. For example, the EPWP incorporates skills and education for beneficiaries and addresses prevalent inequalities and the infrastructural backlog whilst employing people for relatively short periods. However, all policies are not without their challenges. For example, the EPWP is blamed for inadequate skills development, as it produces lower quantities of skilled labourers than the current demand (McCord: 2004). Hence poverty and unemployment persist.

Writers like Olaniyan and Bankole (2005), Mafunisa (2007), Antanopoulos (2009) and Simiyu and Sambu (2012) highlight administrative incompetence, corruption and nepotism as causes for democratic governments' failure in the implementation of revolutionary policies.

Researchers describe poverty in various ways. For example, the National Development Plan (NDP: 2011) describes poverty as a multidimensional concept that incorporates an absence of several social amenities.

Poverty is the absence of necessary resources by an individual or a group from a particular segment of society to command the sufficient minimum socially or the customarily accepted standard of living (May: 2010).

2.4 Understanding unemployment

Oladele, Akeke and Oladunjoye (2011) and Shipps and Howard (2013) describe the various forms of unemployment. These are; a change in the economy causes *structural* or unavoidable unemployment. For example, the free trade policy causes big business to push out smaller ones and force them to release their workers.

Frictional unemployment exists when industry jobs are available, but worker leaves employment at will for better opportunities elsewhere, and it is short-lived unemployment. *Seasonal* unemployment is the shedding of jobs during specific periods—for example, in some sectors, winters sheds jobs than in summer.

Cyclical unemployment is due to economic change; for example, when the economy is underperforming or in recession, labour demand falls below employment. The other type of unemployment is *residual* due to old age and technology caused by a change in production techniques.

2.5 Contextualising Decent work

According to Lieu-Kie-Song (2011), decent work is the interrelation between job creation, social protection, and promotion of social dialogue amongst the government, unions, and workers. It also ensures rights at work. Some researchers regard decent work as dependent upon a country's developmental plan and government's political stance Anker et al. (2002). Cohen and Moodley (2012) include income, a source of personal dignity, stability in the family, peace in the community, the growing economy and expanding opportunities that produce employment for both women and men as decent work. Similarly, in their description of decent work, McNaughton and Frey

(2016) emphasise inclusive, equal opportunities for all people, the youth and disabled persons.

During the 87th International Labour Conference in 1999, Juan Somavia of the International Labour Organization (ILO) described decent work as productive when the workers' rights are protected. There is a generation of adequate income. Furthermore, he stated that decent work is essential for social protection, economic growth, which influence the quality of life. In addition to this, during the same conference, Juan Somavia also argued that people participating in decent work also experience a deficit through forced unemployment and poverty. The abuse of rights, forced child labour, lack of income security, workplace anxiety, depression, exhaustion, unorganised worker and employer relationships, absence of social dialogue and low-income family life causes employment deficit.

2.6 The purpose of the (E) PWP

2.6.1 Women empowerment

The PWP is an age-old government mechanism used to address social imbalances. The United States of America (USA) served to mediate depression during the First World War (Slitcher: 1934). After the First World War, many people in California were left jobless, and the public works retained women in the economy rather than allow them to return to their homes (Pettengill: 1942). In South Africa, the EPWP, through the policy of affirmative action, is being used to bring women into paid employment amid persistent gender stereotypes as men continue to disregard the significance of women in previously male dominated employment fields like construction Tarzan et al. (2015).

2.6.2 PWP as a relief programme

The PWP has been a relief programme for some time, for example, in Great Britain, during the famine and several socioeconomic challenges between 1845 and 1852 (Rose: 1990). In India, the PWP equivalent programme, the Employment Guarantee Scheme (EGS), was established in the 1950s to provide employment, rural infrastructure, create assets and provide services when there was a backlog of such Krishnaraj et al. (2004).

2.6.3 The philosophical view of PWP

According to Button, Gifford and Peterson (2002), two broad philosophies influence the implementation of the (E) PWP worldwide. First is the continental philosophy, which focuses on socio-political issues and utilises the PWP, one country which applies this philosophy is Japan.

Secondly is the economic efficiency philosophy, partly followed by the United States of America (USA). The USA partly follows this philosophy because it relies on economic efficiency to create successful employment through public works rather than fund and implement the PWP.

Again, Japan is centralised, and the government finances programmes like the PWP. Whereas in the USA, the central government tends to have a limited role in implementing public works programmes and different states provide more local public works. Therefore, countries that follow the continental philosophy prioritise social and political objectives compared to Anglo Saxon countries such as the USA who believe that state expenditure should reflect the efficiency of the economy for effective public works.

The EPWP that embraces a socio-political philosophy aims to redress societal imbalances by initiating employment and poverty alleviation. Governments implement the (E) PWP to revolutionise the lives of the poor by enforcing full employment and equal distribution of wealth. All the same that the EPWP aims to address the infrastructural backlog (Larson & Nybom 2006).

2.6.3.1 PWP and development in Africa

According to Thwala (2008), the idea of government using PWP to address development challenges in Africa dates back to the 1960s. In the northern countries of Morocco, Tunisia and Algeria, the PWP mainly used to arrest rural migration and develop the countryside by engaging rural labour to improve people's lives. In Mali, the PWP was critical in rehabilitating rural areas and forming agro-urban communities. Subsequently, the project served as a pilot for developing several other villages in that country. In Ghana, the PWP was instrumental in developing rural towns and improving road infrastructure (Thwala: 2008).

Africa lauds the PWP for its ability to transform from relief or consoling strategy to a mechanism for addressing developmental challenges and changing the lives of citizens by ensuring their well-being and enforcing equality whilst developing the country's infrastructure. Amid inherent shortcomings such as poor human resource planning, inadequate administration, managerial incompetence, and the lack of proper spatial planning, the PWP in Africa has still considered a success (Thwala: 2008).

2.6.3.2 EPWP in South Africa

The South African government uses the EPWP to provide short-term labour intensive work opportunities and address developmental challenges (Mtapuri: 2014; McCutcheon & Taylor-Parkins 2009; Thwala 2008). The EPWP targets historically disadvantaged communities and continues to close the gap of infrastructural services provision, which would ordinarily take a long time to remedy. South Africa is amongst the first countries to conceptualise the PWP beyond infrastructural provision to include social services in the form of home-based community care (HBCC) (Antonopoulos: 2009). In 2003, the then president, Thabo Mbeki, announced Early Childhood Development (ECD) as part of the EPWP.

The ECD assist in widening the scope of addressing unemployment and addressing aspects of poverty to a grassroots level and the hope that transgenerational poverty, especially in female-headed households, would be a thing of the past. While the EPWP alleviates poverty, the short-term employment strategy works against its success as a government programme, and it has marginal impact post participation.

South Africa is a developmental country since the government is still at the forefront of upliftment, providing short-term employment through the EPWP alongside social grants and alleviates poverty. Included in the EPWP are home and community-based services (HCBS) for historically neglected citizens and care for people living with HIV/AIDS and tuberculosis (TB) (September: 2007). According to the Overview report (2014), the EPWP is currently in phase three. Phase one ran from 2004 to 2009 (McCutcheon & Taylor-Parkins: 2009), and phase two ran from 2010 to 2014 (McCutcheon & Taylor-Parkins: 2012). Each phase of the EPWP had its own set of

primary objectives and mixed outcomes (McCutcheon & Taylor-Parkins: 2009; Fitchett 2009).

2.6.3.3 EPWP quantitative effects

Phase one of the EPWP generated one million job opportunities a year ahead of its planned conclusion (McCutcheon & Taylor-Parkins 2011). The target of the second phase was to half unemployment and create 4.5 million work opportunities and allocate these as follows: 40% women; 30 % youth, and 2 % for people with disabilities. By 2011 the second phase of the EPWP had performed very well, with 643,116 work opportunities created ahead of the target of 642 000 (Parliamentary Monitoring Group 2011).

During the launch of phase three of the EPWP, President Jacob Zuma highlighted the successes of the EPWP. He stated that the government would continue to use the programme to improve people's lives (Presidential speech, 3rd October 2014, Keiskammahoek in the Eastern Cape). In addition, the goal of EPWP III was to ensure the quality of the services it provided and create assets like schools and clinics. Despite numerous challenges, the EPWP can change the environment by developing infrastructure, up-skilling of labour, and delivering social services.

2.6.3.4 EPWP qualitative effects

The EPWP addresses issues of inclusivity and, amongst others, the discrimination against women. Since the EPWP is popular in the construction sector, it can correct the inherited gender exclusion in the industry.

The (E) PWP is obligated to recruit women and youth; hence the researchers Tarzan and Gutiérrez (2015) warn that often officials and project managers in PWPs tend to discriminate against women and assign them less strategic duties. However, the (E) PWP, if implemented like the EGS, would make discriminating against any gender impossible (Krishnaraj et al. 2004). A typical case of gender inclusion is the Makgabane and Modimola villages EPWP project in North West Province, which afforded women a chance to create permanent employment (Amusan & Ngoh 2016).

2.7. Quality of life

The constitution of the Republic of South Africa, 1996 (Act 108 of 1996) fundamentally informs the African National Congress's (ANC) policy of reconstruction and development (RDP), and both resound the Freedom Charter.

The Freedom Charter stipulates that the people shall govern, all national groups shall have equal rights, the people shall share in the country's wealth, work and security, and the doors of learning and culture prevail.

It simply dictates to the government that it should deliver social services to the communities within the parameters of equality and embrace the diversity of social and political nature as exhibited by diverse people of the country (Freedom Charter n.d).

The EPWP employment provision serves to eradicate historical exclusions and stop poverty from being an intergenerational phenomenon.

2.7.1 Education and quality of life

Training, skills development and transference of information, insight or skills are part of the broader institution called education. Education is a means to the quality of life

because it addresses general low literacy levels and fights male and economic supremacy. According to Horrell et al. (2001), lack of education is key to the enculturation of poverty where poor adults' lives lead to poor young generations because of missed educational opportunities. The younger generation joins the employment market early in their youth, resulting in permanent poverty. Ross (2000) and later Andersen (2011) stress the importance of education in the (E) PWP. Education or skills development occurs as sharing information necessary to enhance the quality of production or for technical and organisational purposes; it also assists authorities and project managers to gain social and political skills necessary to work among the poor (Ross: 2000).

Furthermore, education provides academic status; it can develop peoples' conscious awareness to deal with inequality, patriarchy, and exclusion tendencies rooted in society (Carnoy & Samoff 1990).

The longstanding criticism of education is that education tends to overlook entrepreneurial programmes and often fails to prepare youth and society for employment as a system. A university degree or college qualification no longer guarantees direct employment; hence it is often better to have some entrepreneurial skills. Many youths with university or college qualifications roam the streets in Africa because of inadequate education systems that fail to prepare the youth for post-school quality life (Simiyu & Sambu: 2012).

The consequences of unemployment are socioeconomic challenges such as civil unrest and criminal activity (Uddin & Osemengbe: Uddin 2013). To address these issues and create the quality of life, entrepreneurial development (SMME) and the country's economic improvement is necessary (Nzimakwe: 2008; McCutcheon &

Taylor-Parkins 2012; Zingoni: 2012; Muhammad, Sa'idu, Nwokobia & Yakubu: 2013). Thus scholars such as Vishnevskaja (1994), Zingoni (2012), and Masipa and Jideani (2014) argue that the future of quality life is in the development of Small Medium Micro Enterprises (SMME's).

2.7.2 Community participation

Arnstein (1969) asserts that people in development should occupy the centre of the process and own the process to change their lives. Burki (1973) supported Arnstein's idea and later Vishnevskaja (1994). Moore & Jadhav (2005) praise the utilising of local labour by poverty alleviation programmes. Thwala (2008) further argues that utilising local labour promotes innovation, and local people who participate in changing their own lives create ongoing development.

In the Sekhukhune District in the Limpopo Province, a nun, Sister Lydia Pardeller, and the local women formed the Rural Association of Women (RAW), a platform used to share agricultural knowledge and skills to empower local women to fend for themselves. The RAW began with 43 women and ultimately grew to almost 3,500 members (Burman: 2005). Similarly, Malawi's public works combine the environment, roads, rural and forestry sectors to address unemployment (IMIESA: 2006).

People working in the environment, roads, rural and forestry sectors formed clubs or cooperative enterprises which enhanced entrepreneurial skills. Participants in EPWP programmes subsequently own businesses and sustain a working life whilst managing their entities (MacDiarmid: 2005). The EPWP delivers much-needed infrastructure and widens the scope of beneficiaries to cover the unemployed and the SMME's (McCutcheon & Taylor-Parkins: 2012). For example, the eThekweni Municipality

initiated a programme for local contractors, who deliver services to the EPWP, to undergo development, and initiated the Contractor Development Programme (CDP) and registered the contractors with the Construction Industry Development Board (CIDB) (Andersen: 2011).

2.8 Concerns

Amongst its successes, a stern criticism of the (E) PWP is poor social service delivery as a lever for growing unemployment (Vishnevskaja, 1994). Krishnaraj et al. (2004) and Moore and Jadhav (2005) lament the prevalence of poor leadership, management and control measures by those responsible for discharging government services. Included in the list of criticisms is the tendency for nepotism and political interference that deprives rightful participants of access to EPWP benefits necessary for attaining a quality life. A further criticism is inadequate training that lacks impact and is characterised by trainees often failing to remember and recall training content (McCord: 2004).

2.8.1 A culture of dependency

In some regions or countries, the PWPs caused a risk society because people tend to make unemployment and poverty a democratic instrument and widen the network to include the middle class of the population (Lødemel & Dahl 2001). Researchers like Gobotswang (2004) warns of the temptation to make a relief programme and poverty a permanent way of life. For example, the Botswana PWP, known as the Labour Intensive Public Works Programme (LIPWP), is blamed for lack of personal sustainability because its beneficiaries depend on it. Hence, a similar initiative, the Labour Based Drought Relief Programme (LBDRP), offers low salaries to

beneficiaries; as a strategy to discourage dependence on such initiatives by beneficiaries (Gobotswang: 2004).

2.8.2 Threats by (E) PWP

The LIPWP perpetuated health hazards as beneficiaries often carry out strenuous physical work (Gobotswang: 2004), and people are working far from their homes.

The (E) PWP major problems are periodical employment and other shortcomings like gender inequality.

2.8.3 Lowers standards of life

When the ANC proclaimed that the PWP would bring the first economy to the historically marginalised (ANC Today 2004), little did they anticipate that poverty alleviation programmes could further push the vulnerable into a second-tier economy. Second, economic income is the absence of a retirement annuity, medical aid, and low standard of life, flimsy sustainability, and rare employment opportunities.

Some EPWP critics, McCord (2004) and Samson (2015) lament the low wages and salaries typical of second economy benefits. In the absence of options, beneficiaries turn to the EPWP despite the low income it provides. However, Zimmerman (2013) warns against improving PWP income, fearing that the beneficiary network will increase to cover undeserving people. When such occurs, it will pressure the private sector to shed business and labour and compete with the public sector employment scheme like the EPWP.

Conversely, improving the PWP salaries would make the public sector more attractive than the private sector, making the public sector the preferred employer rather than

the last resort (Lødemel & Dahl 2001). With that in mind, it could cause an increase in the funding of social security grants with the budget stretched to cover a large number of citizens who cannot sustain quality life outside the PWP.

2.8.4 Politics, nepotism and corruption

The prevalence of political supremacy and corruption in the (E) PWP is a concern. Freire (1996) criticises excessive use of political power by officials and cronies as the act of leadership, which causes oppression of the marginalised and treats them as routine activists who can only dream of owning development. In other words, excessive political power or the misuse thereof deprives the rightful beneficiaries of development (Moore & Jadhav: 2006).

According to Mafunisa (2007), corruption manifests in several ways; for example, it can take the form of misappropriation of state funds or incorrect reporting of facts. In the context of the EPWP, corruption occurs as nepotism and neglecting targeted beneficiaries. Thus, politics, nepotism, and corruption weaken the purpose of the PWP, force rural dwellers to urban settlements, and perpetuate service delivery unrest. Additionally, there is a prevalence of gender inequality in the (E) PWP, especially in wage disparity and stereotyping, such as the appointment of women into less strategic roles in the construction industry (Tarzan et al., 2015). The consequences of inequality diminish the achievements of the EPWP and undermine democratic agendas, causing beneficiaries to look down on government efforts to advance economic redistribution and transformation (Naidoo: 2012). Hence, del Ninno, Subbarao and Milazzo (2009) proposed that the design elements of the PWP should be adjusted, for example, to encourage youth participation. In addition, according to the EPWP Summit of November 2016, one of the lessons from EPWP 1

was that if the intention was to increase labour intensity, for example, in infrastructure, then the period of beneficiary involvement should be longer than initially planned in EPWP 1.

CONCLUSION

The (E) PWP is a well-known tool used to address transformational challenges, especially by developing regimes. In the review, a question arises with evidence of varying people's needs is a single developmental strategy sufficient to address poverty conclusively? Research highlight, unethical conduct such as corruption, nepotism, and political interference hamper poverty alleviation strategies and undermine governments' attempts to deal with skewed socioeconomic conditions.

CHAPTER 3: RESEARCH DESIGN AND METHODOLOGY

3.1 Introduction

The EPWP is a government strategy to create employment and address socioeconomic challenges essential to promote quality of life. This chapter outlines the research methodology, interpretive techniques used to collect and analyse data. In addition, provide a detailed description of New Eersterust Region 2 in the City of Tshwane and the population examined in this research project. Lastly, the chapter also discusses pertinent ethical considerations taken into account in this qualitative case study.

3.2 RESEARCH METHODOLOGY/ APPROACH

According to Hancock & Algozzine (2011), a qualitative study intends to construct rich interpretations and understand a lived situation primarily from the participant's perspectives. This qualitative descriptive study aimed to investigate the quality and understanding of EPWP beneficiaries' life post participation in the programme whereby the researcher's goal is to access extensive information about the phenomenon of the study within its natural setting, as Babbie and Mouton (2003) suggest.

Critical for this qualitative study is the context, i.e. studying the events in their natural setting and retrospectively reconstruct their significance. Hence, the researcher witnessed beneficiaries collecting cans for recycling as a means of earning a living.

Again, the researcher, during interaction with the beneficiaries, posed questions about ordinary social and physical realities that related to the context and lived by humans to arrive at logical, influential outcomes to policy and future similar studies, Mouton (2001).

3.3 RESEARCH DESIGN

Yin (2009) highlights that research design is a logical sequence or plan connecting empirical data from the research question to the conclusion. Babbie and Mouton (2003) concur and add that research design presents an insightful description of the studied phenomenon.

In this case study, the researcher aimed to explore the richness and the extensiveness of the real-life context, and according to Yin (2014), the case study is a suitable approach to arrive at the holistic view of the phenomenon being studied and particularise findings (Stake: 1995).

As Cohen, Manion and Morrison (2010) stated, qualitative case studies are interpretative and are associated with literature reviews, interviews, administration of questionnaires and observations as research instruments. The researcher is the crucial instrument for data collection; hence the main advantage of a case study is the liberty to use more than one source of data which enables triangulation of information. In this study, the researcher used semi and informal interviews, literature review as in Chapter 2, observations and document analysis.

3.3.1 Study area

3.3.1.1 The City of Tshwane

The study took place in the City of Tshwane (previously known as Pretoria City), located in the northwestern part of the Gauteng Province. It is the capital of South Africa and is one of the country's eight metropolitan municipalities, with about 2.95 million people. Tshwane is ranked 5th out of the other South African cities in terms of its population size and has an area of 6 298 squared kilometres.

The CoT Metropolitan Municipality is the amalgamation of several former local authorities, including Sokhulumi, Ekangala Township, formerly of Mpumalanga Province, and the North West Province townships like Mabopane, Temba and rural areas of New Eersterust and Stinkwater (Source: <http://www.tshwane.gov.za>)

Table 2: City of Tshwane Racial Make-up

Racial Make-Up as of 2011		First languages	
Black African	99.2%	Tswana	27.6%
Coloured	0.2%	Northern Sotho	22.3%
Indian/Asian	0.2%	Tsonga	21.5%
White	0.1%	S. Ndebele	10.4%
Other	0.3%	Other	18.2%

(www.tshwane.gov.za)

New Eersterust

New Eersterust is in region 2 of the City of Tshwane. The demographics of the New Eersterust unemployed youth population, i.e. people aged 15 – 34 years, is shown in table 3, where females make up 54% of the unemployed youth in contrast to the national unemployment statistics, which show that women make up only 30% of the unemployed youth population. Table 3 also presents the number of discouraged and economically inactive youth in the area of the study. (Refer to Annexure G- Map of CoT New Eersterust ward 14)

Table 3: Official employment status for persons 15-34 years of age for New Eersterust

	Person Information			% of Person Information		
	Male	Female	Total	Male	Female	Total
Employed	3604	2797	6401	56	44	100
Unemployed	2381	2765	5146	46	54	100
Discouraged work-seeker	509	676	1185	43	57	100
Other not economically active	2998	3792	6790	44	56	100

Census 2011 Release v1.3 Statistics South Africa

3.3.1.2 Population

The population are the people about whom the researcher wants to conclude (Babbie & Mouton 2003). In this research project, the population was EPWP recipients in South Africa.

3.3.1.2.1 Target population

The target population was the EPWP beneficiaries in New Eersterust region 2 in the City of Tshwane. The researcher targeted the New Eersterust population because of the familiarity with the area, availability and willingness of the EPWP beneficiaries to participate in the research project.

3.3.1.3 Sample

The researcher selected a sample of 15 participants from the target population to take part in data collection. The criteria for sample selection was that the participants had taken part in the emergency bulk pipeline project from Soshanguve DD Reservoir to

New Stinkwater Ext 2-8. The sample of 15 participants consisted of 2 CoT officials and 13 EPWP beneficiaries.

3.3.1.4 Development and testing of the data collection instrument

To ensure that data collection and the content of the interviews was appropriate and void of language and content errors, the researcher undertook a pilot study with three of the participants before the actual study.

The researcher conducted face to face interviews with the two beneficiaries, and one CoT official completed a questionnaire. The researcher developed a checklist to monitor the appropriateness and relevance of the questions and content to the study. The pilot study improved the validity, reliability and practicability of the questionnaire, as Cohen et al. (2010) reported.

Some of the questions corrected through the pilot study were;

To eliminate ambiguity, for example, the question: What is the contribution of it? It was rephrased to, What has been the contribution of the EPWP training in the community?

To avoid influencing the participants' response, questions like, Did the salary motivate 'you" to join the EPWP? Was altered to, What motivated you to join the programme?

The pilot study also revealed that the beneficiaries were eager for a sustainable intervention in their area. They highlighted a need for a government intervention that will build a Skills Centre to address the abuse of drugs as emphasised in the group and individual interview sessions.

The questionnaire with the CoT officials pointed at the need to redefine the role of politics in the EPWP projects and afford sufficient time for beneficiary training.

The problem with training sessions is that often contractors do not want to allocate time for training as they rush to complete work on hand.

3.3.2 Data Collection

The researcher used more than one method to collect information from the participants and incorporated interviews, a questionnaire, document analysis and observations as sources of information.

The researcher also conducted face to face interviews with six EPWP participants and group interview with the other seven.

The group interview solicited collective and shared views on the research topic.

The researcher requested consent from all participants to record the proceedings and also took notes during the interviews. In addition, used semi-structured interviews to allow flexibility and to probe information from participants further.

The CoT officials were issued questionnaires and allowed to respond to the questions at their convenience and follow-up queries through emails and telephone calls. The interviewer also conducted a walkabout in New Eersterust to examine the area and observe the participants in their home environment. The observations provided the context to the study. The researcher, therefore, focused on taking note of the infrastructure in New Eersterust, including things such as leaking water pipes and the condition of the roads. According to Merriam (2009), observations in research allow the researcher to directly learn and make meaning of the natural world.

The researcher observed the privacy and confidentiality of the participants and obtained permission to access private documents.

3.3.3 Data analysis

In this study, data analysis involved consolidating, reducing and interpreting the information raised. The researcher analysed the data to generate descriptive themes, sub-themes and categories, then labelled and sorted to formulate a theory.

Interviews were analysed through category formation and checked for internal and external coherence, correspondence between merging theory data and trustworthiness. The researcher analysed the data objectively to avoid the fabrication and misrepresentation of information.

3.3.4 Ethical Considerations

Researchers conducting qualitative studies are bound to a high level of ethical conduct. The critical ethical issues in this study are associated with collecting data, the appropriate acknowledgement of authorship in the case of referenced publications and the rejection of any form of plagiarism.

When conducting research, it is also vital to consider the effects the study could have on the participants and protect people's dignity.

The researcher sought the consent of all research participants and did not coerce people to participate in the study. Furthermore, the researcher thoroughly explained the nature and objectives of the study to all participants.

The researcher had to apply deontological ethics when the interview process revealed personal information which an outsider would not ordinarily access; this occurred during a discussion on HIV/Aids.

The researcher also compelled to apply ecological ethics and consider the interviewee culture during the erroneous viewing of personal documents unless done so willingly.

Often during the interviews, it was difficult to conceal the identity of the participants, no matter how the researcher tried to do so because the views led to the identity of the participants.

3.4 INTERNAL AND EXTERNAL VALIDITY

Merriam (2009) explains internal validity or credibility as to how findings match the reality on the ground. Credibility is something other than observable reality. In this case study on New Eersterust, the prevalence of socioeconomic challenges such as unemployment and drug abuse derail Development. The researcher observed young men and women loitering and indulging in the local drug 'nyaope and neck' during his area study. Also, there were leaking communal taps. Accordingly, the researcher interpreted the act as the reality that prevails in the area.

In a qualitative study, the reality is fluid. What one observes on a day may not prevail in future. For example, a follow-up visit to the area, those taps may be repaired. The researcher has applied the four test strategy namely, triangulation, peer review, researcher's point of view and audit trial, Merriam (2009) to ensure internal and external validity.

3.4.1 Construct validity

Construct validity encompasses the correct usage of the concepts of the study. The researcher applied multiple data collection methods, such as administered questionnaires with CoT officials, observation of routine life in New Eersterust, and interviews with beneficiaries to ensure the study measures what it intended. So, what the researcher observed was verbally attested by participants then constructed into interpreted reality. In addition, the researchers' engagement with the CoT officials also

enhanced the credibility of the findings, especially on the element of training and recruitment data.

3.4.2 External validity

The researcher checked if the findings of this study could apply beyond the case of the study by using a combination of construct and external validity to test external reliability.

Conclusion

In this chapter, the researcher presented an overview of the research methods used to report on the quality of life of EPWP beneficiaries post participation. The researcher also discussed the data collection techniques, data analysis and ethical considerations observed. Chapter 4 present and discuss the results of the study.

CHAPTER 4: PRESENTATION AND INTERPRETATION OF FINDINGS

4.1 INTRODUCTION

This chapter presents the research project's findings, which investigated some critical issues related to the EPWP. These include the outcomes of the EPWP, conditions of beneficiaries' work before and during the EPWP. In addition, the impact of skills development embedded in the EPWP and other factors pertinent to the outcomes of the programme.

4.2 EPWP beneficiaries

4.2.1 Gender and employment type

In this study, thirteen EPWP beneficiaries formed part of the interview schedule. Again, of this total, six were female, and the remaining seven were male. Six out of the thirteen beneficiaries were self-employed as a welder, recycling, car wash business, security, or domestic workers. One beneficiary had a registered construction company and often worked as a sub-contractor in Stinkwater and New Eersterust. Three women and two men in the sample were unemployed, and in addition to the thirteen beneficiaries, two CoT officials formed part of this study.

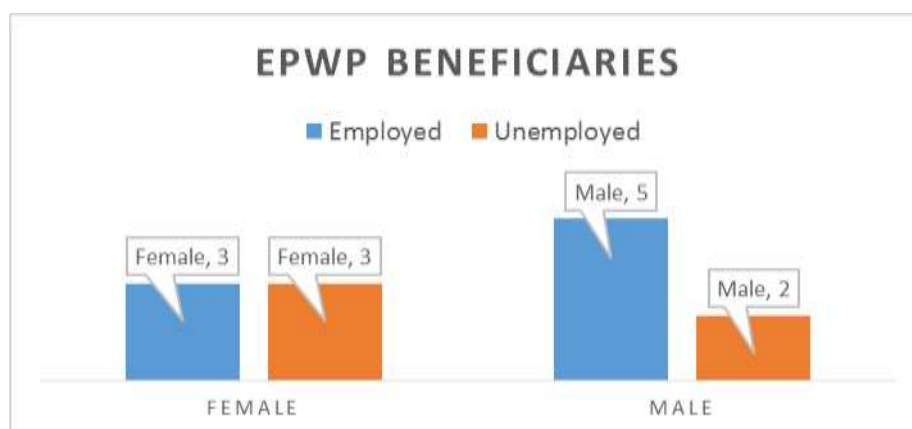


Figure 2 Sample size that is a total of participants in the study

4.2.2 Participant remuneration

Fifty per cent of the women had either never worked or had experienced unstable work for over two years as some were still at school.

The highest-paid female initially worked as a security officer and earned a salary of R1200 per month. This beneficiary was later self-employed and sold Tupperware to earn a living which saw her salary drop from R1200 per month to R1000. The second employed female earned an income of R1000 per month through recycling, and the third employed female earned R800 per month as a domestic worker.

The men in the sample generally earned more than their female counterparts, as shown in figure 4. One participant who owned a construction company earned R17 000 per month, and a second male participant who worked in a car wash took home at least R3000 in a good month. The other three employed male participants worked in the construction field and earned approximately R1200 per month.

4.2.3 Remuneration



Figure 3: Female monthly income and type of employment



Figure 4: Male income and type of employment

4.2.3.1 Conditions of employment

All the beneficiaries generally experienced difficult working conditions before joining the EPWP. For example, the female beneficiary involved in recycling walked long distances under unfavourable weather conditions to collect cans. Similarly, the woman who sold Tupperware also walked long distances. The male beneficiaries also complained about working long hours and doing strenuous work for a meagre salary. The male beneficiaries who worked as construction labourers lamented inadequate income, working far from home and for very long hours. However, all participants but two indicated that they had no options but to accept what they got. In contrast, the construction business owner and car wash employee had few complaints about their working conditions.

4. 2.3.2 Sample education level and Marital Status

All the women in the sample attended school, and one achieved a grade 12 pass while the remaining five participants had reached grades as low as 6. With regards to marital status, all-female participants were single. Two of the men in the sample never attended school while two male beneficiaries completed or attempted grade 11, another two grade 10 and one male participant finished grade 4. Only one man in the

group was married, and the rest single or never married. More females attempted schooling than males, and none of the beneficiaries can produce educational achievements or proof of school attendance.

The dominance of females' education levels over males and the evidence that most beneficiaries were single and unmarried reflects the records of unemployment and the prevalence of a household headed by a single adult, as reported in the Census 2011 Release v1.3 Statistics South Africa.

Table 4: Education level achieved by female participants

Grade	Number of beneficiaries
Grade 6	1
Grade 8	1
Grade 10	1
Grade 11	2
Grade 12	1

Table 5: Education level achieved by the male participants

Grade	Number of beneficiaries
Never attended school	2
Grade 4	1
Grade 10	2
Grade 11	2

4.2.3.3 Participants' roles before the EPWP

This section presents a summary of the roles the beneficiaries occupied before joining the EPWP.

Beneficiary	Engagement
1 male	Construction owner
1 male	Car washer
2 males	Self-employed in the construction industry
3 males	Unemployed or still at school
1 female	Security officer
1 female	Self-employed selling of Tupperware's
1 female	Self-employed in recycling
3 females	Un-employed or still at school

4.3. Reasons for joining the EPWP

The study unearthed several reasons for beneficiaries to have joined the EPWP;

Political allegiance

Five of the beneficiaries indicated that they joined the programme because of their proximity to the local branch of the African National Congress (ANC).

Benefit as locals

Almost all beneficiaries claim they were locals and entitled to be part of the EPWP.

Security of employment

Three of the female beneficiaries joined the programme to earn a regular income.

Maiden employment opportunity

Three participants involvement in the local EPWP was an opportunity for first-time employment.

Sustaining of working life

Three male participants joined the EPWP to continue working and sustain a quality life after losing previous work elsewhere.

Minimise Travel Cost

One male joined the programme to cut regular travel cost to work in the city centre of Tshwane.

Enhancing construction skills

For those beneficiaries who have had opportunities in the past to work in the construction sector, this EPWP project was an opportunity to use and enhance previously acquired skills.

Better working conditions

Two women who used to collect waste for recycling and sell Tupperware joined the EPWP, assuming that the working conditions are better than long walks around under sunny conditions.

Coerced

The ward councillor coerced the Community Liaison Officer (CLO) to join the EPWP. All participants believed that the EPWP provided work opportunities and a way to fight poverty.

4.3.1 Entry dates

Table 6 Beneficiaries employment periods

Period	Progress	Reason(s)
The first phase employment 2014 February	All workers laid off	Incremental weather Shortage of material Geological demands and conditions
The second phase employment 2015 February	All workers resumed	Problems experienced in 2014 were resolved
The third phase in August 2017	Recruitment was only for a selected worker from the second phase.	Some of the skills like welding, pipe laying were required in the third phase hence beneficiaries who had those skills were re-employed.

The beneficiaries suspected that the position of the CLO as the local ANC branch secretary influenced his appointment in the project, including phase 3. In the third phase, an extension of phase two, all beneficiaries who had welding, pipe laying skills

and the office assistant were re-employed because she was readily available and willing to travel out of New Eersterust.

4. 4 Training received during EPWP participation

EPWP training aims to prepare beneficiaries for work in the emergency bulk pipeline project from Soshanguve DD Reservoir to New Stinkwater Ext 2-8. The training lasted two weeks and took place before the commencement of work in September 2014. The training focused on HIV/AIDS, First Aid, and safety in the construction area, communications, pipe laying, and backfilling and compaction procedures.

4.5 Employment type during EPWP

From the initial start date of the project, five female beneficiaries had no permanent position or role in the emergency bulk pipeline project from Soshanguve DD Reservoir to New Stinkwater Ext 2-8. However, they would assist with controlling traffic from time to time or join their male counterparts to work in the trenches to backfill. One woman started as a tea maker and later as an office assistant and to welcome visitors.

4.6 Beneficiary status post-EPWP participation

This figure demonstrates the EPWP beneficiaries' status post participation.

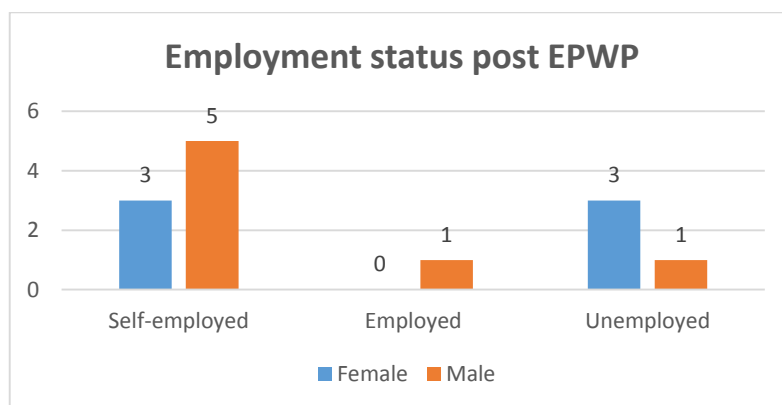


Figure 5: Beneficiaries status post-EPWP participation

4.7 A comparison between the lives of participants before and after EPWP engagement.

The following section compares the quality of beneficiaries' life before and after participation in the EPWP project in Region 2 of the City of Tshwane.

Revert to unemployment

The three female participants who had been unemployed before participation in the project were again unemployed following the completion of the EPWP.

Plunged back to work done before EPWP

Three more female beneficiaries continued to do work they have done before the EPWP. Among other things, recycling and selling of Tupperware.

Further education and job-seeking

Some of the beneficiaries continued to further their education by registering for operating a Tractor-Loader-Backhoe (TLB) course with the hope of finding employment elsewhere once qualified.

Venture into self-employment

The last male beneficiary is self-employed in the construction industry and does odd jobs in the community.

Continued to work

Four male participants were re-employed in the extension project in Soshanguve as pipe layers, welders and for the construction of v-drains.

Remained frustrated

Two female participants remained unemployed and frustrated as they were unable to attract employment elsewhere. Upon further enquiry, females argued that the EPWP provides construction work opportunities that favour men over women.

Female beneficiaries feel left out when construction opportunities become available in their area and with no options but to try new things than to suffer unemployment and poverty. Hence, one woman commented that "as a female in this area, you must devise means to survive; otherwise you will die of poverty".

Summarily, none of the female beneficiaries participates in EPWP related work after initial participation. Those who went back to selling Tupperware used the experience in the business to sustain working life, took advantage of their existing client base and were comfortable doing what they knew better. Again, they also credited the communication training during the EPWP, which taught them strategies to deal with customers, sell products and improve their budget. It also surfaced that the participant who sold Tupperware did so because of the points system, which ensured additional profits once they targeted R1000.

4.7.1 The positive impact of EPWP employment

People empowerment

The beneficiaries reported overall self-empowerment because of training received during the project. Participants reported that the EPWP improved their confidence and life in general. For example, participants were able to earn a regular income which enabled them to acquire physical assets such as furniture and security installations around their houses.

Improve household welfare

In addition, some participants stated that EPWP employment allowed them to improve their household welfare, and they could also afford private school fees for their children.

Dealing with in-equalities

Participants also credited the EPWP with addressing gender issues and an improvement in community relations and development.

Unity among community members

The beneficiaries valued the opportunity to interact with people of different genders and political affiliations. The participants regarded the experience as an eye-opener that enhanced their ability to tolerate each other in the community.

Encouraged beneficiaries

Participating in the EPWP project made the participants more courageous in seeking out new employment opportunities. Two of the female participants indicated that they had plans to register companies and start their businesses. The women shared innovative ideas and talked about creating more work opportunities, for example, early learning centres and other businesses. Some of the female participants generally appeared more confident that they will find something after EPWP.

Furthering of education

The EPWP also encouraged some beneficiaries to register for educational qualifications and form a network or support group to help each other win the battle against unemployment and poverty.

Enhancement of construction skills

Four male beneficiaries value employment in the EPWP project by improving their expertise in welding, bricklaying, and the construction of v-drains which are critical skills in the construction work.

Source of information

The EPWP training also exposed beneficiaries to sources of information related to the construction industry. For example, knowledge of the Occupational Health and Safety (OHS) Act 85 of 1993, the Construction Regulations of 2014 and the Labour Relation Act. Beneficiaries are now aware that working overtime and during weekends imply additional payment. Furthermore, knowledge of the OHS Act and Labour Relations informed the participants about their rights. For example, when injured, one can only be transported in a suitable vehicle to receive medical attention instead of using an open Light Duty Vehicle (LDV).

Delivery of necessary infrastructure

The beneficiaries unanimously agreed that they participated in the delivery of much-needed infrastructure in their area.

4.7.2 The adverse impact of EPWP employment

Some of the beneficiaries reported that the EPWP has failed to develop them beyond participation. For example, three women who returned to unemployment after the project ended showed signs of anxiety and were concerned about when the next EPWP project would start in their area. Fifty per cent of the female beneficiaries said they would strive to find work in the construction sector, while the other half indicated

no desire to take up such opportunities again because they found the work too strenuous.

4.8 Suggestions for improvement

Local unemployment database

Beneficiaries want a local unemployment database and regularly audited to include rightful beneficiaries in the EPWP or any poverty alleviation initiatives. The sample also believes that the database will afford them equal opportunities and lessen single political party dominance in local employment matters.

Establishment of a Skills Centre

Beneficiaries unanimously proposed a need to establish a community skills centre and not a rehabilitation home to attract the youth and all those into substance abuse.

4.9 Review of the EPWP from the city's perspective

This section presents the EPWP outcomes from the perspective of the city officials. The researcher wanted to understand the selection of beneficiaries for participation in the project and how training and skills development unfolds in the EPWP. In addition, to understand what the city sought to achieve in implementing the EPWP and the challenges encountered.

4.9.1 The objectives of the EPWP

The CoT officials stated that the EPWP had two main objectives, first to deliver infrastructure to the local communities. Secondly, to aid in poverty alleviation and employment creation, especially for poor local citizens. To ensure the success of the EPWP, the city officials consult with locals and consider information from the community as key to a successful implementation of the EPWP projects. Managing

the EPWP strongly depends on the political stance of the community. Hence, buy-in from the local political leadership is essential for successful implementation.

4.9.2 The recruitment of participants for the EPWP

According to the CoT officials, the recruitment of beneficiaries is according to the core principles of the EPWP which are, the employment of youth, females and individuals with special needs. The employment created by the EPWP targets locals who have skills not ordinarily sought after in the regular labour market. Furthermore, the officials reported that the EPWP utilises local resources and may only procure such elsewhere if the local industry and community is unable to supply the required goods and services.

4.9.3 Skills development and training

The CoT appoints accredited training providers who are in the city's database to deliver training. Although accredited programmes are preferred, South African Qualification Authority (SAQA) aligned and generic courses are often permissible. The beneficiaries' level of education plays a role in deciding and selecting the training programmes, budget and time available for these engagements. Before training, both the community and training providers should meet and decide on the relevant courses.

Preference are courses that are appropriate for the project's scope of work and to generic training courses like communication, health and safety and entrepreneurial courses.

4.9.4 Relationship with beneficiaries after participation

The water and sanitation division of the city of Tshwane has no mandate or clear plan to engage with the beneficiaries once the EPWP project has run its course. The city

officials in this study assumed that since beneficiaries undertook entrepreneurial training, they would be able to craft their future after EPWP participation. Furthermore, the CoT officials assert that the beneficiaries in the project commended the training hence the confidence that participants would fend quality life after EPWP participation.

4.9.5 Challenges in the EPWP

The CoT officials lament the interplay of political interference, lack of skills, budget constraints, community strikes and delays of implementation as the significant challenges for a successful EPWP.

The shortage of construction materials from suppliers also posed a problem for the project because the contractor halted work, which meant "no work and no pay. Occasionally during the project, the community demands surpassed the opportunities that the project could accommodate.

The CoT officials also reported that small micro medium enterprises (SMMEs) complained about favouritism. Some SMME's were alleged to be associated with political leaders and would always be favoured when sub-contracting opportunities were available. Those aggrieved would often stop work and delay delivery.

Nepotism and political interference dominate EPWP projects. People closer to political leadership tend to get the first preference during labour recruitment (Hlatshwayo: 2017).

4.10 DISCUSSION OF RESEARCH FINDINGS

4.10.1 Outcomes of EPWP participation

The EPWP beneficiaries were not all able to sustain quality life post participation in the project. As Slichter (1934) study reported that PWP's tend to have missed

outcomes. EPWP beneficiaries who make it through the project cannot participate in productive and stable work unless trained in job seeking, such as writing a marketable curriculum vitae (CV) or making a lasting impression in an interview. Without the training, as mentioned earlier, stable jobs remain elusive for EPWP beneficiaries after participation.

4.10.2 Factors that influence EPWP outcomes

Well planned and coordinated EPWP training is one of the elements contributing to beneficiary preparation for life after participation (Bokolo: 2015). The criticism of EPWP ineffective training by McCord (2005) implies a need for quality training to realise a significant impact on the lives of beneficiaries post participation.

If the training provided to beneficiaries lacks entrepreneurial courses, the sustainability of quality life tends to be a challenge following EPWP participation (Zingoni: 2012; Nzamakwe: 2014). Meyer (2014) emphasises that there exists a positive relationship between entrepreneurship incubation and sound change.

The limited knowledge on socio-political issues by government project managers is a disadvantage. The CoT officials need to demonstrate insight into delivering infrastructure and social development as suggested by Moore and Jadhav (2006). That said, Ross (2000) proposes that public managers should know political, social, and financial issues in the planning of infrastructural developments.

Beneficiaries lament, the opportunity and platform to raise political views is a concern for successful poverty alleviation. Politics dominates recruitment processes and benefits the non-deserving pals and allies of influential persons (Hlatshwayo: 2017).

4.10.3 Role of training in the EPWP

Generally, critics of the EPWP lament inadequate skills offering as a weakness of the programme. On the contrary, the beneficiaries in this study had mixed views about the impact of training offered. One view was that trained beneficiaries are inclined to be innovative and thus avoid living in poverty even if it means engaging in less productive work. For example, they were selling or recycling to sustain a quality of life.

Whilst they also lament the lack of consultation on matters of training. The training scope was imposed and decided by the CoT in consultation with the provider. Although training sessions such as HIV/AIDS was considered essential, EPWP training often fails to cover courses necessary to empower people to learn and use technology. For example, the training seldom includes computer skills which are essential for finding employment post EPWP participation.

4.10.4 EPWP challenges

Work stoppages

Intermittent work halts due to unfavourable weather conditions, unexpected stoppages resulting from labour strikes and a shortage of material derailed work on-site compromised training duration.

Absence of sustainability plan

The emergency bulk pipeline from Soshanguve DD Reservoir to New Stinkwater Ext 2-8 project did not produce a sustainability plan, for example, engaging beneficiaries in the maintenance of delivered infrastructure post participation. EPWP participants tend to plunge back into poverty relevant to a relief programme because of the

absence of a post participation phase, which means that beneficiaries continue to participate in the second tier economy after EPWP (Samson: 2007).

Inadequate development of beneficiaries

The three unemployed female beneficiaries are examples of poorly developed beneficiaries who continue to rely on the government for survival post participation in the EPWP.

Self-deprivation

The refusal by some female beneficiaries to participate in the EPWP because of alleged strenuous construction jobs meant that they deprived themselves of an opportunity to be developed (Samson: 2007). It is also fair to comment that the available work was more suited to male participants, as indicated by some female participants.

Corruption and sense of entitlement

Some of the beneficiaries were willing to pay a bribe to remain employed in the EPWP. Such is a concern, and it manifests into a moral hazard in the community. It also promotes a sense of entitlement and dependence on the periodical initiatives like the EPWP. Employment in the EPWP should be awarded deservedly rather than be commercialised.

4.10.5 The EPWP design

The EPWP as a mechanism to deliver infrastructural and alleviate poverty produces mixed outcomes. Unless it is scaled up to extend beyond the period of participation, it will continue to be viewed as a relief mechanism and not a sustainable tool for development and employment creation.

In its current form, the EPWP tend to deprive quality life to beneficiaries post participation unless they (re)join other similar initiatives. Thus the EPWP alone cannot be entrusted to solve the country's unemployment problems, at least not as a long-term solution. There is evidence that the skills training in the EPWP could be helpful if its plan is delivered accordingly and resonate with the needs of beneficiaries.

The typical success stories include that of Makgobane in the North West Province, where EPWP trained beneficiaries' discouraged gender imbalances through the introduction of women into historically male-dominated fields training created opportunities for additional work (IMIESA 2006). In the Limpopo Province, in Lebowakgomo, the Brakfontein Mine accredited training aided beneficiaries' strong self-esteem.

4.10.6 Overall interpretation

In terms of the integrative theoretical framework presented in chapter two, these results indicate some positive effects of EPWP participation. For example, participants testified that the skills developed during the EPWP improved their confidence and empowered them to explore other work opportunities. However, as some of the critics argue, the EPWP also had several shortcomings. For example, the EPWP was unsuccessful in preparing all beneficiaries for employment elsewhere, and it also failed to provide participants with the adequate skills required by the dynamic technological world of work. Furthermore, the EPWP did not effectively address gender inequalities in some of the sectors that provide work. Overall as a custom, the EPWP only provided temporary relief to participants and did not sufficiently deal with relentless poverty and unemployment. It is the opinion of the researcher that this study contributes to knowledge about EPWPs. Specifically, it is one of the studies that comprehensively

and systematically investigate the status of the EPWP beneficiary post participation in the programme. The study was also able to identify possible areas of improvement of the EPWP regarding its design features and policy implementation.

CONCLUSION

The study shows that the EPWP produces both positive and negative outcomes after participation in the programme. The researcher has demonstrated that EPWP training does not guarantee productive employment unless beneficiaries' secure work after participation. However, not all beneficiaries revert to a life of poverty but continue to engage in the activities that they participated in before EPWP. At the same time, others seek out new opportunities with renewed confidence due to the skills gained in the EPWP.

CHAPTER 5 SUMMARY, RECOMMENDATIONS AND CONCLUSION

5.1 INTRODUCTION

This study investigated the quality of life of EPWP beneficiaries after participation in the area of New Eersterust in the CoT municipality Region 2 Gauteng. This chapter presents a summary of the study results and recommendations.

5.2 RESEARCH DESIGN AND METHOD

The choice of a qualitative approach to investigate the quality of life of the EPWP beneficiaries is relevant because of the opportunity to engage with the human subject who tell and the researcher listen and interpret the subjective views of various realities. As Stakes (1995) points out, a case study particularises rather than generalises findings.

The following comment by beneficiaries, "We want something that can take our (children) youth off the drugs and streets..." and "The only solution to poverty is the Skills Centre, let the CoT build the centre as part of the EPWP".

The statement concurs with Thwala (2008) study that infrastructure provision should also address other community needs. Hence, the emphasis on lived experience is ordinarily not heard if the study uses a quantitative approach (Seidman, 2013).

5.3 SUMMARY AND INTERPRETATION OF THE RESEARCH KEY FINDINGS

This session presents the interpretation of findings related to the research questions of the study.

5.3.1 What is the quality of life of EPWP beneficiaries post participation in the EPWP in the City of Tshwane Region 2- A case of New Eersterust?

It is clear from the analysis that the EPWP in the emergency bulk pipeline from Soshanguve DD Reservoir to New Stinkwater Ext 2-8 project resulted in a mixed type of beneficiaries' quality life after participation. Some beneficiaries continue to work either in the extension or other poverty alleviations to sustain working life beyond the EPWP. As with the results, not all beneficiaries can attract formal employment after EPWP because some revert to unemployment life or turn to activities they did before joining the EPWP. Hence, EPWP beneficiaries tend to lead a quality life whilst employed but rarely after participation.

5.3.2 What factors influenced the quality of life of the EPWP beneficiaries' post participation?

In the analysis, beneficiaries commented on the importance of training they received during the EPWP the emergency bulk pipeline from Soshanguve DD Reservoir to New Stinkwater Ext 2-8 project. Their response was irresistibly good. The beneficiaries commended the Communication in the workplace, entrepreneurial, health and safety, Labour Relations Act and technical like brick and pipe laying skills sessions. During the interviews, the self-employed women highlighted that they use communication skills to deal with their customers and both women and men agreed that the Labour Relations Act session had empowered them with employment-related matters. For example, they now comprehend the implications of a minimum income rate and hours of work per day, in addition to the essence of a safe working construction site.

One key element of success is the regular income beneficiaries earn by participating in the EPWP, especially when it is more than what they got in their previous employment to live.

5.3.3 What are the challenges in the EPWP?

The women beneficiaries lamented inequality between men and women in the emergency bulk pipeline from Soshanguve DD Reservoir to New Stinkwater Ext 2-8 project. They pointed at the nature of work they did when they were first appointed. The women beneficiaries often asked to perform non-strategic work like cleaning the surrounding, make tea and traffic control, and later working in trenches, pipe laying, and brickwork. The beneficiaries also argued against the recruitment strategy used in the project. Beneficiaries believe that active participation in ANC party activities should not be the yardstick to determine rightful beneficiaries of the EPWP.

In addition, lack of consultation on matters of the scope of training tends to deprive beneficiaries of the opportunity to design their destiny as it seems everything in the EPWP is tailor-made to be a size fits all.

5.3.4 Is there a need to transform the implementation of EPWP?

According to the analysis of both the interview schedule and questionnaires, the current EPWP implementation process should change to conclusively meet the needs of the people it intends to serve. For example, a post-participation plan is necessary to ensure the sustainability of working life.

Politics should not dominate community benefits but equity.

First, the beneficiaries and the CoT officials questioned the role of politics in the project. For example, local politics should work for all people in the vicinity and not be selective.

The process of appointing the CLO should be transparent and not influenced by political affiliation, so authorities should consider the socio-economic status of the

beneficiary, hence, the proposal of a local unemployment database when there is an EPWP project in the area. It also emerged that there is a need to extend the EPWP beyond implementation to support beneficiaries to stand on their own. The suggestion is that it should continue for some time until the beneficiaries attract employment elsewhere. In addition, the CoT should incorporate post participation into their infrastructure delivery and maintenance plan.

5.4 CONCLUSION

As reflected in figure 5, titled Beneficiaries status post EPWP participation in the results of this study resonate with Slitcher's (1934) assertion that the PWP has mixed outcomes, bad and good. After participation by beneficiaries in the emergency bulk pipeline from Soshanguve DD Reservoir to New Stinkwater Ext 2-8 project, the following is a record;

Beneficiaries plunged back to poverty and wait for the next government initiative and join, and some got employed in the extension of the project.

Some refused to work in the construction-related EPWP and argue that it is strenuous and opt to stay at home or look for work elsewhere. Some beneficiaries revert to what they did before joining the EPWP. For example, turn to informal trading to sustain working life while searching for subsequent regular employment and income. Lastly, those who cannot attract employment elsewhere tend to remain unemployed and frustrated.

A combination of factors influences the outcomes of EPWP beneficiaries' post participation. For example, when the recruitment of rightful beneficiaries is free of biases and political intervention is free of favouritism, successful community participation and development are imminent.

The present society is full of interrelated challenges, and addressing only a part thereof may not be ideal. Therefore, simultaneous delivery of socio-political and infrastructure provides the necessary balance of people development because employment created by service delivery tends to address other prevalent social ills.

A post EPWP sustainability plan is a prerequisite to allow beneficiaries to lead a quality life. Often participants are left destitute because the EPWP offers periodical employment, which leads to inadequate readiness for independence after participation unless there is additional support to incubate beneficiaries.

Although the criticism by some researchers that often EPWP training is not well coordinated (Bokolo, 2013) and lack the drive to empower (McCord, 2004) beneficiaries is valid. To include education in the EPWP for beneficiaries and the officials monitoring implementation has a thrust to sustainable development. Often is not accredited training that makes an impact. In fact, in this study, beneficiaries took non-accredited training but impacted their lives to recall what they did during training and are implementing the ideas.

One of the challenges is that the absence of a transparent employment process causes the recruitment of none deserving beneficiaries into the EPWP. Equally so is the interference by political forces in recruiting beneficiaries, a cause of persistent underdevelopment. The EPWP should implement affirmative action policies to successfully address gender imbalances and other inequalities related to economic participation by the masses.

The placation style of political enactment deprives the views of the beneficiaries. For example, in this case, authorities argue that selecting training courses is planned in consultation with beneficiaries during the interviews; beneficiaries disputed this

proposition. Otherwise, consultation was superficial, and beneficiaries failed to realise it.

Given that not all beneficiaries join into formal employment, it suggests that the EPWP in its current outlook is inadequate to provide sustainable employment and alleviate poverty successfully. It is not ready to be a full-time provider of employment.

5.5 RECOMMENDATIONS

The following recommendations focus on changes that could be made to the EPWP to improve long-term programme effectiveness and its impact on the lives of beneficiaries.

Authorities should monitor participants' lives before joining the EPWP, during participation and after completion of their engagement period to achieve a conclusive intervention picture. In addition, provide after participation practical advice and career guidance to participants.

The government should also link the EPWP with entrepreneurial development initiatives to enable synergies and create additional benefits and opportunities for participants. For example, the EPWP project in New Eersterust in Region 2 of CoT would complement the Tshepo 10 000 projects in the same region.

With regards to training, the following are recommendations;

The CoT should invest immensely in EPWP training and allocate more funds and time towards training as part of the EPWP. The authorities should ensure adequate skills development in EPWP and empower participants to gain formal employment and contribute positively towards development.

A person or an official should be designated to deal with EPWP training processes to monitor and ensure that training guidelines produce workers that fit into the formal economy.

The EPWP should incorporate accredited and non-accredited training programmes to ensure that beneficiaries further their education and receive qualifications.

The EPWP should provide more entrepreneurial and technological skills development courses that have proved effective in building unemployed youth because it allows them to start their businesses.

The CoT needs to clear out corruption and ensure consultation on skills development, the recruitment of beneficiaries and the general process of implementing the EPWP. Transparency in this regard will minimise political interference.

In line with improving transparency and improving participants, the recommendation is to establish a database of all unemployed youth and trained beneficiaries to engage them in the future. Thus a pool of potential participants would be available for new projects, and trained past participants could be used to maintain existing infrastructure.

To address gender inequality, the EPWP should consider implementing affirmative action policies to successfully address gender imbalances and other inequalities related to economic participation by the masses.

Furthermore, the EPWP should actively plan for the engagement of female beneficiaries before the commencement, especially in manual technical activities in the construction sector. Thus eliminate the perception that women have deprived of

participation in strategic constructions jobs and, in turn, address issues of gender inequality in the EPWP.

5.6 CONTRIBUTION OF THE STUDY AND AREAS FOR FURTHER RESEARCH

This study has been beneficial to the researcher as it provided insights into the lives of EPWP beneficiaries before engagement and after participation. This study also identified opportunities for transforming the mode of implementing the EPWP in the community of New Eersterust and other similar communities. As a result, the recommendations presented in this study could be applied in other regions and improve the long-term impact of the EPWP across South Africa. In terms of ongoing research, future studies could explore the impact of politics, drugs and other addictions on the youth-targeted by the EPWP.

5.7 LIMITATIONS OF THE STUDY

The sample size of the beneficiaries and city officials in this study was minimal; thus, the views expressed in this document cannot necessarily be generalised across the entire municipality. Furthermore, the officials did not adequately respond to all the questions in the questionnaire, and at the same time, the researcher could not arrange follow-up sessions with beneficiaries. Therefore future studies should target a more significant sample and allow more time to follow-up with participants on any outstanding issues.

5.8 CONCLUDING REMARKS

This study demonstrated the potential of the EPWP as a tool to change the lives of people affected by poverty and unemployment. The EPWP plays an essential role in community development and addresses the infrastructural backlog of municipalities such as the Eersterust region examined in this study. At the same time, the EPWP aims to address the complex challenges of unemployment and poverty, but it currently falls short in providing sustainable solutions to these problems. However, implementing recommendations made in this work, the EPWP is expected to impact the beneficiaries positively.

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ANNEXURE A: APPROVAL FROM THE UNIVERSITY



TURFLOOP GRADUATE SCHOOL OF LEADERSHIP
Private Bag X1106, SOVENGA, 0727, South Africa
Tel: (015) 268 3537, Fax: (015) 268 3874, Email: TGSL@ul.ac.za

TO: Mokwena DN
Master Student TGSL

CC: Prof G Makombe
Supervisor
HOD

FROM: Mrs P Manamela
SHDC Secretary (TGSL)

DATE: 06 June 2015

OUTCOME OF THE HIGHER DEGREES COMMITTEE MEETING

Dear Mokwena DN

I am delighted to let you know that your master research degree proposal served at the Turfloop Graduate School of Leadership (TGSL) Higher Degrees Committee (HDC) meeting that sat on **02 July 2015**. The following are the decisions that were taken by the committee:

Committee Decision	
1. Proposal is APPROVED	
2. Proposal Approved with minor MODIFICATIONS (Proposal need not to be resubmitted to the committee but to the HOD)	X
3. Proposal NOT approved (Proposal should be resubmitted to the committee)	

The following are the committee recommendations relating to your proposal:

- Introduction is too long, add more information about EPWP
- Problem statement- not clearly stated. No discussion on EPWP as a problem
- Objectives- lost key words of the study
- Research questions are not clear
- Definition of concepts- add a definition of EPWP
- Population is not clear
- Referencing- use Harvard method
- Data collection method is not clear
- Data analysis- add some references

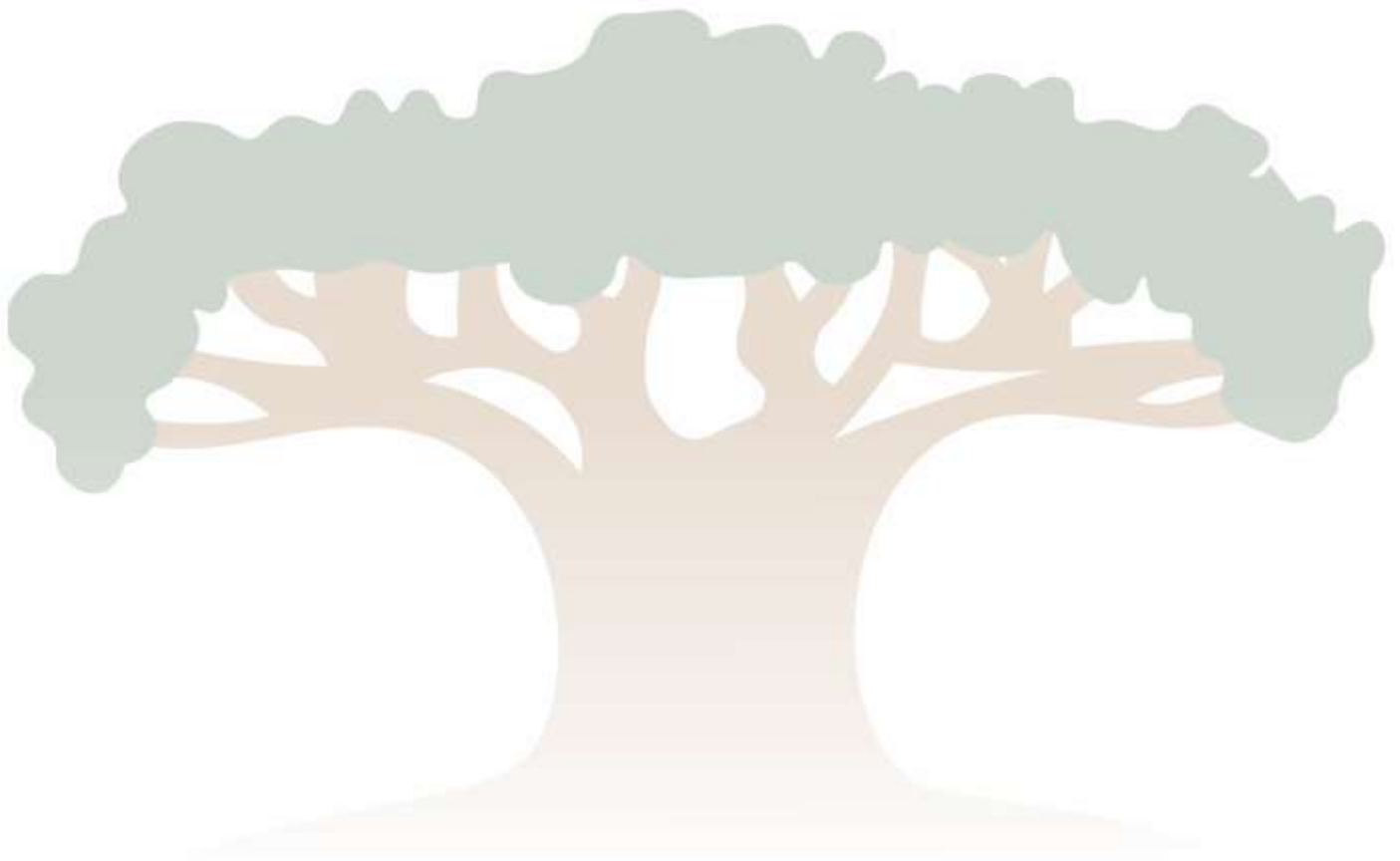
Please see more suggestions on the assessment form.

The submission date for the corrected/ reviewed proposal is **24 August 2015**.

Sincerely



Ms P Manamela
Principal Administrative Officer (TGSL)



**ANNEXURE B: LETTER SEEKING CONCERN FROM THE CITY OF
TSHWANE**



University of Limpopo
Private Bag X1106, Sovenga, 0727, South Africa
Tel: (015) 268 4246 Email:Theresa.Moyo@ul.ac.za

5 June 2017

City of Tshwane

Water and Sanitation

6th Floor, Room A617

Capitol Towers North

225 Madiba Street

Dear Sir/Madam

Subject: Request for assistance to MDEV Student: David Ndethe Mokwena

This is to kindly request you to please assist the above-mentioned student, David Ndethe Mokwena who is studying for a Master of Development in Planning and Management at the University of Limpopo.

He needs to administer a questionnaire in order to collect information on his study which is titled:

An investigation into the quality of life of beneficiaries post Extended Public Works Programme (EPWP) participation in the City of Tshwane Region 2: Gauteng

Your assistance will be greatly appreciated.

Yours sincerely

Professor T. Moyo (Supervisor)

ANNEXURE C: THEMES AND SUB-THEMES

Theme 1	Sub-themes	Study results
PARTICIPANTS BACKGROUND	Occupation and remuneration	The type of occupation varies across beneficiaries
	Duration	The time spent on previous jobs also depends on individuals.
	Level of education	There are those who have no recall for any school attendance. In addition beneficiaries attempted grade 4 to 12. However no proof was available.
	Reasons for leaving	Beneficiaries wanted to seize the opportunity to work locally and earn a better regular salary.
	Conditions of work	For the beneficiaries who were self-employed long walks on sunny days was a problem. Otherwise those who worked in the construction related environment lamented the strenuous long hours work of meagre income

Theme 2	Sub-themes	Study results	Recommendations
PURPOSE OR FUNCTIONS OF EPWP	Employment creation	It created expected employment opportunities but for a few local individuals	Expand the public works to cater for large numbers directly and indirectly. EPWP should offer full-time employment.
	Deliver of infrastructure provide required community services.	For the first time there is clean water infrastructure in the area of New Eersterust.	The EPWP should continue to provide infrastructure, employment and services. In the main service to the community should relate to the needs of the community. Basic services should include social needs, e.g. rehabilitation centres in the community, skills development programmes, dealing with issues of violence, drug abuse etc.
	Prepare beneficiaries to first class economy	The EPWP is not convincing with the ushering of	Adequate preparation of beneficiaries should be prioritise, enhance skills

		beneficiaries to first class economy employment.	development and provide post participation sustainability support.
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Theme 3	Sub-theme	Study results	Recommendations
IMPACT OF EPWP POST PARTICIPATION	Empowerment: Improve self-esteem, Acquisition of physical assets, Change of clothing	<p>Many of the beneficiaries are confident and go out to look for work; they own personal physical assets e.g. bed, residential land</p>	<p>It will be ideal for the EPWP to sensitise beneficiaries at the beginning of the programme of a need to set-up realistic personal goals and work towards attainment of that in the period of employment.</p> <p>A recognisable human resources system to be initiated in the EPWP to deal with issues of recruitment, training and employee support for example, personal budget.</p>
	<p>Address gender imbalance issues.</p>	<p>There are signs that male and female can interact and there is space for each gender in life.</p>	<p>The EPWP management should assign human resources to deal with gender issues in every cluster or project. Keep records and management plans of gender violation</p>

			instances and to form part of the overall EPWP results.
	Beneficiary participation	Beneficiaries as much as they are lower income participants but have on one or more occasions voiced their concerns in the workplace.	While the local leadership are the structure that represent the beneficiaries more effort should be placed in dealing with day to day peoples issues.
	Ability to create employment	Some of the beneficiaries are able to generate income through self-employment.	Beneficiaries need to be developed around job searching strategies, preparing a CV and a resume. Set-up SMME's and not only earn a living but create employment for others.
	Sources of information and knowledge: e.g. Knowledge of HIV/AIDS,	As a results of EPWP participation beneficiaries are aware of the diseases	EPWP initiative should enhance the skills development in to include accreditation skills

	<p>OHS, Communication in the work place</p> <p>Construction activities e.g. brick, pipe laying</p>	<p>like HIV/AIDS, prevention mechanism etc.</p> <p>Have improve their communication skills even outside the place of work</p> <p>Can utilise the knowledge of construction gained through EPWP in the community to sustain quality life.</p>	<p>programme and if possible a full qualifications</p>
--	--	--	--

Theme 4	Sub-theme	Study results	Recommendations
EPWP CHALLENGES	Inadequacy: period of employment, income, education, sustainability	The period of employment was so short to can make optimal impact on skills acquisition; to can generate more income for savings, develop a sustainability plan	Phase the EPWP up to generate longer period employment; Upon inception, develop a post participation sustainability plan.
	Minimal knowledge by officials on socio humanitarian issues.	CoT officials did not display convincing knowledge of social concern or mandated to participate on projects matters beyond technical issues.	Training should encompass that of officials to improve on socio-political matters.

	Promotion of dependency	Since there are beneficiaries who are still unemployed after EPWP and await subsequent project tacit culture of dependency	Although it is expected that the government should provide full-time employment ideally it should not be for the same beneficiaries but to extend to new deserving entrants.
	Redirect political role.	While the cadre deployment may have good intentions often is used to benefit friends and allies of leaders. Non deserving beneficiaries join the EPWP and deprive the neediest.	Improve the recruitment procedure and limit self-serving political roles by advancing beneficiary participation.

ANNEXURE D: BENEFICIARIES INTERVIEW SCHEDULE

Research Topic: An investigation into the quality of life of beneficiaries post Extended Public Works Programmes (EPWP's) participation in the in the City of Tshwane (CoT) Region 2: Gauteng: A Case of New Eersterust.

Target participants: CLO, and EPWP beneficiaries

Introduction

This interview is not an evaluation about you but part of my M.Dev programme with the University of Limpopo. The focus is to investigate the quality of life of EPWP beneficiaries post participation and I would like to get a clear picture of your life post participation as a Community liaison officer (CLO) or beneficiary/ participant in this project in the project Installation of emergency bulk pipeline from Soshanguve DD Reservoir to Stinkwater Ext 2-8 of the City of Tshwane.

I therefore appeal for your presence and cooperation during this exercise.

1. Background details

- a) Names:
- b) Job Title:
- c) Sketch out your job in the Installation of emergency bulk pipeline from Soshanguve DD Reservoir to Stinkwater Ext 2-8 of the City of Tshwane (what you do, with whom do you work with)
- d) How long have you been in the project?
- e) What is the name of this area?

2. What is the outcome of EPWP post participation?

- a) Generally speaking, what do you see as the main role of the EPWP?
- b) What has been the contribution of the EPWP in your community?
- c) What would you regard as the strengths of the EPWP?
- d) What did you or people do about the incidents?
- e) How did you join the EPWP?
- f) What motivated you to join the programme?

- g) What are the factors that determine the participation in EPWP project
- h) So, did they all join on the basis of availability?
- i) Of your sample, who joined, who did not?
- j) Was the project explained to them in terms of purpose, conditions, benefits etc.?
- k) On hindsight, was their final experience on the EPWP consistent with the expectations that they had after they were introduced to the project?
- l) Where they coerced or not?
- m) Was it pressure from friends?
- n) Could you now tell of the incidents where the EPWP has been helpful?
(Possible response provide employment, training and so on)
- o) Now let's take each incident and explain how did it help you in life?
- p) Do you think your skills; life has change since you got involved with in the EPWP?

3 Condition of work in the EPWP

- a. How it were the condition of work in this EPWP project?
- b. What are the reasons for your response above?
- c. Per chance given will you have change the working conditions?
- d. What specifically are the things you would have like changed?
- e. Did you try to make the changes you listed above?
- f. Why?

4 Impact of EPWP

- a) What type of training did you attend in the project?
- b) What kinds of skills were imparted to you?
- c) Who gave the training?
- d) What was the duration of the training?
- e) Kind of skills imparted?
- f) Was any individual training needs assessment done or not?
- g) Was the training demand-driven or supply-led/top-down?
- h) Were you trained as one group or individually?

5. What are the factors that influence the outcomes of EPWP beneficiaries' life post participation?

- a) Who is the employer?
- b) Can you describe the condition of work in the project?
- c) Why did you join the project? (last employment option, salary acceptable)
- d) Is the salary you earned by working in the project sufficient?
- e) Was it adequate for yourself and family?
- f) What is the reason(s) of your response above?
- g) What did you expect when you came into the project?
- h) Is there a change in your life since you got employed?
- i) What has change in your lives?
- j) What do you think is the condition of the relationship between yourselves and other people in the project? (Employer, fellow workers etc.)
- k) How will you describe the role of the CoT and its officials in your community?

6. Do beneficiaries exhibit skills and knowledge necessary to improve their lives post participation in the EPWP?–the influence of education and skills development.

- a) What are the developments in your area?
- b) Are all people involved in the development of the community i.e. youth, women etc.?
- c) Who own the development in your area?
- d) Do you think you own development in your area?
- e) What makes you say that?
- f) Mention incidents where you think you own your community development?
- g) What is the number of women and youth in the project?
- h) What training and skills development did you attend whilst with the EPWP?
- i) Was the training useful or not?
- j) Mention incidents where they were useful or not useful
- k) How is the life of the EPWP participants?

- l) Do you think the life of the people in your community has change as a result of the project? (What has changed?)
- m) What are people doing post EPWP participation especially those who have been part of the project?

7. What are the challenges in the EPWP?

- a) What is the role of the local councillor in the project? (Is it supportive, is it blocking and give reasons)
- b) What is the role of the political parties in the project?
- c) Could you deliberate on specific incidents where the EPWP has failed to live up to expectations?
- d) Now let's take each incident and explain how did it affects you in life?

8. Is there a need to transform the implementation of EPWP?

- a) What would you say are the necessary elements of success in this kind of a programme?
- b) What recommendations do you have for the implementation of the EPWP in order to meet its intentions?
- c) Do you have anything else to add?

Thank you for your time.

ANNEXURE E: CITY OF TSHWANE OFFICIALS QUESTIONNAIRE

City of Tshwane Officials Questionnaire for the completion of M.Dev degree with the University of the North Limpopo South Africa

Research Topic: An investigation into the quality of life of beneficiaries post Extended Public Works Programmes (EPWP's) participation in the in the City of Tshwane (CoT) Region 2: Gauteng: A Case of New Eersterust:

Researcher: David Ndethe Mokwena

Supervisor: Prof Moyo

Year: 2017

Circle the number to indicate your opinion of what the purpose of EPWP is

- | |
|----------------------------------|
| 1. Strongly agree |
| 2. Agree |
| 3. Neither agree or nor disagree |
| 4. Disagree |
| 5. Strongly disagree |

1.0 The Purpose of Extended Public Works Programme (EPWP)

Please circle a number

Deliver infrastructure	1	2	3	4	5
Provide opportunity for employment	1	2	3	4	5
Utilise urban employment	1	2	3	4	5
Utilise local resources and labour to create employment	1	2	3	4	5
Utilise reserve funds and create employment	1	2	3	4	5

2. Recruitment of EPWP participants

2.1 In your opinion, how would describe the recruitment of participants recruited into the EPWP?

Please circle a number

Beneficiaries are recruited by a local councillor	1	2	3	4	5
All unemployed people are invited to a common venue the recruited accordingly	1	2	3	4	5
Self-recruitment	1	2	3	4	5
A register for indigent, unemployed informs recruitment of beneficiaries	1	2	3	4	5
Through a word of mouth and recommendations by the CLO	1	2	3	4	5

2.2 In South Africa unemployment affects mostly the youth and women. Do you consider this when you recruit beneficiaries to the programme?

Please circle a number

Yes	1
No	2
I cannot choose	3

2.3 What problems do you encounter when you recruit participants into the programme?

Please circle a number for your answer

Often, targeted and rightful participants refuse to work in the EPWP	1	2	3	4	5
There is interference from local community structures in the selection of participants	1	2	3	4	5
Socio-economic condition of the person	1	2	3	4	5
The CoT prioritise gender and locality	1	2	3	4	5
On a first come first serve basis	1	2	3	4	5

2.4 How is the Community Liaison Officer (CLO) appointed in EPWP?

Please circle a number for your answer

Position is advertised, then application, interviews, recommendations and appointment	1	2	3	4	5
Appointed by the local ward councillor	1	2	3	4	5
Recommendations by local leadership	1	2	3	4	5
Is appointed by the contractor	1	2	3	4	5
I cannot comment	1	2	3	4	5

2.5. Explain the role of the CLO in three sentences:

3 Planning, monitoring of the project

3.1 How does the Water and Sanitation department of the City of Tshwane (CoT) ensure that activities in the project happen according to plan?

Please circle a number

It is based on the division plan of infrastructural development	1	2	3	4	5
CoT project managers work closer with contractor's managers in order to make sure things happen accordingly.	1	2	3	4	5
The Community liaison officer (CLO) is responsible for the monitoring of work on the ground.	1	2	3	4	5
CoT relies upon information we get from the community	1	2	3	4	5
All of the above are correct	1	2	3	4	5

3.2 What helps you to manage the emergency bulk pipeline from Soshanguve DD Reservoir to New Stinkwater Ext 2-8?

Please circle a number

The collaboration among the CoT, Contractor and the community represented by the ward councillor.	1	2	3	4	5
The collaboration among the CoT, Contractor and the community represented by the Community Liaison Officer and the ward councillor.	1	2	3	4	5
A strong 'buy-in' by political leaders	1	2	3	4	5
Cooperation by members of the community	1	2	3	4	5
All of the above are correct including a strong sense of ownership by the community.	1	2	3	4	5

3.3 Have you experience political interference in your project?

Please circle the answer.

1	Yes
2	No
3	Don't know

Please circle the answer

If yes	
Do you generally approve or disapprove of it?	
Yes	1
No	2
No comment	3
Have you ever being in a meeting where you felt that political interference was playing out?	
Yes	1
No	2
If yes what did you do? Answer:	

3.4 In your opinion is the Installation of emergency bulk pipeline from Soshanguve DD Reservoir to Stinkwater Ext 2-8 of the City of Tshwane necessary?

Please circle the answer

1	Yes
2	No
3	Don't know

b. Which statements best describe your answer above?

Please circle a number

It provided employment opportunities for the unemployed in the area	1	2	3	4	5
The project provide periodical employment for locals and infrastructural development in the area of New Eersterust	1	2	3	4	5
Employment created by this project, lessen poverty and crime rate slowly decline.	1	2	3	4	5
All development was good for the area but not sustainable	1	2	3	4	5
All the above are correct.	1	2	3	4	5

4. The results of the Installation of emergency bulk pipeline from Soshanguve DD Reservoir to Stinkwater Ext 2-8 of the City of Tshwane.

4.1 Did the project achieve what it intended?

Please circle a number

Yes	1
No	2
Do not know	3

4.2 Which statement best describe your opinion above

Please circle a number

Periodical employment for local was created and that improved the social condition of the people in the area.	1	2	3	4	5
The area has water and sanitation infrastructure which they had never experience before.	1	2	3	4	5
Lack of permanent or considerable long period employment perpetuates poverty	1	2	3	4	5
None of the above are correct	1	2	3	4	5

4.3 As CoT official, what helped you to deal with the issues in the project?

Please circle a number

My technical expertise and experience working for water and sanitation.	1	2	3	4	5
Team work in the department.	1	2	3	4	5
My technical, organizational knowledge are essential for CoT managers, project managers and coordinators to deal with social and political dynamics prevalent in the community.	1	2	3	4	5
Political and the city relationship influences the success of those in charge of community development projects.	1	2	3	4	5
None of the above is applicable in my case.	1	2	3	4	5

5. Relationship with beneficiaries during and post participation

5.1 is there room in the CoT EPWP plan to interact with beneficiaries post participation in the project?

Please circle a number

Yes	1
No	2
Do not know	3

5.2 How do you make sure that beneficiaries continue to lead life of working person as a result of EPWP projects post participation?

Please circle a number

CoT EPWP plans encourages participants to establish business	1	2	3	4	5
Our intervention in the form of EPWP inculcates skills development and training which enables participants to use post participation.	1	2	3	4	5
There is no plan to interact with participants once project is over.	1	2	3	4	5
Often, participants are left to fend for themselves once the project is completed	1	2	3	4	5
No of the above.	1	2	3	4	5

5.3 What should be done to make the EPWP projects sustainable?

Please circle a number

The education and training in the EPWP should focus on life after participation.	1	2	3	4	5
The CoT should have a considerable long plan intervention.	1	2	3	4	5
EPWP employees should be encouraged to look for work whilst in the employ of these periodical projects.	1	2	3	4	5
The participants should be afforded grants to take care of their life post participation.	1	2	3	4	5
All of the above are correct.	1	2	3	4	5

5.4 Generally speaking, how will you describe the life of beneficiaries post participation?

Please circle a number

Often, most participants return to life of the unemployed.	1	2	3	4	5
Some of the participants attract employment elsewhere before the projects is completed.	1	2	3	4	5
Some of the participants run their own businesses.	1	2	3	4	5
There is a tendency to get employment in other EPWP projects.	1	2	3	4	5
I do not know.	1	2	3	4	5

5.5 How do you think the most of the participants cope beyond participation in the EPWP project like the Installation of emergency bulk pipeline from Soshanguve DD Reservoir to Stinkwater Ext 2-8 of the City of Tshwane?

Please circle a number

I have no clue since we do not have contact with beneficiaries post CoT projects.	1	2	3	4	5
Some attract employment elsewhere and others remain unemployed.	1	2	3	4	5
I think the youth and some adults get into business or into informal trading like hairdressing, sell phone cards or vegetables at taxi ranks.	1	2	3	4	5
I presume some join criminal activities like, prostitution	1	2	3	4	5
I do not know.	1	2	3	4	5

6. Training and skills development

6.1 Earlier in the questionnaire there is a mention of skills development and training. Now how effective are these skills development and training?

Please circle a number

The trainings and skills development are effective because participants like them.	1	2	3	4	5
The trainings and skills development are effective because they help participants to perform the work of the project.	1	2	3	4	5
The trainings are design to help participants to do more than the construction related skills of the project e.g. health and safety, but should cover entrepreneurial and business management development.	1	2	3	4	5
Training is done by accredited providers hence they are bound to be effective	1	2	3	4	5
All of the above are relevant	1	2	3	4	5

6.2 Do you as the clients' representative ensure that such business and entrepreneurial courses are delivered accordingly?

Yes	1
No	2
Do not know	3

6.3 Circle the statement that best describe your answer above

The training provider is instructed to include courses and intervention is monitored	1	2	3	4	5
Beneficiaries are consulted of the type of courses they are going to receive and become eyes and ears of the client	1	2	3	4	5
I cannot comment.	1	2	3	4	5
The contractor is at liberty to recommend and appoint training providers then monitor the delivery of training.	1	2	3	4	5
None of the above represent my opinion	1	2	3	4	5

6.4 How do you select the training providers?

Please circle a number

The city has a database of training providers which is useful when we require EPWP training.	1	2	3	4	5
Community members may recommend training providers	1	2	3	4	5
I cannot comment.	1	2	3	4	5
The contractor is at liberty to recommend and appoint training providers.	1	2	3	4	5
The CoT issue out tenders and request for training quotes.	1	2	3	4	5

6.5 How do you measure the relevance of the training modules?

Please circle a number

The CoT EPWP coordinator determines the modules and contents of training sessions.	1	2	3	4	5
The training provider recommends modules based on the project activity then the coordinator and the CoT Project manager has the final decision.	1	2	3	4	5
The employees decide on then type of training they want.	1	2	3	4	5
The CoT base its decision of training modules on the needs of the community.	1	2	3	4	5
All of the above.	1	2	3	4	5

6.6 Do you think the participants apply the training they receive through EPWP projects?

Please circle a number

The participants value the training because they get certificates.	1	2	3	4	5
They participant's comments indicates that they appreciate and value the trainings.	1	2	3	4	5
The participants often ask for more time and trainings.	1	2	3	4	5
The participants often used the knowledge and certificates to apply for other employment.	1	2	3	4	5
All of the above.	1	2	3	4	5

6.7 Do participants remember and recall the contents of the trainings?

Please circle a number

Yes	1
No	2
Do not know	3

Please circle the answer

If yes	
What makes you say that?	
The report by training provider and participants are positive	1
The participants believe there is no sufficient time for trainings.	2
No comment	3
Have you ever rejected EPWP training?	
Yes	1
No	2
If yes what did you do? Answer:	
If your answer is no what was the reason? Answer:	

6.8 What is the duration of the training sessions?

Please circle a number

1 week	1
2 weeks or more	2
Several hours	3
It depends on the subject of the modules	4
I do not know	5

6.9 How do you make sure that the trainings and skills development are valuable and delivered effectively?

Please circle a number

The training provider makes sure that they deliver SAQA aligned training and report to the CoT EPWP coordinator.	1	2	3	4	5
The participants complete evaluation forms and the EPWP coordinator assess their comments against training providers reports.	1	2	3	4	5
The CoT EPWP coordinator evaluate the modules content.	1	2	3	4	5
The reputation of the training provider is evidence enough to guarantee quality training.	1	2	3	4	5
All of the above.	1	2	3	4	5

7. Do you want to add to any question and aspects above?

Please circle a number

Yes	1
No	2
No comment	3

8. Any other comment(s)

Comment(s)

**ANNEXURE F: CONFIRMATION FOR EDITING OF THE
DISSERTATION**

SNDLOVU COPY EDITING AND PROOF READING

Dr Siphilisiwe Ndlovu (PhD, MBA) | siphilisiwe.ndlovu@gmail.com

5 September 2018

To Whom It May Concern:

I hereby confirm that I edited **Mr David Ndethe Mokwena's** mini-dissertation/thesis

Title: An investigation into the quality of life of beneficiaries post Extended Public Works Programme (EPWP) participation in the City of Tshwane Region 2: Gauteng A case of New Eersterust

I wish this student well in his endeavours.

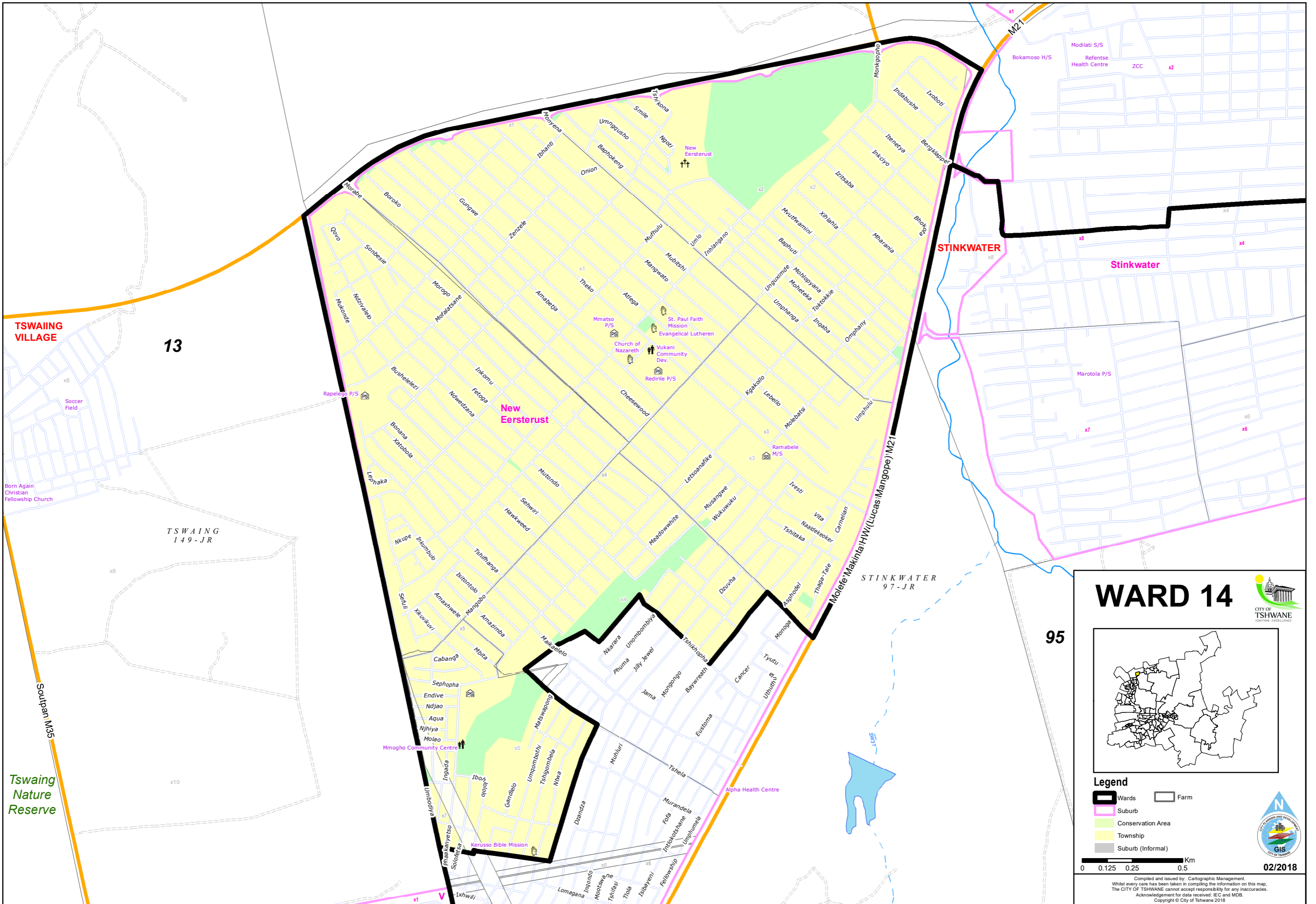
Sincerely,

Dr Siphilisiwe Ndlovu (PhD, MBA)

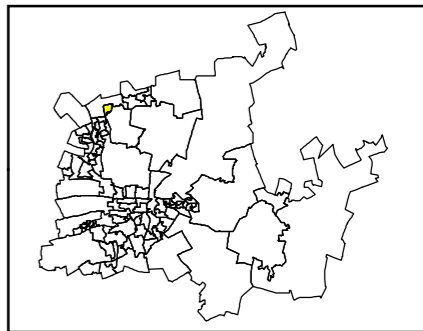
18 Gleneages, 3 Epsom Road, East London, 5142

Cell: 082 525 0178

ANNEXURE G: MAP OF COT NEW EERSTERUST WARD 14



WARD 14



Legend

- Wards
- Farm
- Conservation Area
- Township
- Suburb (Informal)

0 0.125 0.25 0.5 Km



02/2018

Compiled and issued by: Cartographic Management.
 Whilst every care has been taken in compiling the information on this map,
 The CITY OF TSHWANE cannot accept responsibility for any inaccuracies.
 Acknowledgment for data received: EIC and MDB.
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