



LANGEBERG EXPANDED PUBLIC WORKS PROGRAMME

POLICY FRAMEWORK

AND PHASE 5

IMPLEMENTATION OF EPWP

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1. BACKGROUND OF THE EXPANDED PUBLIC WORKS PROGRAMME

The Expanded Public Works Programme (EPWP) is a flagship National Public Employment initiative led by the Department of Public Works and Infrastructure (DPWI). The programme was established to address the country's high levels of poverty and unemployment by creating short-term job opportunities for unemployed and underemployed individuals.

The programme focuses on providing participants with temporary work while equipping them with practical skills and work experience that can improve their chances of securing long-term employment or starting their own livelihoods. In addition to income support, EPWP plays a critical role in enhancing the dignity and economic participation of marginalised communities.

EPWP projects are implemented across four main sectors: infrastructure, social, environment and culture, and non-state. These projects not only create employment but also contribute to the development and maintenance of public assets, the delivery of essential community services, and the promotion of environmental sustainability. Through this integrated approach, the EPWP serves both as a social safety net and a developmental tool, helping to alleviate immediate financial hardship while building human capacity and supporting inclusive economic growth.

2. POLICY AND LEGISLATIVE CONTEXT

This policy is informed by and aligned with several key legislative and policy frameworks, including the Expanded Public Works Programme (EPWP) Phase 5 (2024–2029), the National Development Plan (NDP), the Basic Conditions of Employment Act (BCEA), together with Ministerial Determination 4, and the Langeberg Municipal Integrated Development Plan (IDP). These frameworks collectively provide the legal and strategic foundation for the implementation of public employment initiatives aimed at reducing poverty, creating job opportunities, and promoting inclusive economic growth.

EPWP Phase 5, which was approved by Cabinet with effect from 1 April 2024, places strong emphasis on the creation of meaningful work opportunities that go beyond short-term income relief. It prioritises skills development, training, and capacity-building to ensure that participants gain valuable, transferable skills. In addition, the phase introduces a stronger focus on sustainable exit pathways, enabling participants to transition into formal employment, self-employment, or further education and training opportunities.

Furthermore, integration with the Langeberg Municipal Integrated Development Plan ensures that EPWP projects are locally relevant, responsive to community needs, and supportive of municipal service delivery objectives. Together, these frameworks ensure that the policy is not only legally compliant but also strategically positioned to maximise social impact, strengthen local development, and improve the livelihoods of participating individuals and communities.

3. VISION

The vision of this policy is to enhance livelihoods within the Langeberg Municipality through the provision of meaningful, labour-intensive public employment opportunities. These opportunities are designed not only to create temporary income for participants but also to contribute directly to improved municipal service delivery and community development.

The policy further seeks to promote skills development by equipping participants with practical, work-based experience and training that can improve their employability. By fostering inclusive economic participation, it aims to ensure that vulnerable and marginalised groups—such as the unemployed, youth, women, and persons with disabilities—are given access to opportunities that enable them to participate more actively in the local economy. Through this integrated approach, the policy supports both immediate livelihood relief and long-term socio-economic empowerment, ultimately contributing to sustainable development within the municipality.

4. OBJECTIVES OF THE POLICY

- Provide temporary work opportunities to unemployed residents.
- Deliver skills development and practical work experience.
- Support local economic development and improved municipal service delivery.
- Promote the inclusion of women, youth and persons with disabilities.
- Facilitate exit pathways into employment, entrepreneurship or further training.

5. EPWP SECTORS

EPWP implementation within Langeberg Municipality shall take place across the following sectors:

- Infrastructure Sector
- Social Sector
- Environment and Culture Sector
- Non-State Sector

6. INSTITUTIONAL ARRANGEMENTS

The coordination of the EPWP within Langeberg Municipality shall be overseen by the Manager: Local Economic Development (LED), with overall strategic responsibility residing within the Directorate: Economic, Social and Integrated Development Services. This Directorate will provide policy direction, ensure alignment with national and municipal priorities, and monitor the effective implementation of the programme across the municipality.

All municipal departments shall be responsible for identifying, planning, and implementing EPWP projects within their respective functional mandates. This includes integrating EPWP principles into departmental plans and budgets, ensuring that projects are designed to maximise labour intensity, and contributing to job creation, skills development, and improved service delivery.

Furthermore, departments are expected to collaborate closely with the EPWP coordination function to ensure compliance with relevant guidelines, reporting requirements, and performance targets. This coordinated approach will help to ensure that the programme is implemented efficiently, achieves its intended outcomes, and delivers tangible benefits to local communities.

7. TARGET GROUPS AND DEMOGRAPHIC TARGETS

In accordance with the requirements of EPWP Phase 5, the Langeberg Municipality shall prioritise the inclusion of designated target groups by ensuring that minimum demographic participation thresholds are achieved across its EPWP portfolio. These targets are intended to promote equity, address historical imbalances, and ensure that the benefits of the programme reach the most vulnerable and marginalised members of society.

The Municipality shall strive to meet the following minimum participation targets:

- Women : at least 60% participation
- Youth (18–35 years) : at least 55% participation
- Persons with disabilities : at least 2% participation

These targets will be incorporated into project planning, recruitment processes, and implementation strategies to ensure consistent compliance. Special consideration will be given to removing barriers to participation, particularly for women and persons with disabilities, through the provision of accessible working conditions and supportive measures where required.

9. SKILLS DEVELOPMENT AND TRAINING

Skills development interventions shall be implemented in accordance with the EPWP Phase 5 Training Framework and will form a central component of the programme's approach to empowerment and sustainability. These interventions shall include a combination of on-the-job training, as well as both accredited and non-accredited training programmes, aimed at equipping participants with practical and transferable skills.

The training provided will be aligned with the specific needs of each project and sector, ensuring that participants gain relevant experience that enhances their employability. In addition, skills development initiatives will be deliberately linked to identified exit opportunities.

10. EXIT STRATEGIES

Langeberg Municipality shall actively promote exit pathways for EPWP participants, including placement into formal employment, linkages to further education and training opportunities, support for enterprise development, and recognition of skills acquired during participation in EPWP projects.

11. MONITORING, EVALUATION AND REPORTING

The Municipality shall comply with all monitoring and reporting requirements as prescribed under EPWP Phase 5. This includes the submission of accurate and timely monthly electronic reports to the relevant provincial and national EPWP reporting systems. The Municipality shall ensure the proper verification of work opportunities created and person-days of employment, in line with EPWP guidelines and reporting standards.

In addition, strict measures shall be implemented to maintain data integrity, including the accurate capturing, validation, and secure storage of all programme-related information. The Municipality shall also ensure full audit readiness by maintaining comprehensive supporting documentation and adhering to all compliance and record-keeping requirements.

12. POLICY REVIEW

This policy shall be reviewed every five years, or earlier if there are significant changes to EPWP legislation, policy frameworks, or implementation guidelines.