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Public Works and Infrastructure
REPUBLIC OF SOUTH AFRICA

EPWP Mid Term Review Briefing Session

30 July 2026

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Outline

- ❑ Background of EPWP
- ❑ Objectives of EPWP Phase V
- ❑ EPWP Sectors
- ❑ EPWP Phase V targets and progress to date
- ❑ EPWP Phase V MTR Assignment Outline
 - Objectives
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 - Focus areas and questions
 - Methodology
 - Phases for the MTR
 - Timeframe

Background of EPWP

- EPWP aims to draw significant numbers of unemployed people into productive work accompanied by training.
- The EPWP is a nationwide programme covering all spheres of government and state-owned enterprises.
- EPWP was introduced in 2003 as one of government's major public employment programme under the Anti-Proverty Strategy.
- The programme involves re-orientating line function budgets & conditional grants for government expenditure to result in creation of work opportunities.
- The EPWP has been implemented in five-year phases with the past four phases being as follows:
 - ❖ Phase I: April 2005 – March 2009
 - ❖ Phase II: April 2009 – March 2014; and
 - ❖ Phase III: April 2014 – March 2019
 - ❖ Phase IV: April 2019 – March 2024
- The programme is currently in year 3 of the 5th Phase of its implementation which started in April 2024 to March 2029.

EPWP Sectors

Infrastructure Sector: involves the use of labour-intensive methods in the construction and maintenance of public sector funded projects.

The programmes in the sector includes the following: Routine Road Maintenance Programme like Zibambeke, National Youth Service (NYS), Vuk'Phile Contractor Learnership, Water Reticulation and Sanitation and the Provincial Access Roads.

Environment and Culture Sector: involves the employment of people to work on projects to improve their local surroundings and environment. The programmes in the sector includes Working for Water, Working on Fire and Wetlands, People and Parks, Coastal, Land Care, Waste Management and Growing a Tourism Economy.

Social Sector: It provides work opportunities to unemployed and unskilled people through the delivery of social development and community protection services such as Early Childhood Development (ECD), Home Community Based Care (HCBC), Schools Nutrition Programme, Khari Gude Mass Literacy Programme, Mass Participation Programmes.

Non-State Sector: consists of two sets of programmes (i.e. Community Work Programme and Non-Profit Organisations). Programmes in this sector are implemented by non-state sector agencies like NGOs, NPOs, FBOs in communities.



The Objective of EPWP Phase V

The Objective of EPWP Phase V is:

“To provide work opportunities and income support to poor and unemployed people through the use of labour-intensive methods in the delivery of public and community assets and services, thereby contributing to development”

Poor unemployed people will improve their well-being through:

Programme Impact

Employment Creation

1. Acquiring work based skills and workplace experience enhancing their potential to find further work in the formal or informal sector.

Income Support

2. Earning an increased income and improving their household security

Development of community assets and the provision of services

3. Benefiting from improved service delivery and infrastructure in their communities.



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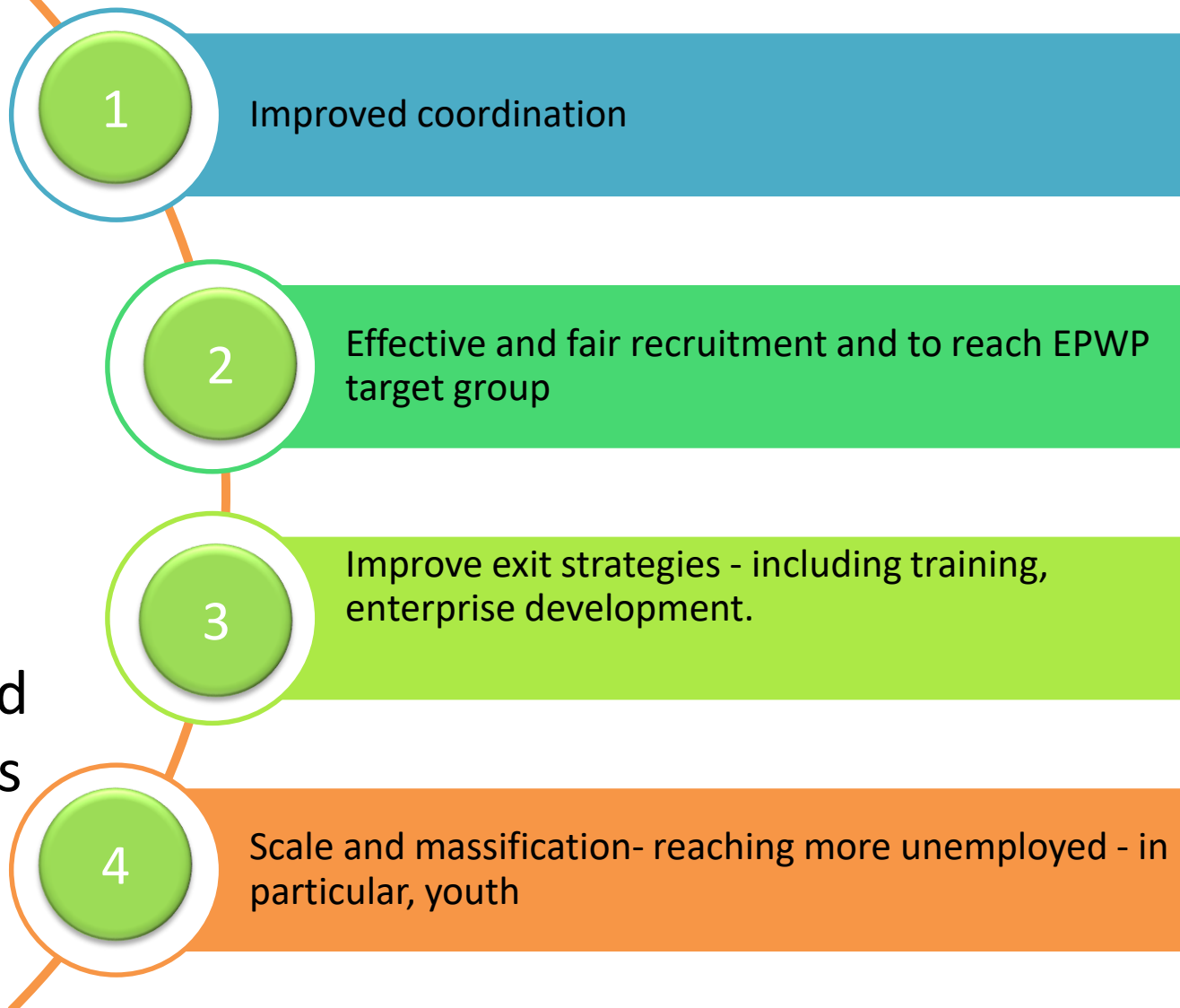


EXPANDED PUBLIC WORKS PROGRAMME

EPWP Phase V Strategies

EPWP Phase V Strategies

Are summarised
under 4 themes



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EXPANDED PUBLIC WORKS PROGRAMME

Theme 1: Improved Coordination

To address complex institutional and management challenges, EPWP Phase V is implementing key changes to enhance coordination, efficiency, and service delivery:

- ✓ The EPWP to shift in the coordination towards programmes to enable better monitoring of the implementation, identify massification opportunities and best practices.
- ✓ Resuscitates the PEP-IMC to secure required political backing and brings previously non-participating departments into the EPWP.
- ✓ Restructure DPWI management and coordination systems to better execute its roles in infrastructure implementation, NSS, and overall EPWP leadership.
- ✓ Bring on board Non-participating Departments to the EPWP.
- ✓ Review existing institutional arrangements to strengthen coordination directly at the programme level.

Theme 2: Effective and Fair Recruitment and to Reach EPWP Target Group

Participant recruitment will utilise several methods:

- ✓ The Department of Employment and Labour's ESSA system and the SA Youth Mobi platform.
- ✓ Local municipality Indigent Registers.
- ✓ Transparent local processes, such as random selection systems or drawing lots.
- ✓ Widespread advertising via notice boards, local media, and government websites.

Theme 3: Exit Strategies- Training of Participants and Enterprise Development

- ❑ EPWP is committed to the principle of enhancing the employability of participants through skills development and work experience provided through projects.
- ❑ As part of the reconceptualisation of the EPWP Exit Strategy:
 - ✓ The DPWI will take the lead in establishing and managing a wide range of partnerships with both state and non-state partners to make exit strategies more effective.
 - ✓ The focus is on targeted training, strengthening partnerships with the relevant stakeholders including the private sector.
 - ✓ The EPWP to develop more permanent employment opportunities for EPWP participants by providing them with the support they need to start their own businesses.
 - ✓ An Enterprise Development Strategy and business case to strengthen the intervention of Small Business Development to be finalized and disseminated in 2024/25 financial year.
 - ✓ Stronger participation of Department of Small Business Development within coordination
 - ✓ The establishment of robust Institutional Arrangements at national level consisting of relevant stakeholders (NYDA, DTIC, DSBD and its respective agencies) will be done.
 - ✓ DPWI to recruit and train young people to work under NYS who will then be absorbed permanently within DPWI workshops.



Theme 4: Scale and Massification- Reaching More Unemployed

- ❑ Creation of 5 million work opportunities between April 2024 and March 2029.
- ❑ The Work Opportunities created must be of High Impact to the community focusing on but not limited to the following programmes:
 - ✓ Road maintenance,
 - ✓ Public Infrastructure Development,
 - ✓ Waste Management
 - ✓ Cleaning of Government Buildings
 - ✓ Cleaning and beautification of Public Spaces, and Social Services.
 - ✓ Energy.

Overall Targets for EPWP Phase V

	Work Opportunities				
	Infrastructure	Environment	Social	Non-State	Total
2024/25	309,319	186,491	201,129	307,806	5,000,000
2025/26	325,259	187,455	203,333	306,584	
2026/27	336,556	188,250	204,822	305,961	
2027/28	353,069	189,244	205,231	303,359	
2028/29	365,350	190,243	207,545	300,905	
Total	1,689,553	941,683	1,022,060	1,524,615	

	Work Opportunities			
	Municipal	Provincial	National	Total
2024/25	209,939	382,727	412,079	5,000,000
2025/26	215,960	395,060	411,611	
2026/27	221,868	401,870	411,851	
2027/28	227,792	407,893	415,218	
2028/29	233,438	416,763	413,841	
Total (5 Y)	1,108,997	2,004,314	2,064,600	

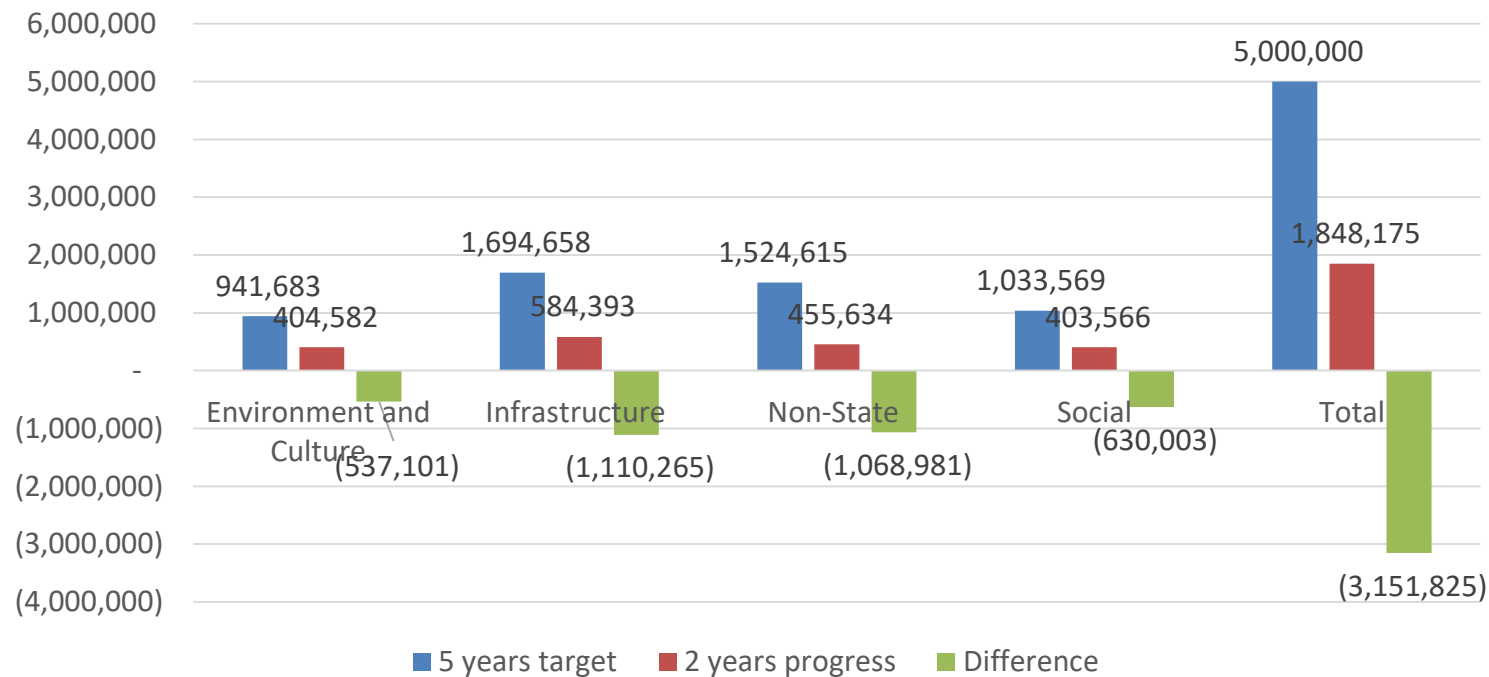
Target	Category	EPWP Phase V
	Women	60%
	Youth between 16 and 35	55%
	Persons with disabilities	2%

2024/25-2025/26 Performance by end of Quarter 4: Year 2 Sector performance against 5 year targets

Sector	WO (Number)			FTE (Number)		
	5 years target	2 years progress	% Achieved	5 years target	2 years progress	% Achieved
Environment and Culture	941 683	404 582	43%	408 679	156 641	38%
Infrastructure	1 694 658	584 393	34%	530 971	220 100	41%
Non-State	1 524 615	455 634	30%	665 660	159 259	24%
Social	1 033 560	403 566	39%	517 865	243 874	47%
Total	5 000 000	1 848 175	36%	2 000 000	779 874	37%

- Two years into the five-year plan, overall progress is chasing steadily at 36% for Work Opportunities (WO) and 37% for Full-Time Equivalents (FTE).
- The Environment & Culture sector leads WO creation at 43%, while the Social sector leads FTE creation at 47%.
- The Non-State sector requires targeted intervention, currently behind at 30% (WO) and 24% (FTE).

EPWP Year 2 Performance against Phase V Targets per Sector



Sector performance against Phase 5 WO Targets

SECTOR	YEAR 1 (2024/25)			YEAR 2 (2025/26)			TOTAL (1 April 2024 - 31 March 2026)		
	WO TARGET	WO ACHIEVED	% WO ACHIEVED	WO TARGET	WO ACHIEVED	% WO ACHIEVED	WO TARGET	WO ACHIEVED	% WO ACHIEVED
Environment and C	186 491	219 401	118%	187 455	185 339	99%	373 946	404 740	108%
Infrastructure Sect	309 434	290 447	94%	325 374	294 368	90%	634 809	584 815	92%
Social Sector	201 014	195 307	97%	203 218	208 047	102%	404 232	403 354	100%
NSS: CWP	260 000	162 472	62%	260 000	189 247	73%	520 000	351 719	68%
NSS: NPOs	47 806	56 091	117%	46 584	47 824	103%	94 390	103 915	110%
Total	1 004 746	923 718	92%	1 022 631	924 825	90%	2 000 000	1 848 543	92%

SECTOR	PHASE 5 WO TARGET	WO ACHIEVED (01 April 2024 - 31 March 2026)	% WO ACHIEVED (01 April 2024 - 31 March 2026)
Environment and C	941 683	404 740	43%
Infrastructure Sect	1 690 128	584 815	35%
Social Sector	1 021 485	403 354	39%
NSS: CWP	1 300 000	351 719	27%
NSS: NPOs	224 615	103 915	46%
Total	5 000 000	1 848 543	37%

- Overall sectoral performance indicates that most sectors are achieving the targets.
- The Environment and Culture Sector recorded the strongest performance, achieving 43% of its Phase V target.
- The Social Sector achieved 39% of its Phase V target, performing close to the expected 40% benchmark.
- The Infrastructure Sector achieved 35% of its target and remains slightly below the desired trajectory.
- The Non-State Sector recorded the lowest performance at 30% achievement against its Phase V target.

Provincial performance against Phase 5 WO Targets

Prov	PROVINCIAL SPHERE			MUNICIPAL SPHERE			TOTAL		
	PHASE V WO TARGET	WO ACHIEVED (1 Apr 2024 - 31Mar 2026)	% WO ACHIEVED	PHASE V WO TARGET	WO ACHIEVED (1 Apr 2024 - 31Mar 2026)	% WO ACHIEVED	PHASE V WO TARGET	WO ACHIEVED (1 Apr 2024 - 31Mar 2026)	% WO ACHIEVED
EC	330 577	156 989	47%	161 699	69 104	43%	492 276	226 093	46%
FS	113 478	33 935	30%	58 231	18 529	32%	171 710	52 464	31%
GP	282 179	78 464	28%	186 868	108 816	58%	469 048	187 280	40%
KN	561 522	202 592	36%	218 909	96 521	44%	780 431	299 113	38%
LP	223 951	78 654	35%	126 265	57 282	45%	350 215	135 936	39%
MP	124 682	45 875	37%	67 050	30 619	46%	191 733	76 494	40%
NC	91 725	37 532	41%	21 270	9 247	43%	112 995	46 779	41%
NW	162 842	46 136	28%	68 811	27 871	41%	231 653	74 007	32%
WC	113 357	41 835	37%	199 893	113 375	57%	313 250	155 210	50%
TOTAL	2 004 314	722 012	36%	1 108 997	531 364	48%	3 113 310	1 253 376	40%

- Provincial and municipal spheres achieved 40% of the cumulative work opportunity target with strong performance in the Western Cape and Eastern Cape.
- Free State, Kwa-Zulu Natal, Limpopo and North West remain below the expected 40% benchmark.



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EXPANDED PUBLIC WORKS PROGRAMME

EPWP PHASE V MTR ASSIGNMENT OUTLINE

Objective of the Impact Evaluation of EPWP Phase V

- ☐ To measure progress against the massification target of 5 million work opportunities, including the specific contribution of designated groups and sector plans.
- ☐ To validate the integrity of data within the EPWP Reporting System to provide a credible evidence base for the Mid-Term Review findings, while ensuring the long-term reliability of programme reporting for Phase V accountability.
- ☐ To evaluate the implementation performance against the EPWP core principles: minimum and maximum wages, employment conditions, fair and clear worker selection criteria, provision of public goods, and labour-intensity benchmarks.
- ☐ To assess the impact of job creation, wage transfer assets and services created on households and local economies.
- ☐ To investigate the effectiveness of current "exit strategies," specifically looking at training and enterprise development.
- ☐ To evaluate the effectiveness of institutional arrangements and coordination strategies across the four sectors (Infrastructure, Social, Environment and Culture, and Non-State) and between different spheres of government.
- ☐ To formulate policy recommendations for strategic re-alignment.



Detailed Scope of the MTR

- ❑ The scope of the Mid-Term Review will cover all activities undertaken in the Phase V business plan and the Monitoring and Evaluation framework of the Programme. It is expected that the review will compare planned outputs/outcomes of the Programme to actual outputs/outcomes and assess the actual results to determine their contribution to the attainment of the programme objectives.
- ❑ The MTR will extract lessons learned, diagnose and analyse issues and formulate a concrete and viable set of recommendations.
- ❑ The service provider will be expected to conduct:
 - Literature Review: A study of other programmes internationally from which lessons for the EPWP could be drawn.
 - Document Review (EPWP documents including analysis of previous evaluation studies) and Data Analysis from EPWP performance data:
 - Conduct face to face interviews with all relevant stakeholders across all spheres of government (Political Principals, Coordination Managers, Project Implementers, Participants and Community Members). Only face to face interviews will be accepted.
 - Conduct Sector-Specific Assessments.
 - Compliance with EPWP Policies, Guidelines and Frameworks Assessment.

Methodology

- ❑ The service provider must implement a:
 - ✓ robust, scientific research design that integrates quantitative accuracy with qualitative depth.
 - ✓ The methodology must be structured to provide a "360-degree" view of the programme's performance.
- ❑ The review will be grounded in a Theory-Based Approach. Rather than just measuring outputs, the evaluator must reconstruct and test the Theory of Change (ToC) for EPWP Phase V.
- ❑ The proposed approach must demonstrate the following:
 - a) Evidence-Based Framework
 - b) Rigorous Impact Attribution
 - c) Integrated Mixed-Methods Design
 - d) Assessment of Compliance with the policies, guidelines and frameworks model



Timeframe

- ❑ The MTR will take a period of 9 months. The assignment will commence immediately after appointment.
- ❑ Discussion and finalisation of the inception report: 2 weeks after appointment.
- ❑ A draft report to be submitted seven months after the finalisation of the inception report. The draft report should cover the work undertaken with preliminary findings and recommendations.
- ❑ A workshop will be held with the key stakeholders two weeks after draft report is submitted to review the draft report.
- ❑ A detailed Final Report submitted a month after the draft report is presented and discussed.



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