

The role of Public Works Programmes in tackling poverty and unemployment

Case study: The South African Expanded Public Works Programme in the North West Province (2004-2016)

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DECLARATION

I, **Kaelo Roselyne More**, hereby declare that this research project is submitted in partial fulfilment of the requirements for the Master of Social Sciences in International Relations at the North West University, Mafikeng Campus. It has not previously been submitted for any degree at this or any other university, and that it is my own work in design and execution. I have obtained all the necessary authorization and consent to carry out this project.

Student's signature: _____ Date: _____

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Completing this thesis in accordance for my Masters degree has been a journey marked by challenges and achievements. I am humbled by the fact that I would not have been able to reach this mile stone on my own.

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DEDICATION

I lovingly dedicate this thesis to my grandfather (Mr K.W More), my mother and sister, Mr T.A.C Tsimanyana and most importantly my daughter Leano KagoTshidiso More.

ABSTRACT

The international norm and practice of Public Works Programmes was adopted and put in place in South Africa in the form of the Expanded Public Works Programmes (EPWPs) in 2004. The purpose of this programme was and is still to provide temporary employment, skills development and training to the unemployed, unskilled and semi-skilled. The intention was to make the beneficiaries of this programme relevant to the labour market demands and increase their employability. This study explores the role of EPWP in creating employment and reducing poverty in South Africa with specific focus on the North West Province. Using quantitative and qualitative data, information from policy and evaluation reports of EPWP, the researcher analyzes programme effectiveness in creating employment and reducing poverty. Considering that North West Province was standing at an unemployment rate of 43% in the first quarter of 2016, this paper reveals that the EPWP is not a sustainable solution to resolving the challenges of unemployment and poverty. This study argues that the EPWP is one of the international norms selected by the South African government as a suitable strategy designed to address unemployment and yet the results are not measurable or development contributory. Overall, this study explores public works programmes drawing lessons from other states like Botswana and Ethiopia among others, to help understand and further improve on the EPWP in the North West Province and South Africa at large.

ACRONYMS/ ABBREVIATIONS

ABET: Adult Basic Education and Training

AIDS: Acquired Immune Deficiency Syndrome

ANC: African National Congress

AsgiSA: The Accelerated and Shared Growth Initiative for South Africa

BCEA: Basic Conditions of Employment Act

BIDPA: Botswana Institute for Development Policy Analysis

CBPWP: Community Based Public Works Programme

CDP: Community Development Programme

CETA: Council Education Training Authority

CETA: Construction Education Training Authority

CPSI: Centre for Public Service Innovation

DoE: Department of Education

DoH: Department of Health

DoL: Department of Labour

DORA: Division of Revenue Act

DPW: Department of Public Works

ECD: Early Childhood Development

EGS: Employment Guarantee Scheme

EPWP: Expanded Public Works Programme

GDC: Growth and Development Summit

GEAR: Growth, Employment and Redistribution

HIV: Human Immunodeficiency Virus

HSRC: Human Science Research Council

HWSETA: Health Welfare Sector Education Training Authority

MIG: Municipal Infrastructure Grant

NEDLAC: National Economic Development Labour Council

NERGA: National Rural Employment Guarantee Act

NPWP: National Public Works Programme

NQF: National Qualifications Framework

PIG: Provincial Infrastructure Grant

PTE: Programme Theory Evaluation

PWP: Public Works Programme

RDP: Reconstruction and Development Plan

SETA: Sector Education and Training Authority

SMME: Small, Medium and Micro Enterprises

Stats SA: Statistics South Africa

UIF: Unemployment Insurance Fund

UK: United Kingdom

UN: United Nations

UNICEF: United Nations Children's Fund

USA: United States of America

TABLE OF CONTENTS

Declaration	i
Acknowledgements.....	ii
Dedication	iii
Abstract.....	iv
Acronyms/Abbreviations	v

CHAPTER ONE: INTRODUCTION

1.1. Historical Background of the Expanded Public Works Programmes	1
1.1.2 Public Works Programmes Defined	5
1.1.3. Rationale of Public Works Programmes	7
1.2 Problem Statement	10
1.3 Aim of the study	11
1.4 Objectives of the Study	11
1.5 Research questions	12
1.6 Relevance to International Relations	12
1.7 Scope of the Study	13
1.8 Area of Study	13
1.9 Structure of the thesis	14
1.10 Conclusion	15

CHAPTER TWO: THEORETICAL FRAMEWORK AND LITERATURE REVIEW

2.1. Introduction	16
2.2. Theoretical Framework	16
2.2.1 Unemployment Defined	18
2.2.2 Theories of Unemployment	19
2.2.2.1 Unemployment in the Classical Economic Theory	20
2.2.2.2 Unemployment in the Theory of Innovations	22
2.2.2.3 Unemployment in the Real Business Cycle Theory	26
2.3. Literature Review	27

2.3.1 The importance and example of a good design of such policies	27
2.3.2 International Practice Overview	36
2.3.2.1 The Indian Experience	36
2.3.2.2 The Ethiopian Experience	37
2.3.2.3 The Latin American Social Investment Fund Experience	37
2.3.2.4 The Botswana Experience	38
2.3.3 South Africa’s Expanded Public Works Programme	40
2.4. Conclusion	43

CHAPTER THREE: Research Methodology

3.1. Introduction	45
3.2. Research Design	45
3.2.1 Advantages of Qualitative Method	46
3.2.2 Advantages of Quantitative Method	46
3.3. Scientific value of Mixed Method Research	47
3.4 Exploratory Mixed Methods Design	47
3.5 Population	48
3.6 Research Setting	48
3.7 Sampling Method	48
3.8 Sampling Technique	49
3.8.1 Door-to-door technique	49
3.9 Data Collection Method	50
3.9.1 Advantages of the Interview	51
3.10 Problems experienced with data collection	51
3.11 Data Analysis	52
3.11.1 Data analysis through thematic analysis	52
3.12 Primary data	53
3.13 Secondary data	53
3.14 Ethical Consideration	53
3.15 Conclusion	54

CHAPTER 4: Implementation of the EPWP and the Current Labour Market

4.1. Introduction	55
4.2. Objectives of the EPWP	55
4.3. EPWP Programmes in the North West Province	56
4.3.1 The Infrastructure Sector	56
4.3.1.1 Labour	58
4.3.1.2 Challenges	59
4.3.2 The Environmental Sector	59
4.3.2.1 Case-Study: Multi-sectoral programme in Modimola, west of Mafikeng	60
4.3.2.2 Human resource development and training	60
4.3.2.3 Programme benefits	60
4.3.3 The Social Sector	61
4.3.3.1 HCBC Case-Study: The Lomanyaneng HCBC Centre	62
4.3.3.2 Monitoring and Support by Provincial Departments	62
4.3.3.3 ECD Case-Study: Hikane ECD Centre	63
4.3.4 The Economic Sector	64
4.3.5 Conclusion/ Summary	64
4.4 Challenges of the EPWP Nationally	65
4.5 Challenges of the North West Province EPWP Social Sector	66
4.5.1 Institutional Constraints	66
4.5.1.1 Role of Local Government	66
4.5.1.2 Possible Duplication	67
4.5.1.3 Merging of the Department of Social Development and Health	67
4.5.2 Operational Constraints	67
4.5.2.1 Funding	67
4.5.2.2 Inadequate Capacity	67
4.5.2.3 Payment of Stipends	68
4.5.2.4 Lack of Standardization and Inadequate Stipends	68
4.5.2.5 Lack of Standardization and Monitoring of Training Outcomes	69
4.5.2.6 Underdeveloped Exit Strategies	69
4.6 EPWP Output (2004-2014)	70

4.7 Labour Market and Unemployment	71
4.7.1 National Labour Market	71
4.7.2 Provincial Labour Market- North West Province	72
4.7.3 North West Province Employment by Industry	74
4.8 FINDINGS	75
4.8.1 Distribution of Participant by Gender	75
4.8.2 Age Distribution of Participants	75
4.8.3 Participants' Level of Education	76
4.9 Interview	77
4.9.1 Question One – Did you receive any form of training during programme participation?	77
4.9.2 Question Two – Have you been formally employed beyond the programme duration? 78	
4.9.3 Question Three – Do you currently have an income?	79
4.9.4 Conclusion	79

CHAPTER 5: DISCUSSION OF FINDINGS, RECOMMENDATIONS AND CONCLUSION

5.1. Introduction	81
5.2. Discussion and Findings	81
5.2.1 Research Question One	81
5.2.2 Research Question Two	84
5.2.3 Research Question Three	85
5.3 Research Project Review	87
5.4 Analysis guided by Theoretical Framework	88
5.4.1 Unemployment in the Classical Economic Theory	88
5.4.2 Unemployment in the Real Business Cycle	90
5.4.3 Unemployment in the Theory of Innovations	91
5.5 Recommendations	95
5.6 Conclusion	98
5.7 References	100

Appendix

Appendix A - Editor's Report

Appendix B - Turnitin Report

Appendix C – Approval of Research Proposal

Appendix D – Ethical Clearance Certificate

Appendix E – Plagiarism Declaration Form

CHAPTER ONE

INTRODUCTION

1.1 Background of Study

The Expanded Public Works Programme (EPWP) is one of government's chosen systems intended to address joblessness. The general reasons for unemployment in South Africa are different and multipart. While a discourse of the examination and verbal confrontations around, there lies past the proposed extent of this exploration. It is significant to note that there is an impressive understanding that the reason for joblessness is auxiliary as opposed to repeating (Consolidated programme overview and logical framework version 6, 2004).

For South Africa to end up plainly more comprehensive, numerous more individuals should be provided with the opportunity to work and make a beneficial contribution to the economy and general public. Unemployment does not only speak to inescapable yield today and a misuse of possibly profitable assets, however it likewise negatively affects future yield. Work is not just about gaining a salary – it additionally advances self-worth, achievement, independence and growth. The unemployed do not procure the aptitudes or experience anticipated to move the economy forward, which thusly limits the nation's financial advancement, convincing a more prominent pressure on the state to provide social aid. What's more, joblessness is related with social issues, for example, poverty, wrongdoing, brutality, lost spirit, social debasement and political separation (Kingdon and Knight, 2000; Levinsohn, 2008).



The 51st National Conference of the African National Congress (ANC), the ruling party, held on 16-20 December 2002 at the University of Stellenbosch, noticed that the ANC government has looked for, and keeps on looking for, to stand up to the difficulties of poverty and underdevelopment, and to guarantee a better life for all, through an inclusive individuals

focused, and additionally individuals driven programme of social change. With regard to infrastructural improvement, this gathering settled that the Expanded Public Works Programme must be a central need and be intended to make a critical commitment to reducing joblessness and giving jobs to poor people, ladies, youth and individuals with inabilities (ANC, 2002).

The decision to start this programme was taken at the Growth and Development Summit (GDS) held in June 2003. At this summit, it was battled that EPWPs can give dejection and wage help through brief work for the jobless, and can do socially important activities. These activities would be proposed to permit individuals with an obliged measure of getting ready and work understanding, which ought to enhance their capacity to obtain a living later on (GDS Agreement, 2003). It is a key segment of Government's comprehensive approach to manage ensure that the poor can take an intrigue and favourable position from a creating economy, generally through the generation of occupations joined with preparing for future work (Sowetan, 19 May 2004). The hypothetical arrangement of the EPWP was finally grasped by Cabinet in November 2003.

As per the EPWP combined programme outline and coherent system version 6 of 2004, the EPWP is a nationally initiated programme covering all circles of government and state- possessed projects. It intends to draw in huge quantities of jobless individuals into beneficial work joined via training, with the goal that they increase their ability to procure a wage. The EPWP is an essential method for giving introduction to the world of work in a circumstance where a high percentage of the jobless have never worked. To be sure, in the 16-34 age gathering (which constitutes the "youth" classification as far as the Youth Commission's definition) 70% report never having worked, while 59% of all jobless individuals have never worked (Consolidated programme overview and logical framework version 6, 2004).

The programme includes contingent allowances with the goal that government expenditure will bring about more work opportunities, primarily for incompetent work. The GDS concurred that the EPWP must not dislodge existing changeless employments and all open doors must be founded on genuine interest for administrations (Consolidated programme overview and logical framework version 6, 2004). Despite the fact that the EPWP gives an important opportunity for labour absorption

and income transfers to poor family units in the short to medium-term, it isn't composed as an arrangement instrument to address the basic idea of the unemployment crisis. Additionally, it is simply a fixing inside a more extensive government methodology to diminish destitution through the easing and lessening of joblessness (Consolidated programme diagram and consistent structure variant 6, 2004).

According to the evaluation of the EPWP in the North West (2009), in 2008 Cabinet requested the Department of Public Works to complete a survey of the initial five years of the EPWP and to produce recommendations for the next five years of the programme. DPW concluded the review and Cabinet high level proposals for the second phase of the EPWP in June 2008 and accepted the programme's Business Plan at the Cabinet Lekgotlha in January 2009. The second phase of the programme came into effect on 1st of April 2009. The general goal of the second phase is to create two million full time proportionate (FTE) work opportunities (or 4.5 million 100-day work opportunities) in five years (Evaluation of the EPWP in the North West, 2009).

South Africa is currently experiencing rising levels of unemployment and poverty due to the structural nature of the economy and the lack of coordination in policy development may have resulted in poor direction in policy (Benerjee et al, 2008). After the colonial and politically-sanctioned racial segregation periods, as one of the nation's vital duties for creating business and reducing destitution, the government started the Public Works Programme (PWP). The objective of the Programme was to lighten joblessness and diminish levels of neediness.

The colonial and politically-sanctioned racial segregation economy and society depended on dispossession of the land of the African greater part, the utilization of the landless as shabby and incompetent work, and the control of those portrayed as "surplus people" in the frantically poor and discouraged in the so-called homelands (EPWP launch report, 2004). This has changed after some time. The economy no longer needs modest and unskilled labourers, yet rather educated and skilled labourers. Moreover, today these labourers need to compete with labourers in other nations.

The central challenge faced was that the frontier and politically-sanctioned racial segregation society left the economy of this nation with substantial quantities of the populace with next to no or no qualifications, without any abilities, and without adequate land even to keep up a practical arrangement of subsistence horticulture (Stephen Ocheni and Basil C. Nwankwo, 2012). According to StatsSA's fourth-quarter 2016 labour survey, out of the 26% unemployed South

Africans, 7% of them were graduates (StatsSA, 2016) and this on its own cautions policy makers of a growing dimension with regards to the unemployment problem. The social and economic changes that have occurred after some time have brought about these extensive numbers, who were required as cheap and unskilled workers, turning into a significantly bigger pool of "surplus individuals" than was the situation when the colonial and politically-sanctioned racial segregation society economy still required modest and unskilled labourers.

The South African governments committed to confronting the difficulties of destitution and unemployment (Thabo Mbeki, 2004). It made the solemn vow that was intended to do everything conceivable to accomplish the objective of a superior life for their people. The realization of this goal demanded an urgent need to end colonial and politically-sanctioned racial segregation inheritance of extensive quantities of the uneducated and incompetent, to end the unsatisfactory circumstance that an expansive part of the populace stayed "surplus individuals", even within a majority rule society.

In the context of the ongoing debate on job creation and poverty alleviation, the primary concentration of this exploration is to look at the role of public works programmes as a socio-economic strategy from the perspective of promoting skills development and job creation. This brings up various issues: (a) does this programme address the current needs of society?

(b) Where we have the "missing middle"; (c) how effective are PWP's on job creation; (d) what are the emerging issues for an agenda of research and debate.

At the ANC's 53rd National Conference at Mangaung in 2012 it was settled that: "[W]e are strongly entering the second period of the progress from politically-sanctioned racial segregation expansionism to a national vote based society. This stage will be portrayed by unequivocal activity to impact monetary change and majority rule union, basic both to enhance the personal satisfaction of every single South African and to advance country building and social attachment."

Fundamentally, radical economic transformation is about on an exceptionally essential level changing the structure of South Africa's economy from an exploitative exporter of rough materials, to one which relies upon beneficiation and gathering, in which our family's most extreme limit can be made sense of. Notwithstanding guaranteeing expanded financial investment by black people in the telling statures of the economy, radical economic transformation must have

a mass character. An unmistakable target of radical economic transformation must be to diminish racial, sex and class disparities in South Africa through guaranteeing greater value with respect to wages, responsibility for and access to financial open doors. A compelling popularity based formative state and proficiently run open administrations and open organizations are essential instruments for enlarging the scope of radical economic transformation empowering the procedure to touch the lives of standard individuals (5th national approach gathering dialog report, 30th June-fifth July 2017).

Generally, the ANC's programme to transform South Africa's general public and economy must be judged on the degree to which it drastically and systematically improves the lives and chances of the individuals who are marginalized and prohibited. As stated by President Zuma amid the 2017 State of the Nation address, by radical financial change " we mean fundamental change in the structure, systems, institutions and patterns of ownership, management and control of the economy in favor of all South Africans, especially the poor, the majority of whom are African and female." (Fifth national strategy meeting discourse report, 30th June-fifth July 2017).

In his speech at the Youth Day celebration in Ventersdorp, North West, Zuma mentioned the Expanded Public Works Programme (EPWP) as one of various initiatives, at national, provincial and local level, to kick-start the economy- with the aim of assisting young people to gain experience and find employment. The president acknowledged that government efforts were made necessary by a slump in the economy (timeslive,2017-06-16).

1.2 Public Works Programmes Defined

Subbarao (2003) has portrayed Public Works Programmes as those that commonly give immediate work at a lower wage for the incompetent and semis-killed individuals on work serious activities. According to the UNICEF (2012), they give wage assistance to the underprivileged at basic circumstances. They are in this way a tool for alleviating the negative impacts of antagonistic climatic changes and foundational dangers for the poor agriculturists. They likewise fill in as a 'waiting room' for unskilled and semi-skilled labours who may have been unfavourably influenced by movements or stagnations in the formal work markets. Lal et al (2010) agrees with this view by alluding to these activities as filling in as shock absorbers "without being too little too late while at the same time strengthening the State's capacity to provide support to livelihood strategies".

At the point when legitimately planned these, ventures address both transient destitution and endless neediness not at all like money exchange programmes that by their nature just address endless neediness. There is an expansive agreement in the writing that when appropriately composed, notwithstanding tending to destitution issues, PWP's can be utilized to give basic open merchandise and administration deficiencies in this manner making second round impacts in work creation and financial development. McCord (2000) give four sorts of PWP's. These are briefly listed below:

Sort A: A single short-term episode of employment.

Sort B: Large scale Government employment programmes that may offer some form of employment guarantee.

Sort C: Promotes the labour intensification of Government Infrastructure spending. Sort

D: Programmes that enhance employability.

In spite of the fact that PWP's are stop gap measures situated in that they target here and now issues, literature demonstrates that there is an expanded inclination for these undertakings to move towards being more thorough and long-term in orientation. McCord (Ibid) has called this "A gradual shift in a system dominated by emergency humanitarianism to production of safety nets via a multi-year framework ". This move is spurred by the State's need to build capacity and adaptability to convey such projects through well thoroughly considered and arranged projects.

There are the individuals who contend that the Public Works Programmes should concentrate just on alleviating current need, instead of finishing reasonable destitution diminishment. In any case, Bangladesh's Food for Work Programme, which has been working since 1975, has been found to have a scope of manageable positive effects on farming creation and family unit pay in country regions (BIDS/IFPRI, 1985 assessments). Comparably, South Africa's Expanded Public Works Programmes (EPWP) has been found to insignificantly affect joblessness or aptitudes advancement (McCord, 2007), this is however based on policy analysis and not on the measurement of impact and output with regards to programme implementation, which is what this study seeks to investigate .

This restricted effect is predominantly a direct result of the constrained interest for low- skilled and unskilled work in South Africa, and the way that the preparation offered within the programme is deficient to outfit members with the aptitudes requested in the commercial center. There is likewise little proof about the advantages to needy individuals from the physical resources made by the Public Works Programme (Haddad and Adato,2001:9).

According to Subbarao and Lipton, thorough assessment of the effects of public works programmes in low and middle income nations is restricted, projects can be fruitful as far as focusing on needy individuals, and in addition creating here and now employment and salary gains and the advantages to needy individuals from resources generated (Subbarao 2003 and Lipton, 1996).

It can be communicated that while PWPs are primarily expected to address foundational crises, they can be short or long haul in nature, and they charm themselves with both desperation and work issues and may have multi-faceted objectives that are both social and monetary. Nonetheless, it is extremely crucial to recognize the significance of the PWP involvement in abilities advancement and the arrangement of these approaches to the labour market demands.

1.1.3 Rational of Public Works Programmes

According to the Final Report for Ipelegeng programme, conducted by UNICEF in 2012, it is very important to have an efficient monitoring and evaluation system placed to assess policy implementation and practical impact on socio-economic issues. Subbarao (2003) distinguish five regular purposes behind the foundation of PWPs. Initially, the projects fill in as protection for the underprivileged by giving salary exchanges at essential circumstances.

The UNICEF report furthermore indicates that PWPs give utilization smoothing to the poor when there is draft or yield disappointment. In that way human poise is safeguarded and hunger is controlled. Thirdly, when these programmes are very much planned they give helpful framework and administrations that can possibly make second round work and economic development. Fourthly, that they can be focused to particular areas in the nation that are faced with high unemployment or poverty levels makes these projects a noteworthy device for financial improvement. Ultimately, their reliance on little scale private contractual workers can possibly support private area development (UNICEF,2012).

The study conducted by UNICEF (2012) concluded that literature emphatically contended that when they are legitimately outlined these genius poor adjustment programmes are useful for the poor as well as useful for the economy everywhere for the accompanying reasons:

i) They can without much of a stretch be staged in and be made financially savvy through appropriate outline.

ii) They can be made to act naturally focusing on in this manner lessening their regulatory expenses.

iii) Because they address both total supply and total request parts of the economy they are less inflationary.

iv) They can be a wellspring of new development particularly when they are subsidized through outer assets.

v) They ensure or diminish the deterioration of human capital through long-term methodologies that are forward looking with some inbuilt aptitudes improvement segments.

vi) Because work markets don't work for poor people, untalented and underemployed, these projects endeavor to assume the part of coordinating this gathering into the fundamental work showcases through extreme graduation.

Phillips (2004) has further contended that when suitably planned PWP's can likewise give:

- a lift to genuinely necessary foundation and open administrations
- a temporary increment in the income of poor people

- an increase in the poise of poor people and lessening in their distance
- work experience and can assemble a skills pool.

Other aberrant impacts that can be added to the above list are:

- The fortifying of nearby government and group organizations by straightforwardly including them in the implementation of these projects.
- Women and youth empowerment can be accomplished through a purposeful and deliberate plan of these projects.
- An environment that supports small-scale private ventures can be made by including them in the implementation of these projects.

The main role of PWP is destitution mitigation through work assimilation. Governments accomplish this by burning through cash on the making of open resources through work escalated techniques (McCord, 2002). PWP are as often as possible used as a government managed savings). PWP are required to decrease reliance on social instrument to address the necessities of the working-age poor (Overseas Development Institute, 2012protection and contribute towards adjacent money related.

It is important to emphasize that the rationale for PWP goes beyond consumption smoothing and the provision of survival indemnity to the poor as it also anchors on economic growth. However, the achievement of these benefits wholly depends on the design of these programmes.

1.2 Problem Statement

As indicated by the Regional Poverty Framework (Background Document) of April 2008, Poverty in Southern African Development Community is unpredictable and takes an assortment of structures, and its causes are varied. It can be credited to absence of wage, absence of access to methods for survival, for example, wellbeing, water and nourishment, absence of methods for creation, absence of human capital or abilities that are important for one to take part underway and general hardship emerging out of contention, political contrasts and tribal isolation.

The poor might not have procured fundamental resources or abilities. They might be helpless because of age, wellbeing, living condition, or occupation. Financial stagnation may restrict open doors for beneficial or profitable work. According to the Department of Labour, in its yearly report of 2012, South Africa is as yet faced with a circumstance of appeal for skilled and experienced labour against an oversupply of unskilled labour, and this results in an uneven labour demand and supply in the nation. Circumstances are different and the work showcase has its needs and requests, in this way, it is essential to adjust government activities to the situations requests with the goal that the need is fulfilled satisfactorily. Maybe if PWPs could address the sort of abilities required by the labour market there could be an extraordinary effect on reducing unemployment and poverty.

Analysts like Kingdon and Knight, 2000; Levinsohn, 2008; Burger and Von Fintel, 2009 detailed that South Africa has one of the most elevated basic unemployment rates on the planet. In the North West Province, in 2016, the rate of unemployment remained at 43.1% of the working age populace, i.e. 18 years and more seasoned. While the national unemployment rate stood at 26.7% in the primary quarter of 2016 (StatsSA, 2016).

One reason for South Africa's high unemployment rate is that its economy cannot create work for a developing number of labourers, particularly among the unskilled (McCord, 2003). Former President Thabo Mbeki acknowledged that South Africa is of a dual economy and thus needs different policies to address challenges respectively, he further suggested that the two economies are basically detached, which implies that "economic growth in the first economy does not automatically benefit those in the second economy, and that integration will call for constant government intervention, including resource transfer and the infusion of capital" (Mbeki, 2004:10-

11).

According to McCord (2003), the structure of the South African economy is to such an extent that unemployment cannot be fundamentally lessened without significant government intercession in the formation of business openings. This exploration concentrates on the Expanded Public Works Programme (EPWP), an administration mediation arrangement in South Africa that looks to advance job creation through public works and labour intensive projects. It is important to investigate the impact of the Expanded Public Works Programme strategy of making the unemployed more employable, for the purpose of surveying if the training offered empowers the recipients to produce a satisfactory and secure way of life and long term employment opportunities.

1.3 Aim of the study

It can be expressed that while PWPs are essentially intended to tackle fundamental emergencies. In nature, they can either be short-term or long-term, and they distract themselves with both poverty and employment issues and may have multi-faceted objectives that are both social and financial. Be that as it may, it is exceptionally fundamental to distinguish the importance of the PWP involvement in aptitudes advancement and the arrangement of these approaches to the labour market demands.

1.4 Objectives of the study

MAIN OBJECTIVE

To examine the implementation of the Expanded Public Works Programme and its effectiveness in tackling unemployment and poverty in the North West Province.

Sub Objectives:

- To explore the relevance of the skills gained through programme participation and the needs of the labour market.
- To explore if Public Works Programmes a relevant socio-economic policy to the

alleviation of unemployment and poverty in the North West Province.

- To determine whether or not public works programmes are a safety net for the South African government.
- To explore if the adaptation of the Public Works Programmes international norm yield positive results for the South African socioeconomic climate.

1.5 RESEARCH QUESTION

MAIN QUESTION

Is the implementation of the Expanded Public Works Programme effective in tackling unemployment and poverty in the North West Province?

Sub Questions:

- What is the role of Public Works Programmes in addressing unemployment and poverty in the North West province?
- Are Public Works Programmes a relevant socio-economic policy to the alleviation of unemployment and poverty in the North West Province?
- Is the South African Public Works Programme just a socio-economic safety net?
- Does the adaptation of the Public Works Programmes international norm yield positive results for the South African socioeconomic climate?

1.6 Relevance to International Relations

The Public Works Programmes have introduced employment opportunities for many individuals in developing nations, especially in Africa and South Asia (Devereux, 2000). Botswana, Bangladesh, Ghana and India are nations that have set up expansive scale Public Works Programmes since the 1970s. One of the biggest, longest running and most considered projects is the Maharashtra Employment Guarantee Scheme (EGS) in India. The EGS was acquainted with give ensured work to destitute individuals when the rain falls, and to help build local infrastructure. Proof from Lipton (1996) demonstrates that the programme reduces country

joblessness by 10 to 35% since its execution in India.

Public Works Programmes have been implemented for over five decades, everywhere throughout the world. With Botswana being one of the nation to have practiced this framework the longest, that makes it an awesome chance to examine and contrast the PWP arrangement with one of the most recent implementations in the twentieth century. In the case of South Africa, the Expanded Public Works Programme is a borrowed idea which was implemented without a trail and test. This research seeks to assess the efficiency of borrowing solutions from the international community, to address socioeconomic challenges in a different economic set up and a different skills set.

1.7 Scope of the study

The scope of the exploration is to evaluate the EPWP in the North West in terms of its design and implementation elements.

1.8 Area of study

The area of study is the North West Province EPWP.



Structure of the dissertation

Chapter 1 presented the exploration issue, the justification for the investigation and the examination goals. Chapter 2 comprises of a writing audit which analyses the literature identified with PWP's, unemployment and poverty, especially regarding the requirement for PWPs and their key components. Chapter 3 captures the research method that was utilized, which is mixed in nature. Chapter 4 sets out the three research questions that deal with the appropriateness and the role of the EPWP as a response to South Africa's high unemployment and poverty issue, and shows the discoveries and examination of the exploration. Chapter 5 is the last section and talks about the discoveries and coordinates this with the literature whilst answering the research questions. The chapter will likewise talk about the constraints of the research and make recommendations for additional research.

1.10 Conclusion

The next chapter will look into the theories of Unemployment and further explore elements of an effectively calculated public works programme. The chapter will also look at some of the best PWPs internationally and expand details of the South African Public Works Programmes.

CHAPTER TWO

THEORETICAL FRAMEWORK AND LITERATURE REVIEW

2.1 Introduction

This chapter will investigate the theories of Unemployment and further investigate the elements of an effectively calculated public works programme. The chapter will likewise look at some of the best PWP's internationally and extend subtle elements of the South African Public Works Programmes. Terre Blanche and Durrheim (1999:17) express that writing survey includes the recognizable proof and writing identified with one's exploration venture. This is done in light of the fact that a research project does not exist in separation, yet is rather based on what has been done beforehand.

2.2 Theoretical Framework

In order to address the issue of joblessness viably, a refinement should be drawn between different sorts of joblessness (Mafiri, 2002). This gives an indication of the possible clarifications behind joblessness, and in this way some idea of how the issue ought to be tended to (McConnell and Bruce, 1995). There are four sorts of unemployment, to be specific; frictional unemployment, cyclical unemployment, seasonal unemployment and structural unemployment. Much of the time, a few types of unemployment exist within the same period. Different types of unemployment except cyclical unemployment, can happen even at the pinnacle of business cycles when the economy is at a nearer to full work. Meaning of each sort will be given underneath;

Firstly, there is Frictional Unemployment. This type of unemployment emerges because of the employment of labour. This involves people moving between jobs; that is, moving in and

out of the labour force and new contestants in the labour market at any given time (McConnell and Bruce, 1995). Frictional unemployment happens when workers leave their business to discover more reasonable openings for work bearing in mind the ultimate objective to fulfil their profession and wage desires (Parkin, 2012). This suggests there are dependably opportunities, which can be filled by these movers or new contestants into the work, yet it regularly accepts time for the position searchers to discover and fill these empty positions quickly.

As indicated by Kaufman (1994), this postponement is caused by flawed data in the activity market and he additionally noticed that if culminate data existed and versatility was without cost, this procedure should be possible momentarily, and unemployment of this nature would not happen. Frictional unemployment can likewise be characterized as a conservative sound procedure of pursuit of employment where people intentionally remain jobless while they seek out and weigh up reasonable occupation opportunities (McConnell and Bruce, 1995).

Structural unemployment alludes to confuse between the sorts of employments that are accessible and the aptitudes which work searchers holds, and the inverse is valid and could likewise mean a topographical jumble that is to state between the area of the empty positions and those of the activity searchers. This type of unemployment normally happens when new items are presented in the market, and the interest for specific products and ventures likewise change. This procedure prompts high joblessness rate in specific segments of the economy and makes employments in different segments. For this situation re-employment perhaps conceivable if labourers move or relocate to different segments which are highly in demand of labourers (Sikwila, 2014).

Moreover critical unemployment, likewise alluded to as Deficient Demand Unemployment, emerges when there isn't sufficient total request in the economy to give occupations to everybody who needs to work. During a period of recession, few or no employments are made for new contestants to the work advertise and notwithstanding existing labourers are in danger of losing their occupations through conservation. This kind of unemployment is related with the development of the economy all over the business cycle. At the point when

business cycles are at their pinnacle, unemployment rate progressively decreases as development in spending and generation in the economy prompt the organizations to expand work, both by cancelling back laid labourers and contracting new representatives.

When economic output fall measured in Gross Domestic Product (GDP), the pattern reverses itself-the decline in sales prompts firms to lay of a number of various existing representatives and cut back on new contracts, prompting a deficit of accessible employments in the economy and an ascent in joblessness. The most coordinated approach in tending to repetitive joblessness is to receive financial and money related strategies that guarantee steady and sound rates of monetary development. An option approach may be open works activities, for example, urban restoration at the beginning of time of recession (Kaufman,1994).

The forward sort is Seasonal Unemployment. This kind of joblessness happens on account of conventional and anticipated variations in financial exercises amid the time of single year. It is found in various fragments, with agribusiness in all likelihood being the greatest instance. Individuals working amid crest periods and being jobless in off-top periods are depicted as incidental workers or the frequently jobless (Barker,1999).

2.2.1 Unemployment Defined

This paper characterizes unemployment as indicated by the Keynesian established model. Jacobs and Slaus (2011) allude to work as a fundamental human right and the most essential capacity of any financial framework as it makes a significant contribution towards human monetary welfare. As per Pope Benedict XVI, "work empowers individuals to understand their potential and add to the benefit of society as long as their work in attempted in full regard of human nobility and basic great" (Pope Benedict XVI:Slabbert and Ukpere, 2009: 40).

Employment is an element of a scope of factors, for example, open and private speculation; cash supply, accessibility of credit, loan cost, open and buyer obligation, winning compensation rates, access to business sectors, work efficiency, mechanical development, movement; and patterns in demography. Jacobs and Slaus (2011) contend that adjustments in these factors have comparing associations with levels of work rates, where these connections are unsurprising.



John Maynard Keynes asserted that the vast majority living in current capitalist economies must work for compensation as an essential wellspring of business and wage (Wray, 2009). Be that as it may, the inability to acquire an occupation brings down the wage of populaces and, therefore, their ability to burn through cash (ibid). Accordingly, monetary development endures. This is like Howell's (2001) statement that neediness and constrained access to employments lessens the proficiency of vulnerable gatherings and brings down their ability to spare or contribute.

To frustrate the negative impacts of joblessness, Wray (2009) clarifies that Keynes exhorted giving jobless work something to do in socially gainful ways, for instance, through government spending that would give helpful financial yield and in this manner lighten showcase wasteful aspects or disappointments. Keynes in this way pushed a blended economy, similar to that of South Africa, where financial and monetary strategy intercessions of an administration are important to balance out the financial efficiency of a nation. In a blended financial framework high joblessness is a region of worry for policy makers and labour market participants (Burger and Von Fintel, 2009). This is on account of high joblessness disturbs destitution and imbalance and effects adversely on the financial and social advancement of a nation.

While South Africa's monetary structure imitates the above belief systems of Jacobs and Slaus (2011) and Keynes (Wray, 2009), despite everything it has not possessed the capacity to control joblessness essentially finished the years. This requests an examination concerning the motivation behind why unemployment and poverty rates stay high in nations, for example, SouthAfrica.

2.2.2 Theories of unemployment

Economic literature (Solomou et al. 2010, Camarero and Tamari (2004), Eichengreen and Hatton (1988) and Kapetanious et al. (2003) gives numerous clarifications to the unemployment problem. A few accuse the monetary frameworks, and others accuse the unemployed specialists. All things considered, different speculations move the issue to outer sources and stuns, or flighty occasions, and others contend that innovation and labour market foundations are the reasons for the joblessness issue. Different speculations contend that the inadequacy in total spending and advancements are the fundamental variables for clarifying the issue.

The following analysis of the theory of unemployment was done in light and guidance of the analysis done by Adil H. Mouhammed in 2011 in the Journal of Applied Business and Economics vol. 12(5) of 2011.

2.2.2.1 Unemployment in the Classical Economic Theory

The traditional hypothesis, as separated by Pigou (1933) and Solow (1981), fights that the labour market incorporates intrigue and supply of work. Enthusiasm for work is a decided demand, got from the declining level of the negligible consequence of work. The ask for twist is a negative limit of honest to goodness wage in that if pay augment the sum enthusiasm for work will diminish and the converse is correct. The supply of work is gotten from worker's choice whether to contribute some part of vitality working or not working (unwinding). Supply of hours worked is a positive limit of the honest to goodness wage, in light of the fact that if the bona fide wage rises, pros supply more hours of work. In amicability, demand and supply of work are crossed at a clearing point that chooses the adjust honest to goodness wage rate and full business. Joblessness, Sweezy (1940: 807) says, elucidating Pigou's Theory of Unemployment, "apart from frictional obstructions...would be nonexistent if it were not for the fact that wage-earners habitually stipulate for a rate of wages higher than the 'equilibrium' level."

Full business does not propose that there is no joblessness. Frictional joblessness will still exist at the going honest to goodness wage rate. For instance, if a master is of the inclination that the disutility of work is more essential than the benefit of work or the utility of the honest to goodness wage, this worker will pick not to work. This sort of joblessness is called voluntary joblessness. Frictional joblessness develops because of the dynamic thought of the labour market, the search for better jobs, the openness of information, and discretionary differences prevalent for labour, for instance, closing of a plant and of opening of another plant. The period of frictional joblessness is coordinated by the joblessness security benefits and the speed of the data.

Wicksell considers that if compensation are sufficiently adaptable descending, by then this diminishing can keep up full work (Jonung 1989: 28-35). More affordable credit to agents is the best measure to battle joblessness. He even suggests that the administration should bolster private interest in lodging and soils. Government can bolster the presentation of different improvements as well. Government support ought to be financed by tax assessment. Wicksell explores specialized joblessness because of mechanical change too. The presentation of apparatus would cause joblessness however the jobless will scan for new occupations, an inquiry that will push

compensation descending. Thus, full work is re-established once more. For the typical (frictional) unemployment, Wicksell is of the view that plants and business organizations can lessen the customary rate of joblessness. The cyclical unemployment, as another kind of unemployment, occurs as a result of the absence of compelling interest. He however thought it would be smart to bring compensation up all together for specialists to buy more. Be that as it may, this activity may make labourers lose their occupations as a result of higher wages.

Basically, for Wicksell the cyclical unemployment was because of the incorrect venture of capital. Capital was put resources into ranges where rates of return were low. He discovered that open works is the best measure to battle repetitive joblessness. After World War I, Wicksell reflects the blast and the ascent in costs prompted by the war would arrive at an end. Consequently, joblessness would rise. Specialists would need to acknowledge bring down wages. He moreover recommends that legislature ought to give money related help to the jobless who can't look for some kind of employment. After 1921, Wicksell turned to Malthus. He highlights that the reasons for the unemployment are the surplus individuals, the confused condition of the money related framework and lack of capital realized by the war. For the third reason, after the war costs were falling and makers chose to create bring down measures of generation since they knew they would get bring down costs for their items. In this way, they let their cash set sit without moving in banks and labourers wound up noticeably jobless. These causes suggest that resettlement ended up noticeably one of the indispensable techniques for tackling the unemployment issue.

Wage lessening isn't an able arrangement to expand employment. The expansion in compensation is in all probability because of expanded work profitability and wage lessening will decrease work power and efficiency. Wage decrease won't compel some capital serious firms to change to labour intensive strategies in the short run. Higher wages ought to empower the substitution impact by utilizing more machines for work. Also, this substitution will expand work efficiency and work over the long haul. Hayek (Nishiyama and Leube 1984: 7) contends that joblessness is expected "to a discrepancy between the distribution of labour...between industries...and the distribution of demand among their producers. This discrepancy is caused by a distortion of the system of relative prices and wages." as such, joblessness is caused by "a deviation from the equilibrium prices and wages which would establish themselves with a free market and stable money."

This is a uniqueness amongst request and supply of labour, which is typically caused by expansionary monetary and fiscal policies and powerful trade unions. These approaches make financial disengagement and auxiliary changes in an economy which mislead labour and other

monetary assets to different choices. Unions are likewise ready to set higher wages contrasted with advertise compensation, which create joblessness, especially in enterprises that turn out to be less beneficial. So, for Hayek the unemployment issue is caused by assets being in the wrong places at the wrong time and can be remedied if wages and costs are dictated by the harmony of free market activity.

In accordance with Hayek theory of unemployment, Trehan (2001) gives an imperative clarification of the pursuit hypothesis of joblessness. Firms look for the gainful labourers and specialists scan for lucrative occupations. In this way, the two gatherings keep seeking until matches are come to. By then a specialist will leave the joblessness pool. In any case, if a labourer acknowledges later on that her efficiency is worth higher wages and firms are paying high wages on the normal, at that point the specialist's reservation wage will increment. Thus, the joblessness rate will begin rising bit by bit, showing a mismatch has happened once more.

2.2.2.2 Unemployment in the Theory of Innovations

Initially, this theory was created by the German monetary master Von Mangoldt (Ekelund and Hebert 2007) who composed a book about entrepreneurial benefits in 1855 and associated benefits to hazard. He gave a few courses by which businessmen can produce a benefit. These ways are (1) finding particular markets, (2) securing of gainful administrators, (3) dexterous mix of elements of production, (4) productive arrangement approach, and (5) advancements. Also, it is surely knew recommendation that entrepreneurial advantages will build work (Mouhammed 2010).

Schumpeter (1934) does not give a reasonable hypothesis of unemployment but rather his theory of the business cycle exhibits how obviously joblessness can be concentrated. Advancement (see also Vecchi 1995) which makes more occupations in respect to work pulverization is the fundamental power past the increments in business and the reductions in unemployment. At the point when business visionaries advance something new, for example, the assembling of another item, the finding of another market, the finding of another technique for generation, and the presentation of new advances or another association they increment speculations to appear those developments. Domestic speculation uses will expand request on financial assets and will build their costs. Different business people will copy the pioneers by embracing the new advancements. Labour and materials will be utilized to create the new things. Wages will increase and

unemployment will reduce, expecting that employment creation will exceed work obliteration in light of the new advancements.

Schumpeter began his examination by clarifying monetary advancement. By advancement, which is the basic piece of his endogenous dynamic financial aspects, Schumpeter (1934: 83) implies the "changes in economic life as are not forced upon it from without but arise by its own initiative, from within. Should it turn out that there are no such changes arising in the economic sphere itself, and that the phenomenon that we call economic development is in practice simply founded upon the fact that the data change and that the economy continuously adapts itself to them, then we should say that there is no economic development." Economic change which reflects new changes sketched out below is not a wonder that can be illuminated by monetary powers just, yet it must be clarified by various powers that are outside to the ones concentrated by economic.

According to Schumpeter, financial advancement is amazingly capable in changing the financial condition, including the present balance. He additionally recommends that, "Development ...is spontaneous and discontinuous change in the channels of the flow, disturbance of equilibrium, which forever alters and displaces the equilibrium state previously existing." (Schumpeter, 1934: 64). The fundamental main impetus for creating advancement is developments presented by the business visionaries whose initiative turns into the activating gadget for the irregular dynamic changes. Developments begin by "the producer [not consumer] who as a rule initiates economic change, and consumers are educated by him if necessary" (Schumpeter, 1934: 65). It takes after that financial improvement is characterized "by the carrying out of new combinations" which are activated by the business person and showed up intermittently (Schumpeter 1934: 66). What's more, the results of these mixes are invited by the buyers who are influenced by the entrepreneurial leadership. That is, initiative turns into the prime mover to shoppers and other mirroring makers.

The possibility of innovation which creates changes as per Schumpeter (1934: 66) covers the succeeding five zones of improvement: "(1) the introduction of a new good...or of a new quality of a good. (2) The introduction of a new method of production....(3) The opening of a new market....(4) The conquest of a new source of supply of raw materials, or manufactured goods....(5) The carrying out of the new organization of any industry, like the creation of a monopoly position...or the breaking up of a monopoly position." The new blends are typically encapsulated in new beneficial endeavours which begin by using the jobless working individuals,

the unsold crude materials, the new innovations, and the unused gainful limit. As Schumpeter (1934: 68) brings up, "Development consists primarily in employing existing resources in a different way, in doing new things with them, irrespective of whether those resources increase or not."

For the continuation of the procedure of monetary improvement and advancements credit and back are vital prerequisites: "in carrying out new combinations, financing...is fundamentally necessary" (Schumpeter 1934: 70). Credit is an extremely imperative capacity in money related change since it gives assets to the business people to materialize innovations, or to do the new mix. Thus, Schumpeter (1934: 74) contends, the investor who has reserve funds and makes the cash (or the acquiring power) for the business person is "a phenomenon of development.."

In like manner, entrepreneurial leadership which triggers the procedure of monetary improvement is "a special kind of function and in contrast to a mere difference in rank, which would exist in every social body" (Schumpeter 1934: 87). Authority emerges "just where new conceivable outcomes present," and advancements require initiative, and the business person is the pioneer who reacts to reality successfully and inventively. For her endeavors, the business visionary acquires entrepreneurial benefits as a surplus over expenses. That is, new mixes are completed if there is advancement and if add up to receipts are more noteworthy than the aggregate expenses. Specifically, Schumpeter (1934: 154) fights, " without development there is no profit, without profit [there is] no development." And without benefit there is no gathering of riches under private enterprise. At the end of the day, entrepreneurial authority turns into the basic main thrust for the business undertakings and the foundation of focused free enterprise.

Not exclusively does financial advancement produce business, wage, and benefits, however it likewise makes the estimation of land (lease), and without improvement the estimation of land does not exist. As the procedure of improvement proceeds with the land esteem will ascend because of urban and provincial development. Also, advancement makes interest for specific products. This is called repercussion of improvement, which makes surpluses (Schumpeter 1934: 172). Thus, benefits are enlarged during the time spent the repercussion of improvement, which will thusly make another cost for credit which is known as the loan fee. Interests will be paid out of the benefit or the surplus esteem. It is additionally genuine that without advancement there is no intrigue, however the procedure of improvement influences enthusiasm to act "as a tax upon

profit" (Schumpeter 1934: 175). For Schumpeter, free market activity forced it will decide the financing cost, where the interest for credits is irregular since advancements are spasmodic. To put it plainly, higher wages and work, monetary benefit, interests, and leases are altogether marvels created by advancements which thusly outfitted by the business visionary.

During the procedure of economic development the economy is floating toward a blast which is trailed by a downturn, or a retreat. Schumpeter fights that amid the early time of the success period of the business cycle, the new enhancing firms produce a higher interest for monetary assets which must originate from different enterprises. Be that as it may, an inventive firm can deliver per unit of an item at a littler cost (Schumpeter 1928: 378). In the meantime the inventive firms begin offering the new items at sensible costs, mirroring the monetary energy of these imaginative ventures. Given the low cost of production, the sensible costs will produce higher incomes and surpluses which incorporate benefit.

The profit, in any case, is a transitory wonder. This is on the grounds that some more established firms wind up plainly adjusted to the new conditions and developments and will have the capacity to emulate (or duplicate) the strategies and the results of the main imaginative endeavours. From one viewpoint, interest for monetary assets will rise, so will their costs and the cost of creation. Cost per unit of yield will increment. Then again, the huge volume of generation will bring down the costs, as firms lose their monetary power at setting higher costs for their items. Thus, as costs rise and incomes decrease, profits will be wiped out, and liquidation will take after. Cynicism develops and the industrialist economy pushes toward a retreat or a dejection. Recovery will begin again after new swarms of advancements are started by a few business people. Business enterprises whose pioneers are innovative will set up their monetary power again at setting higher costs for minimal effort creation. Profits will rise, so will investment and employment.

Basically, Schumpeter's theories of economic development and the business cycle depend on the business person and her innovative administration and reactions. Schumpeter accentuates the way that advancement implies innovative decimation, devastating old items, firms, and showcases and making new items, firms, markets, and advances that produce auxiliary waves. Development involves entrepreneurial authority and individual activities (Schumpeter 1928: 384). The entrepreneurial inventive reactions, Schumpeter (1947: 150) contends, are not unsurprising but rather are creating critical changes for a drawn out stretch of time. Subsequently, enterprise as

indicated by Schumpeter (1947: 151) is the component of financial change, and the business visionary is the person who completes things and controls the protection and challenges confronting her business operations. Truth be told, the business visionary is the power behind monetary and institutional changes, for example, advancements, goods, labour relations, contracts, property, directions, security, and opportunity.

2.2.2.3 Unemployment in the Real Business Cycle Theory

It is contended in this theory (Chatterjee 1995 and 1999) that the development of profitability of input which upsets innovation is the principle employment and unemployment. On the off chance that the development of yield builds more than the development of information sources, at that point add up to factor efficiency or the lingering, has expanded. In the event that aggregate factor profitability isn't developing, at that point firms and the economy wind up noticeably wasteful. It takes after that reallocation of labour and capital cannot be accomplished and labour and capital will be utilized as a part of less productive open doors.

There are distinctive explanations behind the log stick in entire factor effectiveness. Advancement isn't improving the making of items and endeavours and experts' capacities are not being updated. New things are not envisioned and when the expenses of imported materials are growing. At the point when indicate factor benefit is stagnating, the co- improvements in other basic variables will log stick. For example, use utilizations won't augment over the example, nor will hypothesis spending. GDP and total hours worked won't be over the example either. Whenever utilization, venture, GDP, and hours of labour decrease, the Solow's remaining, which speaks to the development in labour efficiency and is measured by the contrast amongst genuine and anticipated profitability development (or stuns), will decay. That is, there is no change in innovation and profitability under this condition. This causes an expansion in unemployment.

Innovation stuns are achieved by logical and building improvement, by R&D, administration procedures, and by mechanical associations that make inputs more beneficial. In Schumpeter's wording developments are being presented and are exceptionally successful in influencing the economy to develop. Advancements and positive innovative stuns likewise lessen sources of info and increment add up to factor efficiency. To put it plainly, if stuns to profitability realized by mechanical stuns don't leave, the joblessness will rise.

Gali and Rabanal (2004) contend that demand and money related paralyzes impact the components of the business cycle, including work, by around 75 percent, where the creative staggers impact those variables by around 25 percent. Gali (1999) found that the positive shocks in development make an abatement in hours of labour and negative co-movement between advancement dazes and productivity. For him, non-advancement paralyzes made positive co-improvement among hours and gainfulness. His outcomes were not reliable with the genuine business cycle theory.

The previously mentioned speculations appear to be perfect as help systems; be that as it may, they address mechanically skilled and created nations. The greater part of the writing does not discuss think joblessness by state apparatus as was the case in Botswana and South Africa. Africans were made intentionally jobless through absence of instruction and aptitudes improvement with the goal that they could supply humble work. Most creators take a gander at the western point of view and not the African frontier and post-colonial views.

2.3 Literature Review

2.3.1 The importance and example of a good design of such policies

PWPs are by and large composed by the state's dimensions, the programme's cost viability, the power of work required and focusing on the poorest of poor people (Quene, Samson and Van Niekerk, 2006). These outline factors, in this way, impact a portion of the prescribed procedures that are acclimatized into the order of PWPs, for example:

- a. Wage rate paid
- b. Wage installment courses of action
- c. Timing and span of work
- d. Aptitude and workforce

e. Exit arrangements

f. Microfinance

g. Resources/Infrastructure made

These best practices decide the impact of PWP's on livelihoods (McCord, 2003). Each best practice will now be expounded upon with cases of global contextual investigations.

a. Wage rate

The self-focusing on idea advocates that a PWP's wage in a low-pay nation ought be no higher than the market rate for untalented work. It is contended that an adequately low rate will promise self-focusing by poor people. This will decrease the likelihood of the less helpless from taking an interest in the PWP and consequently gives more extensive scope to the most powerless gatherings. The method of reasoning relies on the assumption that any person who will do unskilled difficult work for such a low wage is poor and that labourers will take up elective, better paying work in the occasion that it ends up noticeably accessible (Quene et. al., 2006).

Notwithstanding, one feedback of the self-focusing on rule is that the estimation of exchange benefits made through PWP's are purposely set so low that regardless they leave the members well beneath the neediness line. It is along these lines contended that the reliance of helpless gatherings on governments to give inadequately paid work is no less risky than reliance on governments to give coordinate exchanges through awards (Wahenga.comments, 2007).

Thus it is regularly valuable to consider supplementary systems which guarantee that the poor are focused on (Quene et. al, 2006). For instance, on account of the Maharashtra EGS programme, self-determination lessened the regulatory weight of focusing by keeping wage rates a little lower than the ordinary agrarian wage rates in private homesteads. Nonetheless, to supplement the low wage rate, various welfare benefits were incorporated into the venture, for example, protect amid

breaks, crèches, medical aid boxes and sitters to care for the offspring of workers, maternity advantages to ladies workers, lease for working devices, and the accessibility of work inside eight kilometres from the living arrangement of the worker (Pellissery,2008).

In any case, there is a trade-off amongst focusing on and the level of wages paid. Other than focusing on, the measure of wages paid is additionally a noteworthy thought on the grounds that small exchanges have little effects (McCord, 2003). It is contended that the poor utilize incremental salary to fulfil fundamental utilization needs in the first place, at that point put resources into human capital (instruction and wellbeing) and social capital, and afterward put resources into pay creating exercises (Devereux, 2000: McCord, 2003). Likewise, the wages that are paid out by PWP are typically sufficiently just to fulfil essential human utilization needs, and don't take into account the fulfilment of human and social capital and speculation needs (McCord, 2003). Along these lines, if PWPs are to have a noteworthy effect on destitution mitigation, wage levels that satisfy each of the three needs are required.

b. Wage installment courses of action

Queneet. al. (2006) states that instalments must be customary, and must be established on straightforward procedures clearly conveyed to labourers. Divided instalment game plans, which regularly result from poor organization or financing imperatives, can drastically dissolve the advantages of the PWP. This is clear in the Maharashtra EGS programme where passes in instalment brought about specific anomalies and work delays (Pellissery, 2008). Deferments and broadly differing instalments courses of action make disarray, hatred and social strain among the workforce (Quene et. al, 2006).

Contingent upon the structure of the PWP, payment can be made in the accompanying ways:

- on a piece-rate framework,
- on an assignment based framework ,or
- on a period based framework.

As indicated by Queneet. al. (2006), piece-rate and assignment based instalment frameworks give more noteworthy adaptability in booking work and are regularly favoured after some time based frameworks since they maintain a strategic distance from work motivations that can be compromised. Errand based plans, in any case, can prompt disarray. Straightforwardness and correspondence are basic in keeping away from hatred inciting false impressions (Quene et. al., 2006).

Furthermore, connecting work execution to instalment is improper in PWPs as this may bargain the consistency of instalments. It is suggested that execution issues be tended to through administration intercessions as opposed to remuneration punishments since these can prompt instalment delays and are observed to be quite often counterproductive (Quene et. al, 2006).

c. Timing and span of business

As show by Quene et al. (2006), another fundamental configuration highlight of a PWP is the length of business advertised. PWPs should react to the term, recurrence and force of the dangers that helpless gatherings confront. While most money exchange programmes are long- term in nature, most PWPs offer just impermanent work (Quene et. al., 2006). McCord (2003) additionally states that the length of business offered is basic as far as the capacity of cooperation in a programme to have sustained influence on poverty.

Be that as it may, some PWPs, for example, the Maharashtra EGS programme and Ethiopia's Productive Safety Net Programme have been compelling in tending to constant neediness. These offered longer term occupations (Quene et. al., 2006). PWPs which mean to address perpetual destitution ought to likewise give a chance to family units to spare and aggregate resources, and enable members to participate in extra formative exercises, for example, preparing for lasting business or setting up pay creating exercises (Quene et. al., 2006).

On account of the Maharashtra EGS programme, the more extended length of work expanded the adjustment impact of an exchange of salary to poor people (McCord, 2003). Adjustment empowers utilization smoothing and decreased powerlessness to stuns (McCord, 2003). McCord (2003) contends that the adjustment impact, as opposed to the quick exchange of money, has the hugest effect on neediness decrease, where lessened vacillations in pay can avert intense pain to poor people. In this way, the presence of any type of constant salary for the poor is critical for neediness decrease.

Korea gives a decent case of suitable span of employment. Going before the financial blast of the late 1970s, the Korean government offered brief work at an incompetent work wage by executing framework undertakings, for example, streets. As the blast proceeded into the 1980s and market-work costs took off, the more gainful labourers discovered higher paying occupations. Consequently, unemployment fell which drove the legislature to supplant the PWP with a money exchange programme that gave social security all the more successfully to individuals who were not able supply work to the market. The programme went on for whatever length of time that the joblessness of profitable specialists was an endless issue. PWPs hence should be sufficiently adaptable to manage evolving conditions, and permit the presentation of more fitting instruments when required (Quene et. al.,2006).

Longer span PWPs can likewise decrease the long haul expenses of mediation. Many projects in Bangladesh and India which concentrate on creating household limit, for instance, work persistently consistently. This is on the grounds that without set up limit, ventures are probably going to endure delays, especially when social security is required the most.

Perpetual length, and the related working of limit, hence help bolster PWP as a reasonable social security instrument against unemployment and poverty (Quene et. al., 2006).

Another suitable alternative for sustained job creation is an attention on low maintenance resource/framework support, instead of benefit/foundation creation (McCord, 2003).

Another path in which the planning and length of business can be taken a gander at is as far as the kind of destitution or joblessness that a nation is encountering. On the off chance that there is a transitory interruption of jobs, for example, in case of a catastrophic event, a PWP that ensures utilization on a here and now and coincidental premise is fitting. In the event that a nation encounters occasional or repetitive poverty or unemployment, at that point the PWP should be actualized on a patterned premise. In the event that the nation encounters interminable poverty or auxiliary unemployment then the PWP needs to give work on a continuous, request premise (that is long haul) as a type of pay protection to ensure utilization, instead of on a once-off premise which is run of the mill for some PWPs (Overseas Development Institute,2012).

d. Ability and workforce

PWPs tend to make utilization of work serious strategies to make business. Work escalated is utilized to depict an operation where proportionately more work is utilized than alternate elements of generation, (for example, machines) (McCutcheon &Parkins, 2003)

As per the World Bank (1986), it was discovered that for nations with no conventional involvement with work concentrated innovations, at least three years of readiness is required for assembly, staff preparing and the presentation of specific institutional plans, previously the expansive scale utilization of incompetent work can begin. A pilot stage is likewise generally vital, amongst which impressive specialized help inputs are required.

Labour-intensive works are additionally administration serious, and require exceptional consideration in this regard, particularly where work relations are not all around created (World Bank, 1986). This suggests the significance of specific units of staff, for instance, foremen and gangers, and furthermore the requirement for para-experts to cook for the exceptional expert and mid-level administration prerequisites of work serious work. Along these lines, the preparation of supervisory and other staff and office work force are likewise imperative toward the beginning of

a PWP venture.

Work power is measured regarding the offer of PWP use that is spent on compensation. The more noteworthy the offer of PWP consumption on compensation, the more compelling will the mediation strategy be at diminishing destitution for the members for the time being. In any case, there might be an exchange off between higher work power and the capacity of the PWP to produce roundabout or medium-term profits by the advantages that are made (Quene et. al., 2006). This is obvious in the Maharashtra programme where EGS ventures were chosen on the premise of the power of the utilization of incompetent work. At the point when the EGS began, it was required to have 90% of the cost of the task spent on compensation for incompetent work and 10% on skilled labour and material. Be that as it may, in later years this proportion was discovered hard to keep up, so it was changed in accordance with a proportion of 60:40 of incompetent to skilled labour (Pellissery,2008).

As indicated by McCutcheon & Parkins (2003), a portion of the key standards of effective labour-intensive approach are that the undertaking must be dealt with as an expert building venture while giving genuine thought to deliberately chose financial destinations other than the advantage itself, with specific accentuation on business age.

In any case, different creators propose that an intemperate concentrate on work power may undermine the capacity of a PWP to fabricate the limit of a taking an interest specialist. This is on account of the abilities advancement of jobless specialists requires preparing costs and different types of extra non-wage use. Inability to buy specialized information sources and materials could render the advantages that are made of little an incentive to groups. While a more noteworthy speculation into these non-work data sources will move assets far from compensation, in the more drawn out term, PWPs may produce more noteworthy financial advantages for defenceless gatherings, their groups and their country all in all (Quene et. al., 2006).



However, the supposition that investment in PWPs will offer experiential and formal preparing and assimilate future interest into the work showcase, does not consider the restricted interest for work with regards to current joblessness levels (McCord, 2003). McCord (2003) attests that preparation under a brief term of work is probably not going to affect future labour market achievement, as a few activities last as meager as three months and creating attractive abilities takes longer than this (Adato et. al., 1999; McCord, 2003). Along these lines, under here and now

business spans, the nature of training received is regularly not satisfactory and not an adequate assurance of the future employability of members in PWP (McCord,2003).

e. Leave arrangements

Arrangement creators regularly accept that investment in a PWP will empower a member to ascend out of neediness. In any case, actually without a compelling way out system, most members in PWPs will sink once more into destitution once the plan closes (Quene et. al., 2006).

PWPs will just animate work if nearby ventures can react to the request produced by the expanded buying energy of defenseless gatherings. For instance, water system foundation and provincial streets delivered by the Maharashtra EGS had prompted advance work creation. By making resources that supported efficiency in agribusiness and rustic non-agrarian exercises, this PWP made a righteous circle where the requirement for PWPs was lessened by expanding work openings in the more profitable private segment.

Additionally, the auxiliary monetary advantages fortified by the accessibility of trade out the nearby economy (because of wage exchanges) additionally upheld private segment work creation. In any case, this is just likely if the PWP has a long haul center and if the size of mediations (as far as work) is adequately substantial, prompting a supported money imbue into the neighborhood economy (Quene et. al., 2006). McCord(2003) additionally affirms that it is off base to accept that advantages made under PWPs add to development and destitution decrease, unless the benefits made or kept up through PWPs are deliberately chosen for their advantages to poor people and the more extensive economy. Furthermore, their development must be given sufficient specialized administration to guarantee that they are of worthy and manageable quality.

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Another leave strategy is abilities advancement which empowers specialists to move into business and intends to give a stepping stool up from the low wages of PWPs. Most PWPs, nonetheless, give just the fundamental abilities important to complete the particular obligations of the activity and these aptitudes once in a while have critical incentive in the neighborhood commercial center for work. Therefore, the estimation of any preparation will rely upon its quality and its importance in the labour market (Quene et. al, 2006).

f. Microfinance

McCord (2003) states that the arrangement of training as one part of PWPs is risky without concurrent access to capital, through either investment funds or miniaturized scale credit offices, particularly if the low wage level and here and now nature of business gave has not empowered members to aggregate capital straightforwardly from wage profit. Without the arrangement of capital for formal or casual salary creating exercises, the vocations effect of a preparation intercession is probably not going to be fruitful, as an absence of access to capital is a noteworthy type of demoralization towards independent work among PWP members (McCord, 2003).

g. Resources/Infrastructure made

McCord (2003) states that the proof base for the real value of advantages or foundation made however PWPs is constrained. There is regularly a disjuncture between the goals of an undertaking and the genuine quality, fittingness and vital estimation of the benefits made (McCord, 2003). For example, where a street was worked in a country range in South Africa with a specific end goal to help business, increment availability and diminish the cost of cargo and traveler benefits, the foreseen multiplier impacts were not really acknowledged (Mashiri and Mahapa, 2002: McCord, 2003). Cash earned by labourers who manufactured the street did not flow inside the group and the expected change in street traveler administrations did not appear, nor did the advantages as far as enhanced access to advertise and different luxuries.

This disappointment was ascribed to an absence of veritable cooperation of nearby groups in choosing resources and needs for the task (Mashiri & Mahapa, 2002: McCord, 2003). Therefore, resources and foundation made by PWPs should be deliberately chosen, in conjunction with the

interest of the neighbourhood group and members of the PWP, to acknowledge genuine incentive in the advantages that are made.

Given the best practice plan components of PWPs, it is presently important to take a gander at their execution angles. These are delineated in the accompanying segment.

2.3.2 International Practice Overview

2.3.2.1 The Indian Experience

As one of the pioneers in Public Works Programmes, India initially tried different things with the Employment Guarantee Scheme in the Maharashtra State (MEGS) in 1965. The programme was later propelled in 1973 where it offered each enrolled member ensured work at the lowest pay permitted by law inside a span of 5 kilometres of his or her home. What is huge to note is the connection between the MEGS wage rate and the lowest pay permitted by law and additionally the 5 kilometres sweep. Both depend on self-determination and the need to limit exchange costs through a reasonable separation to restrain travel costs. India's responsibility regarding the utilization of wages for self-determination was exhibited by the way that in 1988 when the lowest pay permitted by law in the nation multiplied the MEGS wage additionally multiplied. By then the quantity of members that could be obliged by this programme fell underneath the 100 000 that the programme used to suit. This huge drop in the quantity of people brought about occupation apportioning which disintegrated the activity ensure.

As Subbaroa (Ibid) puts it ... *"the affluent started joining the programme due to the significant increase in the programme wage rate and the poor were rationed out"*. The teachings gained from the Indian experience is that there is nothing hallowed about the equity of the lowest pay permitted by law and the PWP wage rate. The multiplying of the lowest pay permitted by law may have implied the decreased capacity of the private part to assimilate more work which thusly off-stacked work to the PWP. What is truly basic is the value between the market clearing wage and the PWP wage rate. The market clearing wage is ordinarily harder to build up than the lowest pay permitted by law. The lesson to be drawn from this is self-choice quite the learning of both the lowest pay permitted by law and the market clearing wage rate for the untalented work.

2.3.2.2 The Ethiopian Experience

Following the considerable nourishment emergency of the mid 1990's Ethiopia thought of the Productive Safety Net Programme (PSNP). The general goal of the PSNP was to give exchanges to the sustenance shaky populace in incessantly nourishment uncertain wore as in a way that forestalled resource exhaustion at family unit level and made resources at the community level. To replace being a solitary year based programme, the PSNP was to be a multi-year programme. Supplementing the PSNP was the Other Food Security Programme (OFSP) whose principle objective was to enhance agricultural efficiency through access to credit, innovation exchange and augmentation administrations. Recipients from this programme were distinguished through geographic and group focusing on and nearby advisory groups were utilized as teams for the programme. Gillian (2010) portrays the programme as one of the biggest in Africa with a yearly spending plan of US\$500million and giving direct advantages to around one million members. Utilizing the Nearest Neighbour Matching Estimation technique for surveying the viability of the PSNP, Gillian (2010) found that the PSNP has had an unassuming normal effect by enhancing nourishment security, expanding the development of animals possessions and enhancing family unit capacity to raise stores amid a crisis. In particular, it was discovered that:

Programme impacts on resource amassing are more prominent when abnormal amounts of exchanges are gotten and when members approach PNP and corresponding farming administrations. PSNP beneficiaries see that their welfare has enhanced with respect to control families. They additionally see themselves to be in an ideal situation as far as flexibility to stuns, sustenance security and resource level development. No confirmation was discovered that interest in Public Works Programmes dis-inventively affects family unit work utilized in non-cultivate claim business exercises, wage business or work on family cultivate. Effects were bigger when security nets were joined with access to administrations intended to enhance horticulture.

2.3.2.3 The Latin American Social Investment Fund Experience

Latin and Central America have utilized the Social Investment Fund model to oversee PWPs. Bolivia, El Salvador, Peru, Panama and Nicaragua utilized a request driven base up approach in which groups submit potential venture thoughts to Social Investment Funds for screening and thought for conceivable financing. Through private temporary workers the groups actualize the tasks. The concentration of these ventures is regularly on building and repairing foundation. Brief employments that last up to a half year are created by this model. The main disadvantage with this

request driven approach is that groups without ability to produce recommendations are typically deserted out and slack in business creation.

2.3.2.4 The Botswana Experience

Truly, the thought of Ipelegeng is prefaced on the soul of self-improvement, confidence and individuals focused advancement. The three ideas have been a necessary piece of the way of life and customs of the Botswana society since from time immemorial (Final report for the audit of Ipelegeng Programme, 2012). Extensively, Ipelegeng seeks to advance individuals focused improvement i.e. the advancement of native cooperation in a decentralized and needs situated programme arranging and basic leadership. Ipelegeng as a formal strategy as well as programme way to deal with neediness diminishment and work creation in the provincial zones was promoted by Botswana's establishing President Sir Seretse Khama promptly after the nation achieved freedom in 1966.

At the time, Botswana was encountering what was named "the worst drought in living memory" and consequently there was a dire requirement for a viable national reaction to address the incapacitating dry season circumstance. Dry season alleviation bolster measures were given by the World Food Programme to help poor people and powerless family units. In return for sustenance, the healthy Botswana were relied upon to take a shot at group improvement ventures. This course of action, usually alluded to as "Food for Work" turned into an arousing methodology for group self-improvement, made an interpretation of actually to signify "Ipelegeng" (Final report for the audit of Ipelegeng Programme, 2012).

Government set up Ipelegeng (in the past Drought Relief and later Labour Intensive Public Works Programme (LG 1107) in 2009 consistently with a view to make business open doors for the physically fit poor in both rustic and urban regions. The programme had a similar set up as the Drought Relief Programme aside from that it is subsidized amid non dry spell years covering both country and urban regions. Ipelegeng has turned out to be a standout amongst the most favored procedures for destitution decrease/destruction at family level. As indicated by the Final report for the survey of Ipelegeng Programme (2012), Ipelegeng has lately become the overwhelming focus and looks to accomplish a portion of the yearnings explained by President Ian Khama's 5 Ds advancement system, specifically the 3 Ds of "improvement" "pride" and "conveyance". At the point when President Ian Khama assumed control office in 2008, he articulated that amid his term

in office, the real concentrate will be on: (I) destitution annihilation and (ii) resident financial strengthening. The Ipelegeng programme was viewed as one of the systems through which such targets could be figured it out.

Besides, the State of the Nation address conveyed by President Khama in November 2010, additionally underscore the power of Ipelegeng and its capability to contribute fundamentally to destitution annihilation. In his deliver to the country as of late, His Excellency, President Khama announced that the Ipelegeng programme has up to this point made around 50,000 employment opportunities available to the low pay families in both the provincial and urban focuses. The President has since made destitution destruction a need for his organization. He has moved the coordination of neediness strategies and projects to his office, put destitution high on the needs of the Economic Committee of Cabinet, and requested arrangement and programme changes to give added driving force to the journey to destroy neediness (Botswana MDG Status Report 2010) Among the best need hostile to destitution activities is the Ipelegeng programme.

The survey of the Anti-Poverty Initiatives in Botswana of 2002 by the United Nations Development Programme (UNDP) offers yet another point of reference in Government endeavors to comprehend the nature and reasons for persevering and supported neediness with a view to recognize compelling answers for the issue. The examination distinguishes various shortcomings that militate against endeavors to convey successfully on LBDR programmes. The difficulties incorporate among others; (I) absence of usage limit bringing about under use of accessible back; (ii) high material and supervisory costs in respect to the advantages collecting to the members; (iii) absence of supervision and control has prompted poor workmanship in a few undertakings; (iv) political weight and practicality trade off nature of ventures; and (v) dry spell help programmes have a propensity of making reliance disorder and the making of 'artificial' (financed) occupations to the detriment of profitability and proficiency.

Besides, the examination found that the making of many employments under the programme does prompt low efficiency as well as result in low quality framework being given in the country groups.

From that point forward Ipelegeng turned into a changeless element in Botswana's improvement arranging until to date. Presently, there is a developing thankfulness that the prospects for fortifying the country and urban economy and enhancing vocations rely on giving groups more

obligations regarding their own improvement. Of late, this reasoning has been communicated by His Excellency, President Ian Khama in his accentuation on the need to advance individuals focused improvement (See State of the Nation Address, November, 2010). It has been built up that the most predominant type of destitution in Botswana was salary neediness. Ipelegeng was intended to extend financial action for the jobless and diminish destitution. PWPs prompt occupation creation for social assurance, giving a "win- win" blend of welfare exchanges and the making of profitable resources (Wahenga.comments,2007).

Concerning granting information and abilities, key witnesses meetings and FGDs noted with worry that giving aptitudes to IP recipients was not considered important in the locale and this is reflected by the nonappearance of a vigorous aptitudes exchange programme part for the recipients. One of the councilors noticed that Ipelegeng did not appear to pull in noteworthy consideration from critical open officers, for example, the District Commissioner, put something aside to report purposes. In this manner the wastefulness and, insufficiency of Ipelegeng combined with the nonappearance of an abilities exchange segment makes the programme less economical at task, individual and group levels.

2.3.3 Expanded Public Works Programme

The EPWP was acquainted as an approach reaction with the high rate of joblessness among youthful South Africans who are 'unemployable' because of their absence of aptitudes (McCord, 2002). The sole aim of the EPWP is to make the jobless more employable. The command of the EPWP is to draw impressive quantities of jobless South Africans into beneficial work and help them to pick up aptitudes while they work, in this way expanding their ability to win a wage in future (Department of Public Works, 2004). EPWP along these lines serves the twofold capacity of safeguarding and expanding the future employability of youthful grown-ups while additionally giving required open administrations and foundation (Department of Public Works, 2004). This is chiefly pertinent in the South African setting given the discriminatory dispersion of framework because of the politically-sanctioned racial segregation allotment, and the political sense of duty regarding far reaching foundation arrangement (McCord, 2003).

Employment openings have been made in four areas, specifically: The Infrastructure sector, the Environmental sector and Social sector, the Culture sector, and the non-state segment which incorporates the Community Work Programme (CWP). The EPWP has an assortment of goals and is viewed as "among the most innovative (PWP) in the world, with multiple objectives that include not only job creation, poverty reduction, and infrastructure development, but concurrently job training and community capacity building" (Adatoet al., 1999; McCord, 2003: 9). Phase 2 of the EPWP had an objective to make 4.5 million work openings. EPWP bolstered public bodies and in addition NGOs through motivations. Despite the fact that the EPWP gave work openings in the short to medium term, it was not planned to fill in as an arrangement instrument which tends to basic joblessness in the nation. 55% of work openings were set for ladies, 40% for youth and 2% for individuals with handicaps. It worked in the infrastructure, environment and culture sectors, the social sector and worked with NGOs and Community Work Programme (Expanded Public Works Programme: Phase 2 instructions, 2013).

EPWP Phase 2 had made available 3,054,027 work openings, which was 68% of focus, before the finish of the 2012/13 budgetary year. With regard to full time counterparts 46% of its target was attained (Expanded Public Works Programme: Phase 2 instructions, 2013). The breakdown of work openings per area mirrored that the infrastructure created 340,676 of its objective of 572,000 work openings. The environmental sector created 244,112 of its objective 275,000 work openings and the social sector created 171,668 of its objective 187,000 work openings. Altogether 941,593 of a focused on 1,210,000 work openings were made in the monetary year 2012/13 (Expanded Public Works Programme: Phase 2 preparation, 2013).

The three primary drivers for not meeting targets were an absence of specialized capability to configuration labour-intensive tasks in government bodies, authoritative postponements in actualizing ventures and under revealing of EPWP openings made on ventures (Expanded Public Works Programme: Phase 2 instructions, 2013). As a solution to this specialized help was being given to help influence ventures to labour-intensive, re-introduction courses on work escalated techniques for development were being led through workshops in all areas and public bodies were being given information capturing support to report work openings in the EPWP (Expanded Public Works Programme: Phase 2 preparation, 2013).

The information from all public role players was caught in the EPWP revealing framework and approval rules were connected amid resemblance. Activities that fizzled the approval tests were

barred from the last reports and criticism was given so public elements could actualize restorative activity (Expanded Public Works Programme: Phase 2 instructions, 2013). The EPWP motivating force concede was acquainted with remunerate open substances that executed work escalated strategies, to urge public elements to meet targets and consider them responsible, to quickly grow work creation, to build the employment chances of infrastructure ventures, to support uniform wage structures, to concentrate on underestimated, provincial territories and to incorporate EPWP criteria and yields with that of the executing bodies' boss commands. The concede was relevant to the framework, and condition and culture parts. 100 percent of the grant had been exchanged to open substances for the 2012/13 financial year (Expanded Public Works Programme: Phase 2 preparation, 2013).

The challenges experienced were that public entities submitted low expenditure reports to the DPW. This had been followed up and had been observed to be because of interior difficulties like acquisition delays (Expanded Public Works Programme: Phase 2 instructions, 2013).

A provincial breakdown was given of the Integrated Grant to Provinces. 100% of the grant had been exchanged and 90% had been accounted for as exhausted. 61 departments were sent assertions to sign and 38 offices had consented to the arrangements. The North West Province and Gauteng had the lowest number of convention assertions signed. The Northern Cape and the Western Cape had marked every one of their conventions (Expanded Public Works Programme: Phase 2 preparation, 2013). The performed introduction gave a provincial breakdown of the Integrated Grant to Municipalities. 100% of the give had been dispensed yet just 53% was accounted for as being spent. The most noticeably bad consumption reports were in KwaZulu-Natal with an announced 38%. This was for the most part a direct result of poor giving an account of consumption. The DPW was following up on public bodies providing reports. There was an expansion of 28 regions qualified for the grant between 2012/13 and 2013/14 (Expanded Public Works Programme: Phase 2 preparation, 2013).

As a measure of assisting low limit districts, the DPW was running re-orientation workshops on employment concentrated work hones, venture visits were being led to screen consistence with the EPWP, holding street appears on the Integrated Grant in the territories and extra specialized limit was being designated (Expanded Public Works Programme: Phase 2 preparation, 2013). Pushing ahead, the DPW was hoping to reinforce and develop the current projects while enhancing announcing and expanding public bodies' contribution. It would look to build the work power of

projects and to create leader programmes (Expanded Public Works Programme: Phase 2 preparation,2013).

2.4 Conclusion

The basic view is that the EPWP can make an essential responsibility regarding work creation, dejection helping and aptitudes headway. The prompt test is to ensure that present targets are met. Once the programme is settled in and obviously is fiscally convincing, motivation may then be made to construct the level of sponsoring to make the programme on a greater scale and more unmistakable statures (Phillips, 2004). The literature secured above demonstrates that PWPs can be a suitable apparatus for tending to high joblessness and neediness rates in a nation. It laid out the best international practices of the plan components and execution parts of effective PWPs. These prescribed procedures shape the premise of a methodology for making the jobless more employable with respect to PWPs.

The Indian experience of multiplying the programme wage rate by virtue of the lowest pay permitted by law having increased may give a few bits of knowledge on how Ipelegeng compensation should be dealt with. The connection between Ipelegeng compensation, the lowest pay permitted by law and the incompetent work showcase clearing wage level should be nearly inspected when approach proposals are made.

The Ethiopian case on how PWPs should be mixed with other social security nets and financial strengthening programmes keeping in mind the end goal to bring huge and positive outcomes will be utilized as a part of drawing approach suggestion for the view of the EPWP. The South African experience underscores the basic part that appropriate focusing on and the programme configuration plays in PWPs. The Latin and Central American experience is an eye opener to the essential part that neighbourhood groups can play in starting activities and how the private division can be reserved in to execute such undertakings. The former area concentrated on the theoretical system supporting the examination. It gave an outline of what is globally thought to be the highlights of a very much planned Public Works Programmes that could give best practices somewhere else on the planet. Example of case from India, Latin America, Ethiopia, Botswana and South Africa were given. This data will be utilized as a part of consequent chapter to draw suggestions that will be valuable in the upgrade of Public Works Programmes. The following part will investigate the approach used to direct the examination. This exploration requires a comprehension of the populace, joblessness and training insights of South Africa. Chapter 3 will

edify the reader about the strategy for examination to be utilized and implemented towards the compelling finishing of the investigation.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter characterizes the research methods utilized inside the exploration. The researcher explains how the information was obtained and analyzed. There is currently an enormous amount of literature about unemployment and poverty in South Africa. The procedure includes mainly data collection, gathering of historical information relevant to the topic, explanation and investigation of the information.

3.2 Research Design

Terre Blanche and Durrheim (1999:29) characterize look into plan as a vital structure for activity that fills in as an extension between examine questions and the execution or the usage of the examination. Additionally Mouton et al., (1994:33) express that the aim of the research design is to plan and structure a given research venture in such a way, to the point that the possible quality of the exploration discoveries is amplified. Terre Blanche and Durrheim (1999:30) additionally express that an exploration configuration ought to give an arrangement that determines how the examination will be done such that it answers the examination questions. This examination is of mixed methods in nature.

This examination investigates the enhancements that the EPWP can make as far as fundamentally lessening joblessness in South Africa by building up a system for work creation from worldwide best contextual analyses of PWP's, and making the jobless more employable. Lewis and Saunders (2012) prescribe that this sort of study requires a subjective approach, where subjective research is tied in with finding general data about a point that isn't obviously comprehended by the researcher.

The mix of both the qualitative and quantitative techniques will be utilized as a part of this examination. Babbie (2001) brings up that contextual analysis scientists, as opposed to grounded

scholars, look to enter the field with information of the applicable writing before the field explore. The Expanded Public Works Programmes are set to address financial difficulties, which in itself exhibits the utilization of numeric data and content data. The usage of this approach is exacting, while the assessment is statistic based. Creswell and Plano Clark's (2007:5) have a more complete definition, where they characterize blended strategies look into as an examination outline with philosophical suppositions and techniques for enquiry.

3.2.1 Advantages of Qualitative Method

As showed by de Vos et al (2011:309) this approach relies upon the conviction that there is an outer reality that can be contemplated dispassionately. Dispassionately in this sense alludes to the capacity to know things as they truly seem to be. Methods in this manner assumes a vital part in empowering the scientist to comprehend the implying that individuals provide for regular daily existence encounters in a goal way. These authors additionally say that an intelligent methodological approach and that information emerges from perception and elucidation, can likewise be viewed as objectivists.

3.2.2 Advantages of a Quantitative Method

The upsides of quantitative research are all around caught by Maree and Pietersen (2012:145) in their meaning of quantitative research as " a process that is systematic and objective in its ways of using numerical data from only a selected subgroup of a universe (or population) to generalise the findings to the universe that is being studied". Their definition features key components which are objectivity, numerical information and generalizability.

- The quantitative research component of this examination figured out how to upgrade objectivity of the specialist and results;
- It is additionally said that numbers don't lie and its information can be summed up keeping in mind the end goal to discover solid conclusion. The legitimately broke down numbers helped the scientist to sum up and to achieve a solid conclusion.
- It has likewise improved the level of both inward and outside legitimacy of this

examination.

3.3 Scientific value of Mixed Method Research

As indicated by any semblance of Bergman (2008), Creswell and Plano Clark (2007), Teddlie and Tashakkori (2009) and Hanson et al. (2005) there is an incentive in mixed methods research, which both qualitative and quantitative techniques do not give in themselves. Mixed method research provide the chance to a more prominent combination of different perspectives and points of view and influence researchers to alarm to the likelihood that issues are more multifaceted than they may have at first gathered.

Mixed method research energizes the utilization of various perspectives or standards for quantitative analysts and for subjective researchers and is "practical" as in scientists are allowed to utilize all strategies conceivable to address an examination issue, and the way that they consolidate inductive thinking forms. Essentially, the mixed method research eliminates various types of predisposition, clarifies the genuine idea of a marvel under scrutiny and enhances different types of legitimacy or quality criteria.

3.4 Exploratory Mixed Methods Design

The exploratory mixed methods design is utilized when a scientist initially needs to investigate a marvel utilizing subjective information before endeavouring to gauge or test it quantitatively. As a two-stage design, the aftereffects of the principal stage (subjective information) can help create or illuminate the second stage (quantitative data). This configuration is especially valuable when an analyst needs to investigate a wonder inside and out and measure its predominance (Creswell and Plano Clark 2007:75). Exploratory examinations frequently intend to answer the "what" question, which is in accordance with that of this examination (Fouche and De Vos, 2011:95; Neuman, 2000:21).

This type of social research is profitable for breaking new and novel ground or yielding new knowledge into new research zones for encourage examinations. These studies can likewise give helpful lead with regards to the fitting techniques for evoking legitimate information on troublesome examination issues (Babbie, 2001: 83). In any case, they are bad for provide

attractive reactions to questions related to pathways, elements and outcomes as a result of the constrained representativeness related with their unstructured degree, techniques and extension. Moreover, exploratory research may well incorporate a writing pursuit or directing concentration assemble interviews. The investigation of new wonders thusly may help the researcher's requirement for better understanding, may test the practicability of a more broad investigation, or choose the best systems to be utilized as a part of an ensuing report. Thus, exploratory research is wide in focus and frequently gives unmistakable responses to particular research issues (Mouton, 2013:55).

5 Population

re example populace for this examination is of individuals who have beforehand part taken in e programme and current recipients of the programme. Neuman (2006:224) likewise clarifies an exploration populace as the whole gathering that has applicable qualities to be contemplated by a researcher. Castillo (2009:1) likewise clarifies that an examination populace is an especially portrayed assembling of individuals or inquiries known to have similar traits. All people or protests inside a specific populace normally have normal, restricting qualities or characteristics. Litchenham (2002:17) proposes that the objective populace is the gathering or the people to whom the review applies.

3.6 Research Setting

The exploration occurred in the North West Province; information was gathered from the previous representatives of the Expanded Public Works Programme. The specialist concentrated for the most part on townships, towns and RDP ranges, to be specific Montshioa, Lomanyaneng, Smarties RDP zone, Unit 2, Motlhabeng, Majemantsho and Extension 39 RDP territory.

3.7 Sampling Method

As per Neuman (2006:219), testing can be characterized as a strategy for getting a lessened accumulation of components from a bigger gathering with the goal that reviews can be made on that littler gathering. In Non-Probability Sampling the chances of choosing a specific individual are not known in light of the fact that the analyst does not know the populace estimate or the

individuals from the populace (Gravetter and Forzano 2003: 118; Salkind 2000:87). Unrau et al. (2007: 280) include that in the non-likelihood worldview every unit in an examining outline does not have an equivalent chance of being chosen for a specific report.

3.8 Sampling Technique

Accidental Sampling

Authors, for example, Alston and Bowels (2003: 87-88), Bailey (1994: 94), McBurney (2001:246), call this sort of test a helpful, accessible or heedless specimen and include that the respondents are typically the individuals who are closest and most effortlessly accessible. With the end goal of this investigation the researcher utilized the accidental sampling technique, in view of the way that she needed to distinguish conceivable ranges where she could locate the pertinent populace and search for these people. On this premise, the researcher did not know where she would find these individuals and what number of them she will find relevant to the current examination. The researcher went to townships and towns, and did-door-to-door appearances in seek of the participants to this study. A total of 21 people were interviewed but not all of them were open and honest, so researcher chose to work with 12 of those who seemed free and willing.

3.8.1 Door-to-door technique

Between the years 1940-1970, the main forms of data collection were by letter or face-to-face surveys, also known as door-to-door, which happens when interviews are conducted personally (Szolnoki& Hoffmann, 2013).

According to Holbrook et al., (2003), face-to-face surveying also has its strengths. The technique is well structured, flexible, adaptable, and are based on personal interaction so there is a possibility of observation of respondents and even physical stimuli can be encouraged. On the downside, the author brings up that there might be predisposition by the questioner, staggering expense and geographic constraints. As indicated by Schutt (2009), the main advantages of door-to-door are: response rates are higher than with any other form of data collection, questionnaires can be longer and more multifaceted, the physical and social conditions of respondents can be monitored and questions can be clarified if there is any doubt. However, as stated previously, the presence of the interviewer, can prejudice the research if they are not adequately trained, making results less reliable and potentially less

valid.

3.9 Data Collection Method

Existing records once in a while give bits of data about a get-together of individuals or a programme that can't be watched or recorded in some other way (Lincoln and Guba, 1985). This information is presented fit as a fiddle. The best wellspring of information concerning programme concerning programme destinations, exercises, assets and the method of reasoning associating everything is to be found in programme key designs, strategy reports and departmental records. Chronicle audit contemplates the setting in which they were made (Wilkins et. al., 2007: 6). The master in like manner finds a few solutions concerning a particular programme at a specific time and place which offer information as for a particular point (Wilkins et. al., 2007: 6). Speculative data and Documentary confirmation programme studies and reports were used with the true objective of this examination.

The interview schedule in particular will be utilized to help the scientist to pick up knowledge into the encounters of respondents in connection to EPWP implementation within the North West Province, and illuminates choice on the future EPWP approach that will empower the area to meet its activity creation targets. Yin (1994) demonstrates that on the off chance that reviews, information accumulation ought to be dealt with as a plan issue that will upgrade the build and inward legitimacy of the examination, and in addition the outside legitimacy and dependability.

Interviews are considered as casual talks between people about suppositions, considerations, feelings or general issue. Qualitative research interviews are depicted as endeavours to get a handle on the world from the points of view of individuals, to unfurl the suggestions that people join to their encounters, and to comprehend their lived world before logical clarifications (Salkind, 2006: 186-187)

The interview is one of the key data gathering devices in qualitative research. It is an uncommon approach of getting to individuals' bits of knowledge, implications, meanings of circumstances, and developments of reality. It is likewise a standout amongst the most powerful methods for understanding others. So with a specific end goal to comprehend other people's developments of reality, we would do well to ask them such that they can let us know in their terms, as opposed to

those forced unbendingly and from the earlier without anyone else, and in a profundity that tends to the rich setting that is the substance of their implications (Salkind, 2006:186-187).

With a specific end goal to find the impact that the EPWP has on the lives of South African's living in poverty, this investigation utilized a mixed methods approach. The unstructured meeting approach was embraced to discover what their encounters in the programme resembled and what effect or difference participating in the programme had on their lifestyle, amid and past interest. The essential qualities of an unstructured meeting are that they are top to bottom, open-ended, and non-institutionalized, and as an outcome otherwise called the ethnographic meeting. This type of meeting is frequently utilized as an approach to comprehend the mind boggling conduct of individuals without putting any from the earlier order that may conceivably confine the field of request. The non-institutionalized meeting is an effective research device equipped for delivering rich and profitable information (Punch, 2005).

3.9.1 Advantages of the interview

As indicated by Woods (2011) in-depth interviews reveals more careful data when contrasted with different techniques for information accumulation. In relation to this study, using interviews as a data collection tool placed the researcher at great advantage. As this process allowed for the researcher to learn more, ask more and find out more.

3.10 Problems experienced with data collection

Beside the benefits of directing meetings as an information accumulation apparatus, the analyst encountered a few issues amid information gathering including:

- Government departments were not forthcoming with the much needed information due to the sensitive nature of the subject matter at hand.
- It was difficult to track down former participants of the programme, as the researcher had to in some instances had to go to remote areas, which was not always safe.

3.11 Data Analysis

3.11.1 Data analysis through thematic analysis

Thematic analysis is depicted as a sort of outline certification in the data (Braun and Clarke, 2006: 32). For this condition the game plans set out by the structure from Rossi et. al. (2004) framed the subjects in the examination. Thematic investigation requires the specialist to out and out and absolutely re-read and audit the information. Perceiving subjects begins when the information is being amassed and closes when the information is appeared or announced. The specialist move on when the examination strategy should begin, yet Braun and Clarke (2006: 32) express that there is no 'right' approach to manage do topical perusing. One can simply hold fast to the principles as indicated by subjective examination (Braun and Clarke, 2006: 32). These fundamentals will in like way be followed in this study while studying the advancement programme speculation.

There are six rules introduced by Braun and Clarke (2006: 17) for use of topical investigation. In any case, the analyst needs to familiarize him/herself with the information, inferring that the scientist ought to be inundated in the information to know significance of the substance exhibited (Braun and Clarke, 2006: 17). An audit of the topics displayed by Rossi et. al. (2004) structure is a fundamental instrument for outlining the EPWP hypothesis since it would elucidate why the programme was required to work.

Once the specialist is sure with the topics recognized they can be titled and the data required to help each subject can be all the more altogether refined. The last advance includes the audit of the topics (Braun and Clarke, 2006: 17). In this the researcher should guarantee that there is adequate information to help the predominance of the topics. In this investigation the reviewing of the subjects is finished by giving responses to the assessment questions which framed the topics in the evaluation.

During this strategy, the researcher acquainted herself with the arrangement of information and create conceivable codes. The specialist at that point made topics from the codes created. In connection to this examination, the analyst could measure subjective reactions from talk with members. This was finished by methods for understanding of reactions and numbering of respondents. Creswell (2003:22) points out that the investigation of information of blended techniques comprises of measurably breaking down scores gathered from instruments, agendas, or

open reports to answer examine addresses or to test theories. Content examination was utilized by the scientist to dissect information from meetings to answer inquire about inquiries. Dependability and legitimacy of all information was constantly considered amid information investigations.

3.12 Primary Data

Essential information insinuates data accumulated unprecedented for the field. Diamond (2001), describes it as data that has been assembled for the explanation behind which it is at first used. Essential information is for the most part assembled using gatherings and inspectors. With the end goal of this exploration, interviews were conducted.

3.13 Secondary Data

As demonstrated by Jewel (2001), auxiliary information will be data that is accumulated for purposes other than the principal use. It is an examination of data that have quite recently been accumulated for some other reason. These may be contemporary or obvious and the data may be subjective or quantitative and subjective, and endorsement before being put to use. This data can join survey data and storydata.

In this examination both primary and secondary data were utilized. The inspiration is that utilizing both essential and optional information gives the analyst a chance to utilize and determine new data while additionally sparing time since the work has just been done to gather the information. It stays away from the issues related with the information gathering process. Rather than essential information, optional information gives a wellspring of information that is both changeless and accessible in a way that might be checked moderately effortlessly by others. The different distributed reports furnish the analyst with extra data on the examination issue. Essential information gives a chance to interface more with the work and enables the analyst to have first-hand contact with partners.

3.14 Ethical Considerations

In this investigation, the accompanying moral contemplations were considered by the researcher:

- The investment of respondents in the investigation was intentional. The choice to partake in an examination remained the decision of the respondents. The respondents were given

the alternative to pull back from the examination whenever.

- Respondents were given the affirmation that their reactions will stay unknown and that the data they give will be dealt with as classified consistently.



3.15 Conclusion

This chapter examined the importance of research methodology and its significance with regards to different stages of data collection and analysis. This chapter has outlined how the research design for this study was employed. The study explored how both qualitative and quantitative methods of investigation can be used in parallel, to support the outcome of an examination; using official documentation and concurrently doing fieldwork in seek of supporting evidence. This chapter also succinctly presented the ways in which samples and sample technique affects the analysis process. The next chapter will look into the implementation of the EPWP at both National and Provincial level, the chapter will also look at South Africa's labour market stance and representation of sectors' employment absorption rate. Chapter four will furthermore include the presentation of findings after fieldwork.

CHAPTER FOUR

IMPLEMENTATION OF THE EPWP AND THE CURRENT LABOUR MARKET

4.1 Introduction

This chapter shows the results of the investigation attempted in the North West Province by researchers from the Global Sustainable Development and those from the Development Policy Research Unit, University of Cape Town. The parts likewise endeavors to give a diagram of the effect of EPWP as far as preparing, abilities advancement and here and now business and how EPWP adds to the job of contractual workers and labourers who are viewed as poor. The issue of joblessness has expanded in various places because of memorable and financial factors, for example, poverty and education.

Against this background, it is becoming clearly hard to address the significant issue of joblessness that straightforwardly influences the lives, work and respectability of individuals only in perspective of the customary thought of State security, which requires the national government to ensure the lives and property of its kin by staying aware of the security and flourishing of the country. Every nation as a country state is mindful to its kin for guaranteeing state security and importance of security and monetary supplement by endeavours concentrated on people to guarantee human security.

4.2 Objectives of the EPWP

The meaning of objectives involves the expressed goals which were detailed by the Department of Public Works for the EPWP. The primary expressed goal of the EPWP is to make temporary employment and remuneration opportunities for no less than one million unemployed South Africans (Department of Public Works, 2005: 50). The programme has a time of five years to finish this objective. The four sectors of the EPWP are each planned to make business open doors for a specific measure of members adding up to the aggregate of

one million over the essential time of the programme (Department of Public Works, 2005: 50).

The second objective introduced in the programme archives includes the game plan of labour-intensive public administrations and merchandise (Department of Public Works, 2005: 50). This is attained through public sector plans with the assistance of open and private division execution. The EPWP's essential concentration is the foundation area which gets most of the sponsoring relegated to the programmes. The EPWP is subsidized by government through the National Treasury. The assets are given through Provincial and Municipal Infrastructure Grants (MIG and PIG). These are conceded under states of the Division of Revenue Act (DORA). The DORA states that all exercises under the EPWP should be coordinated through work concentrated strategies (Department of Public Works, 2005: 50).

The other target is based on the leave procedure of the EPWP. The point is to ensure that no under 14% of the individuals find unending work resulting to leaving the programmes (Department of Public Works, 2005: 51). The programme makes arrangement for this by outfitting members with work involvement, abilities preparing and data as to work openings in their territories. Similarly the choice of further instruction and preparing is also offered by the programme especially with the accentuation on creating SMME's (Department of Public Works, 2005: 51).

4.3 EPWP Programmes in the North West province

4.3.1 The infrastructure sector

The endeavours under this division would require work heightened works out. These activities would solidify spreading, moulding, assembling low volume avenues, storm water channels, chamber improvement, disposing of, trenching, slanting stacking, graveling and finishing and walkways (Department of Public Works, 2005). As conveyed before, the system part shapes the greatest range of the EPWP. It was required to make around 750 000 occupations over the subsequent five years. It was arranged that 37000km of avenues would be amassed, 31000 km of pipelines be laid, 1500 km of storm water channels and 150 km of

walkways be assembled (Department of Public Works, 2005). The ordinary term of these ventures will be a period of four months which will accomplish crafted by 250 000 agents reliably.

Every one of these workers will get aptitudes and authorize preparing financed by the Department of Labour (DOL) (Department of Public Works, 2005). This preparation is NQF level certify courses focused on work serious improvement. The particular territories in the programme all have their own individuals from staff and expert. For instance the foundation segment requires a staff qualified with NQF levels 2, 4, 5 and 7 (Department of Public Works, 2004:16).

The hopeful candidates from different fields of aptitude. Five hundred consulting engineers are to be trained remembering the true objective to ensure compelling utilization of the Infrastructure Projects Act (Government Gazette, 2004: 10). Moreover, 250 000 transitory specialists will then be put through Construction Education Training Authority (CETA) enrolled learnerships to assemble the foundation by applying labour intensive techniques as conditioned by the Division Of Revenue Act (Government Gazette, 2004: 10).

The training given through these learnerships cover particular concerns identified with labour intensive development and support of metropolitan foundation (Department of Public Works, 2004: 11). Moreover, they give training in money related administration, business administration and offering. Subsequent to finishing the learnerships casual workers and directors would get an NQF enlisted capability. They would then be able to viably delicate for on-going or as of late started labour intensive ventures under the EPWP or different activities.

The Department of Public Works arranged certain rules to be clung to with respect to the sorts of activities to be steered and in addition delicate and outline rules to help districts and regions to execute the most ideal satisfaction of the endeavours. These rules in like manner include authoritative assentions for the advisors and legally binding specialists who were arranging and managing these ventures (Department of Public Works, 2004: 9). This structures some portion of the HR expected to execute the exercises under the framework area of the EPWP. The money related resources for this sector incorporates R15 billion of the common and civil framework awards for the initial five years. This addresses 33% of the

national spending design circulated to provinces and municipalities over the five year time frame (Department of Public Works, 2004:16).

Contextual analysis completed on provincial access roads projects in the Dr Ruth Segomotsi Mompati District: Road D3527 Tosca-Donnybrook

The project consisted of the upgrading of an existing gravel road comprising correction of the vertical alignment, construction of a lime stabilized concrete base course, concrete edge berms, side drains, hand prime, hand tack coat, cold asphalt (TOSAS design and bitumen, aggregates from Stilfontein) hand spread and compacted with a small ride-on roller.

Water is scarce in the area and generally of poor quality. The consulting engineers tried borehole water and adequate quality and quantity was identified. Gravel is also scarce in the area and the approved provincial borrow area was far from the construction site (about 14 km). An old claret borrow pit was found nearby (within about 1 km from start of road) with a limited quantity which had so far proved adequate. The aggregate contract value was R6 million, and the period of the project was approximately six months.

4.3.1.1 Labour

By and large there have been eighty specialists on location amid the task.

There was a lack of aptitudes like proficiency, numeracy, and construction involvement in the groups locally (all supervisors were brought in from far away). Most labour on site came from an informal settlement, interviews with workers showed that individuals living in the informal settlement came from all over the province in the hope to find part-time agricultural work around Tosca. Interestingly, some of the inhabitants of the settlement come from Mafikeng (an instance of urban-country movement).

Health and safety was noteworthy, labourers were provided with protective clothing, an emergency treatment pack was nearby, and water and sanitation were on site. The contractor, Ikatiseng Construction likewise had a written Health and Safety Plan for the project. Every worker had a contract of employment which covered the standard proviso from the Code of Good Practice. The task rate was R108 per task (proportional to R108 per day), which is comparatively high for EPWP projects. This is in terms of a guideline provided by the Department.

4.3.1.2 Challenges

The contractor complained about late payments by the Department and said that the work cannot go on any longer as she has exhausted her financial reserves and had a large unpaid debt outstanding. The contractor needed to buy lime for stabilization of the next portion of base and urgently needed to pay the transportation subcontractors. She was additionally quick to pay for surfacing materials. However, every one of these payments were being deferred due to delays in instalments of requisitions by the Department.

4.3.2 The Environmental Sector

The Department of Environmental Affairs and Tourism has been entrusted with organizing and executing the programme in the ecological segment (Watermeyer, 2004). This is refined through subordinate projects, for instance, the Working for Water programme, the Land Care programme, the Coastal Care programme and the Waste Management programme (Watermeyer, 2004).

The environmental sector of the EPWP planned to make available 200 000 business openings through the accompanying projects: Growing a Tourism Economy programmes; the Department of Environmental Affairs and Tourism's People and Parks, Coastal Care, Cleaning up SA, Sustainable Land-based Livelihoods, and the Department of Agriculture's land care programme; and the Department of Water Affairs and Forestry's Working for Water, Wetlands, and Fire programmes (Department of Public Works, 2004: 16). The activities in this sector have a triple impact as they create employment, care for the environment and in this manner add to an economic advancement of the Millennium Development goals.

The activities under this sector of the programme should result in 720 000 hectares of outsider plants species being dealt with, 40 restored wetlands, 20 fire security affiliations, 700 km of the drift cleaned and helped with infrastructure, 10 000 hectares of restored land, 32 squander administration programmes and 150 chronicled and public tourism projects (Department of Public Works, 2004: 16). Keeping in mind the end goal to understand these activities, government has allotted R4 billion for the initial five years of the programme (Department of

Public Works, 2004: 16).

4.3.2.1 Case-Study: Multi-sectoral programme in Modimola, west of Mafikeng

Because of the need to address unemployment and the alleviation of poverty in rural areas, the North West Department of Public Works, Roads and Transport developed a multi-sectoral programme that tends to the requirement for infrastructure improvement and nourishment security. The pilot project falls into both the environmental and infrastructure sectors. The task is moderately huge and is one of only a handful of the environmental sector projects funded and managed by the provincial government.

4.3.2.2. Human resource development and training

Two classifications of training were envisaged: firstly, persons that will obtain the NQF Skills level 1 to 4 and furthermore, persons that will gain the NQF Skills level 1, only planned agriculturists that have effectively finished the formal part of the proposed instructional class would be designated plots in the water system plan. If granted a plot, the prospective farmer would also commit to further technical training, which would be held at the commencement of the farming operations and for as long it will be necessary to acquire the technical skills. It was chosen to build up a successful instrument to help the ranchers on a mentorship premise from scratch, for the main year.

4.3.2.3 Programme benefits

The general programme benefits were resolved to be a measure of around 200 households, including roughly 1100 people in the objective range who will straightforwardly benefit by the execution of the pilot period of the programmes, generating additional income for the objective population of roughly R1.92m per year. In addition to the above, approximately 100 of the employment opportunities, i.e. for the maintenance and agricultural components, would be long-lasting and this would increase as the programme is rolled out in the rest of the province. Local communities would turn out to be a vital part of the basic leadership process on issues that influence their prosperity and the aptitudes improvement activity would provide 40 to 50 people with accreditation and perceived capabilities in either the agricultural or construction environment.

4.3.3 The Social Sector

The social sector of the EPWP has essentially two initiatives to accomplish its objectives, the Home Community Based Care (HCBC) and Early Childhood Development Programme (ECDP). The Home/Community Based Care is the wellbeing and social administrations by formal and casual parental figures in the home (DOL, DOE and DOH, 2004: 7). The administration offered by this initiative include: identifying families and youngsters in need, addressing the necessities of tyke headed families, tolerant care and bolster identified with HIV/AIDS and other interminable diseases, wage creating ventures, family guiding and social administration exhortation (DOL, DOE and DOH, 2004:7).

In 2003, it was noticed that there were 892 HCBC destinations in the nation (Department of Public Works, 2004: 16). The financing for these destinations comes transcendently from government and the rest from global benefactors or organizations. Each of the 892 locations serves approximately 1453 consumers (Department of Public Works, 2004: 16). The wished-for number of staff expected to take care of these destinations is 31565 members (Department of Public Works, 2004: 16). Because of the money related limitations in this division the greater number of the staff are volunteers and don't get compensation.

The arrangement is to include 20 000 officially trained HCBC who may get extra certify preparing and work opportunity on a full time basis (Department of Public Works, 2005). Volunteers are additionally given abilities and learnership programmes. They will pick up work involvement and get a stipend. They will have the capacity to leave the programme with a NQF level capability and therefore be in a position to discover perpetual work with longer term wage prospects (Department of Public Works, 2005). The programme is planned to bring about 2.9 million individuals ready to get to have access to qualified Home Based Care services(DepartmentofPublicWorks,2004:16).Furthermore,theEarlyChildhood

Development sites and prepared professionals should benefit a measure of 400 000 youngsters (Department of Public works, 2004:16).

4.3.3.1 HCBC Case-Study: The Lomanyaneng HCBC Centre

The Lomanyaneng HBC Centre was started by 10 people on Human Rights Day, the 21st March 2000, in the light of government's call for volunteers. In the beginning the group would meet every day at one of the member's homes before continuing with home visits. The centre now operates from a building that is able to accommodate offices and 10 residential patients. The building was first leased from a community member who could afford to move into town and then purchased for R25000 with funding provided by the provincial Department of Local Government and Housing in 2003.

The Centre is presently open 24 hours per day and provides both home based and residential based palliative care. This implies the HCBC workers at the Lomanyaneng Centre can be required to work 12 hour days, end of the week and public holidays. These are much longer hours than the national standard of 5 hours per day. The Centre services 10 villages/communities encompassing Mafikeng and surrounding clinics and provincial hospital refer patients. The residential patients require diverse care-levels, some are terminal and require bathing and feeding. The centre does not provide medication as the patients are expected to bring their own medication supplied by the hospital or clinic. Notwithstanding care-giving, the centre also provides food parcels to 70 families each month; assistance to school children with homework; assistance for the use of social grants; and an Orphan and Vulnerable Care (OVC) programme which concentrates on the issuing of school uniforms and food parcels to 35 families.

4.3.3.2 Monitoring and Support by Provincial Departments

The Department of Health visits the Centre bi-monthly and also has regular telephonic contact with the executive of the Board. The DoH requires month to month reports. The DD's area social worker conducts weekly site visits and monthly reports are provided to the Department of Social Development. Officials do monitor the queries and follow up. The management team of the Lomanyaneng HBC Centre gives a "moderate rating" for support by

The DoH. Their main concern was that they sometimes struggle to receive care-kits. The DoH gives care-kits that consist of: gloves, cotton wool, bandages, scissors, tissue boxes, plastic apron gauze, face masks, and cleaning agents for wounds. There is no medication included in the kits. The kits have also been down-scaled as in 2006 they also used to contain a face cloth and soap.

4.3.3.3 ECD Case-Study: Hikane ECD Centre

The Hikane ECD Centre is situated in Morokweng, 140 kilometres west of the town of Vryburg. Morokweng is a remote, rural village with large numbers of unemployed dependent on social grants. Those that are employed are government representatives, migrant workers on mines, or farm workers in the district. Many of the community members operate survivalist businesses in an attempt to generate additional income. The ECD Centre is situated adjacent to the clinic and tribal court in the village. This centre is a registered ECD facility receiving a sponsorship from the DSD and approaching DoE EPWP training. The ECD EPWP is currently restricted to training. If training is no longer considered a priority in phase 2, then the ECD EPWP will need to be re-defined. The present appropriation levels within the sector are regarded as too low to sustain a quality ECD service with ECD practitioners seeking alternative income-generating means. The EPWP training has given a way to retain ECD experts, however, the loss of this income will result in demotivation of workers.

The primary concern that was featured by the ECD Supervisor, Ms Motsumi was the lack of sufficient subsidy for the administration of the Centre. She seemed unconvinced that the parents' payment would increase as have been previously stated that the people in her community were "suffering". The current DSD empowerment level is seen to be lacking. The ECD training is viewed as giving venturing stones- first, to an increase in stipend level in the short term for the duration of the training, and secondly, to an increase in the long-term income of the centre after its registration as a Grade R centre. The Hikane ECD Centre does not comply with the administration guidelines of the DSD, but has not received any support from the department in terms of setting managerial and money related administration frameworks.

4.3.4 The Economic Sector

The Department of Trade and Industry is in charge of the management and execution of the EPWP in the economic sector (Watermeyer, 2004). The projects identified with this area fuse ventures for little to medium estimated organizations; enterprise and in addition group based ventures for new entrepreneurs (Watermeyer, 2004). The concentration of this area is on making private organizations and thus making occupations for others. The learnership wanders obtainable in this area may well achieve whole deal achievement for individuals.

The activities in the money related part fuse a small scale undertaking wander learnership venture. This learnership includes picking individuals from the jobless crop and setting them in a period specific learnership to educate and bolster them to in the long run build up their own particular SMME's (Department of Public Works, 2003: 17). The members will move on from these learning opportunities with the capacity to oversee and maintain their own particular organizations. What's more they will have the information and direction to delicate for open part extends and also an NQF authorize capability with an accreditation attached. The objective for this area has been set at 3000 wander student boats concerned with the principal period of the programme (Department of Public Works, 2003: 17).

4.3.5 Conclusion/Summary

It is clear that the Department of Public Works and municipalities have made progress in implementing the EPWP in the infrastructure sector. In the projects which were the subject of these case studies, the two associations have effectively joined the EPWP objectives of employment creation and skills development with the objectives of the BBBEE and SMME development. Be that as it may, there is room for improvement in both associations, with reference to the consideration given to project and policy details, the plan of the programme and operational administration. The national Department of Public Works has guidelines and Vukuphile operations manual, yet these are not given much consideration by officials and are liable to be used less in the implementation process.

There is no clarity regarding continuity of work for the EPWP participants while they are being trained. In spite of the fact that the candidates know that they are just going through a training process, there has not been an indication of continuity of employment. They do not know whether they will only get training out of the current project, or whether there is a shadow of hope for a better lifestyle and room in the work environment. This makes it exceptionally troublesome for them to contribute or get ready for a future they so want.

4.4 Challenges of the EPWP Nationally

The programme has various difficulties and accordingly faces criticism. As for its effect on lessening destitution, the principle feedback of the programme is that the work opportunities it offers are only for a brief length of time and in this manner give too little income. Consequently, making it troublesome for the contractual workers and labourers to anticipate exit. This section lays a framework of the challenges encountered in the EPWP nationally and in the North West province.

The greatest test of the EPWP at present is the assembly of all the applicable national, provincial and local bodies to actualize the programme. Moreover, there are various implementation challenges that everybody should conquer (Philips, 2004). A great part of the evaluation has discovered that Public Works Programmes have noteworthy effects as far as brief business creation and increment in participants' current income. However, proof of effect on upgraded employability, maintainable wage picks up, and the advantages or needy individuals from the physical assets created is limited (3IE, 2009).

To date, there is lack of evidence on how Public Works programmes affect poverty and how cost effective they are. As an a special case, a continuous investigation subsidized by the World Bank's Spanish Impact Evaluation Fund is assessing the impact of the India National Rural Employment Guarantee scheme, which ensures up to 100 days of local work each year to every rural family (3IE, 2009)

4.5 Challenges of the North West Province EPWP Social Sector

4.5.1 Institutional Constraints

Absence of political and senior management commitment and buy-in is one of the difficulties confronting the EPWP in the North West social sector. Interactions projected a strong defence that political accountability and support was needed in order to strengthen the co-ordination of the programme. The national DoPW co-ordinator in the province additionally noticed that the programme would need more grounded help: “EPWP is seen as an add-on, doesn’t have its own budget” (Phillips et al., 2009)

The role of NPOs as conveyance specialists for the social sector EPWP appears firmly embedded with the national social sector EPWP co-ordinators maintaining that there is a “clear acceptance within the social sector of the role of non-profit organizations”. It is similarly evident that the capability of NPOs to perform this role is varied and requires greater attention. Government’s approach to service delivery within the social sector has spawned vast numbers of CBOs positioning themselves to access the available finance. The provincial DSD commented on the NPO sector environment saying that: “there are two major issues: initially, one cannot separate the requirement for people to find employment for themselves and them wanting to help the community. In addition, paying stipends remains neediness alleviation and it is better than simply providing a grant” (Phillips et al., 2009)

In the event that the NPOs are to deliver a quality public service, more important consideration should be given to empowering them to play out this part. The DSDs’ HCBC Worker programme approach is an attempt to give more coordinated help to NPOs, but the department itself and its district offices need to be capacitated to provide the required level of help (Phillips et al., 2009)

4.5.1.1 Role of Local Government

The absence of cooperation of municipalities in the social sector EPWP was noted as an issue in both the ECD and HCBC worker programmes and at provincial through to national level. The lack of engagement with local government is regarded as a growing obstacle especially related to “site” identification for NPOs and the need for the spatial development and other planning frameworks for municipalities to address social administration necessities (Phillips et al., 2009).

4.5.1.2 Possible Duplication

It appears that the existing structure of the HCBC worker programme does allow for “double dipping” by NPO’s. It was expressed that since January 2009, this problem has been tackled through the foundation of a HCBC Forum where both departments are represented and a shared database is being set up. The post-election amalgamation of the two divisions’ post-elections may assist in addressing this problem (Phillips et al., 2009)

4.5.1.3 Merging of the Department of Social Development and Health

The restructuring of the Departments was viewed as a major inhibiting factor for short-term performance in the programme. Serious delays in delivery are anticipated. The national DoPW co-ordinator showed that there are “high levels of anxiety” and social sector EPWP targets will probably not be met (Phillips et al., 2009)

4.5.2 Operational Constraints

4.5.2.1 Funding

In general, the funding available for the HCBC worker and ECD programme is regarded as unsatisfactory to meet the needs of individuals and demands for funding. One interviewee stated that “increasingly, it is being found that the funding is just not enough”. Any up-scaling of the social sector EPWP is seen as requiring sufficient and ring-fenced funding (Phillips et al., 2009)

4.5.2.2 Inadequate Capacity

A few interviewees identified the inadequate capacity of senior managers and politicians in the social sector in the province as a constraint and it was commented that “in the social sector it is easy for non-social sector people to come in as managers “. This has been understood as impacting negatively on the vision of, and commitment to, the social sector

EPWP amongst the political and administrative leadership in the province (Phillips et al., 2009)

Whilst capacity is a challenge across all departments, there appears to be particular challenges in the DoH. The national DoPW co-ordinator indicated that “there is much red tape, especially in the DoH. For one letter to go out from the department there are huge delays”. The officials stated that the EPWP is highly demanding and dedicated officials were required for the programme as was happening in the DSD (Phillips et al., 2009)

4.5.2.3 Payment of Stipends

A challenge confronting the DoH, specifically, is the payment of NPOs through a third party service provider. The DSD’s system of payment upfront to NPOs seems to work more smoothly, although has its own risks and needs to be closely monitored. The impact on the care-givers and NPOs of unreliable payment of stipends is extremely negative, with care workers losing commitment and interest and NPOs losing credibility (Phillips et al., 2009)

4.5.2.4 Lack of Standardization and Inadequate Stipends

In the North West Province, the social sector EPWP stipends vary from as little as R500 per month to R2500 per month making it extremely difficult to have standardization within the sector. The national social sector departments highlighted the lack of standardization of stipends in the implementation of the ECD EPWP across the province as a challenge to the social sector EPWP. They stated that there is still a question as to whether learners receive a stipend or not (Phillips et al., 2009)

Dissatisfaction with the level of the stipend continues to be the challenge with one of the learners commenting that: “R1000 stipend is too little – we have to pay for food, electricity, transport, clothes... we must visit clients and we must be clean. In the field we sometimes buy food for our clients or have to pay for patient transport.” One of the HCBC workers commented that: “Working with government for 10 years with no proper job is a problem” (Phillips et al., 2009)

4.3.2.5 Lack of Standardization and Monitoring of Training Outcomes

There is insufficient monitoring of the quality of trainers by service providers. The national DSD has recommended that research is undertaken to assess the ability of trainees to apply what they have learnt (Phillips et al., 2009)

4.5.2.6 Underdeveloped Exit Strategies

There is growing pressure in the province from learners for exit opportunities. There was an allegation by some of the HCBC workers that exit opportunities are limited by corrupt practices in government departments, especially the DoH. One learner complained that: “when they advertise, then their [meaning the officials] relatives come in”. Another learner questioned: “How can the Department of Health train us for something they do not value in the end?” the Nursing Council was identified as a major career obstacle by the HCBC workers as their qualifications were not formally recognised. The HCBC workers regard the mines and private health sector as better employment prospects than the public sector as “the private sector appreciates us”. A learner announced that: “We’re going to Rustenburg – Platinum City to get jobs in the private sector” (Phillips et al., 2009)

The provincial DoH reports that it is planning a Recognition of Prior Learning (RPL) exercise to facilitate exit strategies from the programme. However, there is no departmental plan in place for exit strategies as care-givers are regarded as employees of the NPOs. The national DoPW co-ordinator raised the “pressure for absorption” by the learners as a weakness within the programme. She emphasized that “the objective is not just to absorb them – they must find work opportunities in both the public and private spheres... they were volunteers for a long time before getting a stipend, now it’s like their holding a gun to your head saying ‘you made us volunteer and trained us and now you must employ us’”. The DoPW has begun to assist the learners with preparation of their CVs and is attempting to facilitate exit opportunities. For example some have been trained as assessors for the ETPDSETA skills courses” (Ibid)

The significant observation is that the EPWP can possibly make a noteworthy commitment to employment creation, skills development and poverty alleviation. The prompt test is to guarantee that present focuses of the programme are met. Once the programme is entrenched and apparently is financially successful, inspiration may then be made to expand the level of subsidizing to take the programme to a bigger scale and more noteworthy statures (Phillips, 2004). In each arrangement, even as you examine getting into that give, you should think about how you will escape the arrangement. By getting out, the present specialist does not, in this examination, mean arrangements qualifying you for end for reasons unknown. Rather, getting out alludes to your "exit strategy". Exit strategy alludes to how you see the undertaking after some timeframe and whether you can exit effectively with significant profit (invanhoffman.com).

The truth of the matter is that it isn't conceivable during recruitment, disregarding scholastic capabilities, to discover individuals who are completely prepared and could fit precisely into the system. This is on account of they may not yet have the required learning, knowledge and abilities for a specific position (Botes, 1994:129). It is in this manner basic that further preparing ought to be given and headway in compensation system ought to be created, with thought of present socio-economic difficulties.

4.6 EPWP OUTPUT 2004-2014

According to The State of Expanded Public Works Programmes in South African Cities of 2013/2014, in phase 1 (2004-2009), the EPWP created 1.4 million job opportunities and benefited 300 000 people (7% of the unemployed). Furthermore, the EPWP five year report in 2008 (pg138) noted the "The fact that the work opportunities created by the programme were generally of a shorter duration than anticipated also meant that it had a limited impact on poverty reduction." Where in the 2nd phase (2009-2014), the programme was expected to grow to approximately four and a half times its size as at end of phase 1, with intentions of enabling it to make a significant contribution to the Millennium Development Goal of halving unemployment by 2014 (The State of Expanded Public Works Programmes in South African Cities, 2013/2014).

Table of projected output for Phase 2 (per year and sphere of government)

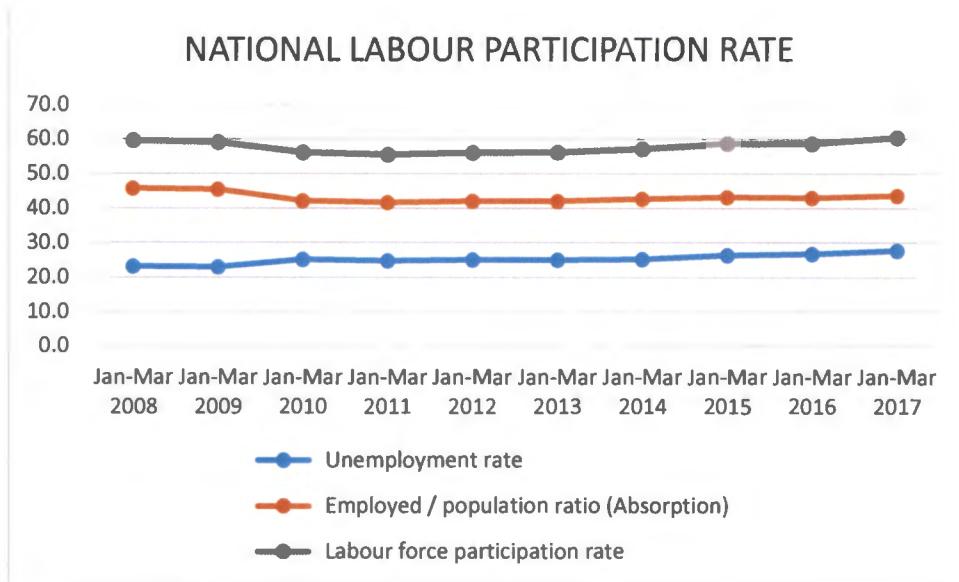
YEAR	LOCAL	PROVINCIAL	NATIONAL	NON-STATE	TOTALS
2009-2010	182607	247325	100068	20000	550000
2010-2011	208032	281720	104248	48000	642000
2011-2012	267920	370420	133660	98000	870000
2012-2013	349129	501283	183588	176000	1210000
2013-2014	440721	659286	249994	300000	1650001
TOTAL	1448409	2060034	771558	642000	4922001

Data Source: The State of Expanded Public Works Programmes in South African Cities, 2013/2014

Although the second phase of the programme was in many ways similar to the first phase, more emphasis was placed on creating temporary job opportunities, to provide income to the poor and unemployed. The researcher is of the view that, temporary employment is not the solution to a recurring socioeconomic circumstance and governments measurement of output (and targets) are of no significance to the purpose of addressing the much needed growth of the employment sector and current socioeconomic demands.

4.7 LABOUR MARKET AND UNEMPLOYMENT

4.7.1 National Labour Market

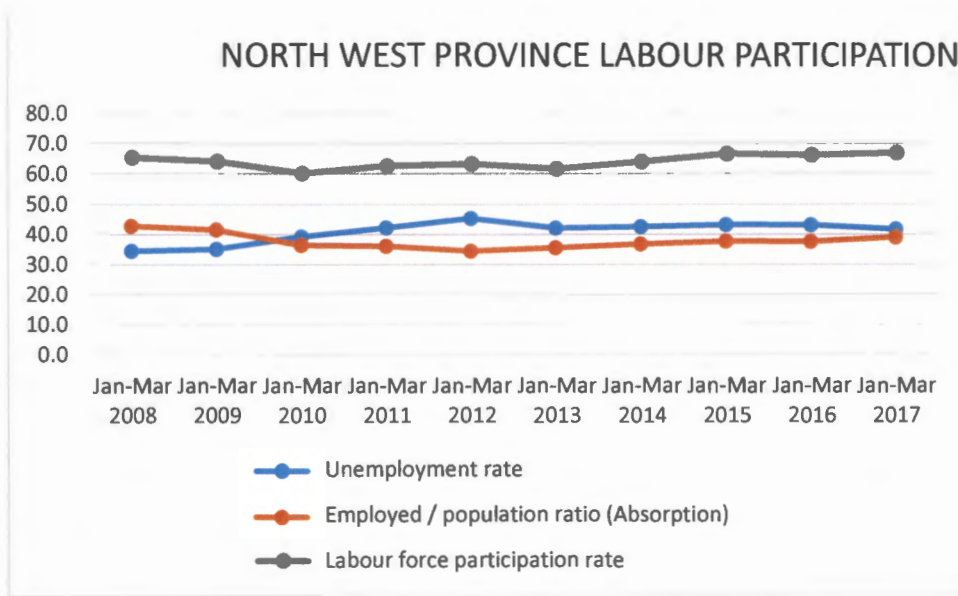


StatsSA QLFS trends 2008-2017



Between 2008 and 2017 the unemployment rate has gone up by 5.5%, from 30.9% to 36.4% respectively. The absorption rate has declined over the years, from 45.8% in 2008 to 43.7% in the first quarter of 2017. However, the labour participation rate has increased from 66.2% in 2008 to 68.8% in 2017.

4.7.2 Provincial Labour Market- North West province

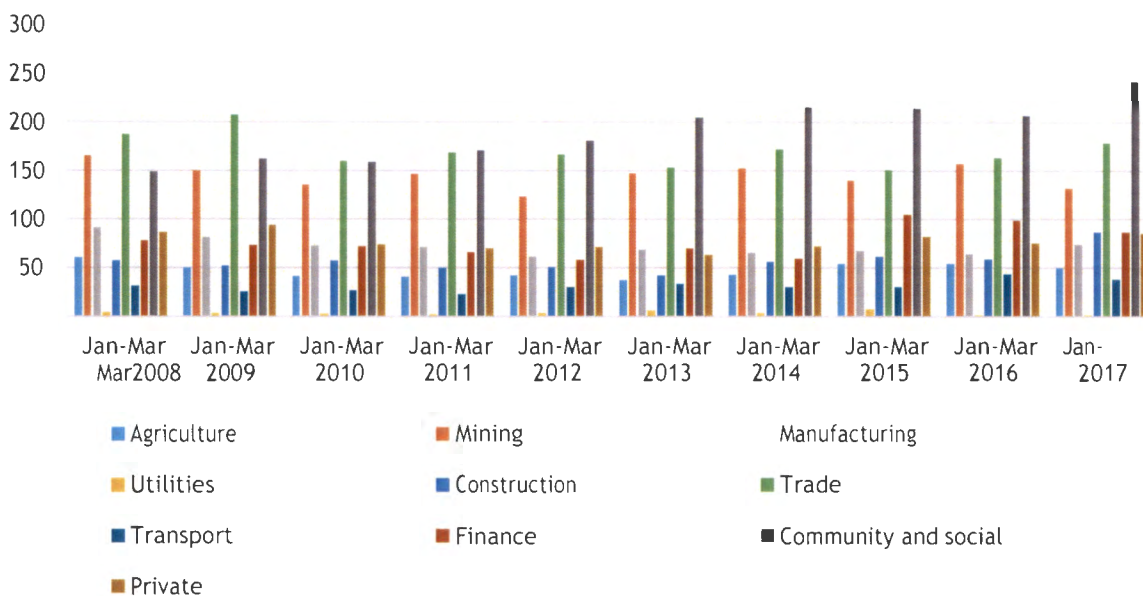


StatsSA QLFS trends2008-2017

Between 2008 and 2017 the unemployment rate has gone up by 5.5%, respectively from 34.5% to 41.7%. The absorption rate has declined over the years, from 42.8% in 2008 to 39.0% in the first quarter of 2017. However, the labour participation rate has increased from 65.4% in 2008 to 66.9% in 2017.

4.7.3 North West Province Employment by Industry

NORTHWEST PROVINCE EMPLOYMENT BY INDUSTRY



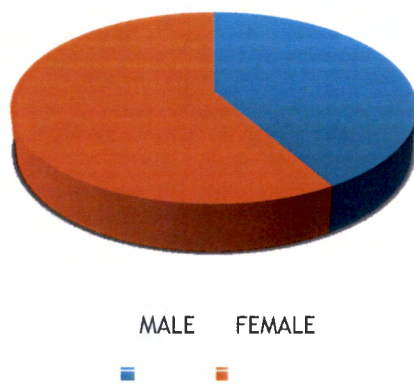
StatsSA QLFS trends 2008-2017

In 2008 Utilities had the lowest absorption rate, while Trade had the highest employment absorption rate. In 2017 the industrial employment absorption trend showed some changes; Utilities remain with the lowest absorption rate while Trade is currently the second lead employer and Community and Social Services is currently the leading industry with regard to employment absorption.

4.8 FINDINGS

4.8.1 Gender

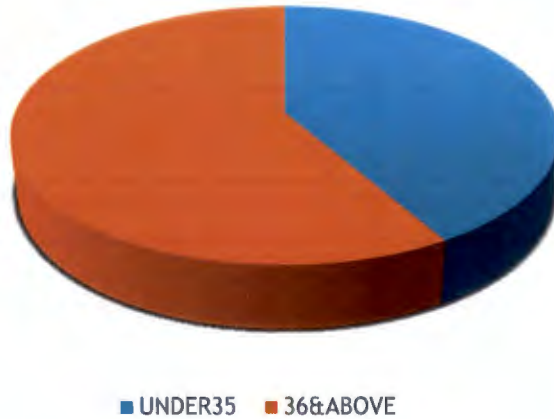
DISTRIBUTION OF PARTICIPANTS BY GENDER



The chart above shows that the majority of the participants were females at 58.3% and 41.6% were males.

4.8.2 Age

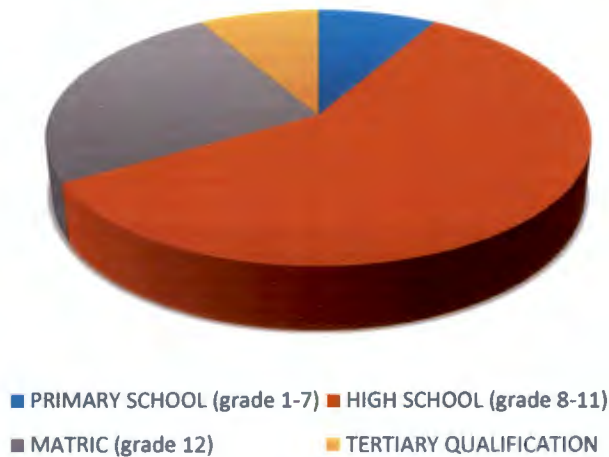
AGE DISTRIBUTION OF PARTICIPANTS



Of the accessible and available participants, 41.6% were youth, aged under 35, while the majority of them, 58.3%, were 36 years old and above.

4.8.3 Education

LEVEL OF EDUCATION



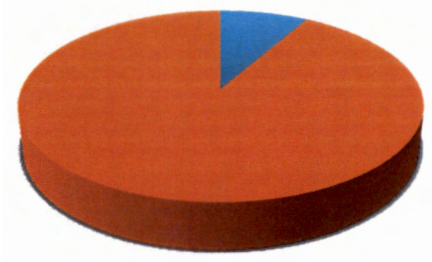
The question on educational level was very personal to all participants and fortunately they all responded. The chart above indicates that only 8.3% of the participants have a tertiary qualification and 25% of them have a matric certificate. 58.3% of the participants did go to

high school but finished below grade 12, while 8.3% of the participants ended only at primary school level.

4.9 Interview

4.9.1 Question One

**DID YOU RECEIVE ANY FORM OF
TRAINING DURING PROGRAMME
PARTICIPATION?**



■ YES ■ NO

Only 8.3% of the participants to this interview said that they received training during their participation in the EPWP. The majority, 91.6% of the participants said that they did not receive any form of training during their participation in the EPWP.

4.9.2 QuestionTwo

HAVEYOUBEENFORMALLYEMPLOYED BEYOND THE PROGRAMMEDURATION?



■ YES ■ NO

None of the participants of this interview have been formally employed beyond participation in the EPWP.

4.9.3 Question Three

DO YOU CURRENTLY HAVE AN INCOME?



Of all the interviewed participants only 8.3% currently have an income and 91.6% do not have an income.

4.9.4 Conclusion

The discoveries displayed in this chapter are subsequently of the door-to-door interviews, which were intended to react to key research inquiries and targets in the journey to discover the role of the EPWP in the alleviation of poverty in the North West Province, South Africa. There were a few restrictions significant to the underlying strategies for information gathering and the will of target members amid the arranging and plotting periods of this examination. It is however clear from the data collection that the Expanded Public Works Programme is a decent approach yet there are holes and escape clauses concerning the execution, observing and assessment of the programme. The above information reflects that the programme implementation misses the mark concerning long-term systems and impact analysis.

This chapter displayed discoveries from a field work done by the researcher. The discoveries explained in this part uncovered the plan of the inquiries questions utilized as a part of this examination figured out how to inspire pertinent information to react to all the exploration

questions. This chapter additionally shows aftereffects of the investigation embraced in the North West Province by researchers from the Global Sustainable Development and those from the Development Policy Research Unit, University of Cape Town. This investigation is extremely applicable to this part as it contains information that the researcher could not access because of financial and time constraints.

The discoveries from the interviews are utilized as a part of the discussion parts of the following chapter.

CHAPTER 5

DISCUSSION OF FINDINGS, RECOMMENDATIONS AND CONCLUSION

5.1 Introduction

The presented concept and ideas surrounding the EPWP to South African's brought great expectation to the possibility of a better life for all. The initiative is very practical but much remains to address the incomparable issues in the socio-economic environment, namely unemployment and poverty. The following chapter discusses the research findings and gives recommendations for implementation to relevant stakeholders.

5.2 Discussion and Finding

This discussion will be based on the questions asked to participants, guided by the research inquiries and goals. The reason for this exploration was to examine of the EPWP on the reduction of unemployment and poverty alleviation in the North West Province. The presentation of findings will now be comprehended in fitting with existing and documented information.

5.2.1 When exploring the first question “what is the role of Public Works Programmes in addressing unemployment and poverty in the North West province?” it is evident that there is a raise in the cost of skilled work in South Africa, as the result of skills shortage in vital areas of engineering and science, skilled technicians such as artisans and IT technicians, managerial functions such as finance, and personal and project managers. This is a threat to public and private investment programmes that is attributed to the arrangements of politically-sanctioned racial segregation and the lateness of training and aptitudes improvement establishments to address issues of quickened economic growth (Accelerated and Shared Growth Initiatives for South Africa [ASGISA], 2006:6).

The EPWP aims to alleviate poverty and create work, while delivering important developmental assets and services (EPWP Report, 2005).

In a Business Times report analyst general Pali Lehohla expressed the view that government's

unemployment cures are insufficient and have failed. For example, it is contended that-"The EPWP, the R9-billion rand jobs fund established in 2011 has yet to fulfill its 150 000 jobs target, and the youth wage subsidy or tax incentive scheme established in 2014, have not affected unemployment." He contends they would have been excellent as pilot studies (rather than totally fledged and upheld ventures).

These revelations question the guaranteed points of interest of EPWP and comparable employment and poverty mitigation programmes. On the off chance that the dormant financial development is considered (assessed 0.1% - 0.6%) and where joblessness is higher now than 20 years back, where Information Technology, engineering, trade, graduates and experienced individuals are not utilized, claims that the EPWP and youth wage sponsorship programme create abilities, occupations and different points of interest are not valid (BusinessDay,2017)

As indicated by Lombard and Strydom (2011:328) unemployment, poverty, and the requirement for faster monetary development stay key difficulties for the advancement in South Africa. Neediness is both a monetary marvel and a social issue. It requires financial development that will encourage coordinated financial and social advancement methodologies. Economic development in itself does not ensure that destitution will be annihilated.

The researcher is of the opinion that since 1994, government introduced strategies and programmes to address the scourge of unemployment and poverty; however, not much was achieved through those programmes (Skills Development, 2011:1). In 2002, the government introduced the EPWP as a new programme to address poverty and unemployment. In the North West Province, according to the findings of this study is not an effective solution but rather a transitory solution. Government should have a trial and test of programmes before committing and investing resources for the long run.

It is evident, based on the respondents in this study regarding the impact of EPWP in their lives that the programme had rescued them temporarily from the hardships of poverty and unemployment during their participation. The respondents also indicated that the EPWP gave them hope and eased off their day-to-day problems and life's demands. All the respondents indicated that the EPWP gave them a sense of belonging, independence and confidence.

McCord (2003:9) contends that South Africa's EPWP have been among the most imaginative in the world, with various targets that incorporate not just occupation creation, infrastructure

improvement and poverty alleviation, yet all the while job training and community capacity building. The respondents in this study believe that the EPWP has the potential to change lives, if only the programme had permanent benefits and was a route to opportunities so that the poor could fend for themselves and be able to provide for their dependents.

Additionally impair for the EPWP is that it concentrates predominantly on making work in the foundation division. It is gone for particular socioeconomics which incorporate women, the adolescent and the disables (Department of Public Works, 2003: 10). They subsequently see that joblessness and destitution worry to be more focused in these gatherings. This overlooks different gatherings like the more than 35 year olds, who are not sufficiently talented to enter the activity showcase. This is a huge gathering that has been influenced by politically-sanctioned racial segregation arrangements.

Moreover, the design to create employment only in the infrastructure sector left other sectors unattended to. For example, according to the QLFS trends of 2008-2017, in 2008, Utilities had the lowest absorption rate in the North West Province, while Trade had the highest employment absorption rate. In 2017 the industrial employment absorption trend has some changes. Utilities remain the lowest absorption rate while Trade is currently the second lead employer and Community and Social Services is currently the leading industry with regard to employment absorption.

Also, it was expected that the abilities and experience picked up by members are important to the work request in the economy at that stage (Department of Public Works 2004: 19). In 2004 the Minister of Labour stressed the thought that we live in a regularly evolving atmosphere (Maja, 2004: 4). Government and strategy producers in this manner need to remain important as to the free market activity of the work showcase when creating methods for tending to the worries, for example, joblessness and aptitude deficiencies (Bhorat and Jacobs, 2010: 6).

An examination done by the Development Bank of Southern Africa uncovered that there has been an ascent in the interest for most word related openings for work (Bhorat and Jacobs, 2010: 6). The researcher is of the view that the programme should focus on the much needed skills in the labour market and also speak to the opportunity of technical improvement, which will allow for economic growth, an opportunity for relevant job creation, skills development and most importantly, poverty alleviation.

5.2.2 When examining the second question “Are Public Works Programmes a relevant socio-economic policy for the alleviation of unemployment and poverty in the North West Province?” an appraisal of work advertise approach as a rule noticed that open works projects can be compelling as a fleeting answer for the jobless, yet they don't enhance the likelihood of members to discovering future business (Meth, 2009: 13). In light of this, it is imperative to observe the way that the EPWP is and has been one of South Africa's biggest devices to address mass and interminable unemployment.

In 2016, Auditor-General (AG) Kimi Makwetu failed to validate and confirm the reported performance of the national expanded public works programme. He said that there was failure to obtain sufficient supporting documentation to confirm the creation of work opportunities (SABCnews,2016).

NWU
LIRP

According to the findings of this study, only 8.3% of the interviewed participants received training during their contract duration, and this 8.3% consists of only those participants who have acquired tertiary qualifications, while 91.6% of the participants said that they did not receive any form of training during their participation in the EPWP. Unfortunately, none of the participants in this data collection process have been formally employed beyond programme participation and have not used the skills gained from the programme in any way that advantages them financially or even increase their employability, these people remain irrelevant to the needs of the labour market.

The AG's discovering amounts to a disclaimer of assessment, one of the more awful review discoveries there are. On the off chance that he can't substantiate the quantity of occupations made, one may consider how specialists and employment suppliers – government – can genuinely state occupations or abilities improvement openings are being made. EPWPs are not having any effect on the approximately 36% genuine (26.5% authority) joblessness rate, or even the kind of abilities that the labour market needs.

The Deputy Minister of the Department of Public Works said on Business Day TV, on 16th of November 2016 that his department does not think that they are solving the unemployment problem but dealing with the problem, and describes the EPWP as a form of social security that seeks to plaster gaps in the current social security system. He further expressed that poverty is not good but unemployed poverty is catastrophic. He further postulated that his department cannot solve the problem.

As indicated by Rossi et. al. (2004: 157) a goal is all around characterized when it is expressed in clear and solid terms. The meaning of the target ought to be expressed in such a way, to the point that the evaluator would have the capacity to decide if it is feasible (Rossi et. al., 2004: 157). The EPWP records recognized and anticipated these targets to be; making one million brief business open doors for jobless South Africans, giving open products and ventures and expanding the capability of no less than 14% of members to find permanent employment.

Minister Nathi Nhleko announced that socio-economic transformation is at the very top of his agenda, and as part of this agenda, government is committed to create 6 000 000 job opportunities through public employment schemes by 2019. Reviewed literature show that the abilities exchanged during members' concise time of EPWP work are not reliable with the aptitudes required in the economy, since the restricted time of preparing incorporated into most EPWP job opportunities, denies the procurement of the high quality and different aptitudes hard to come by. Therefore the employment impact of the EPWP training segment is probably going to be constrained, coming about principally in substitution as opposed to huge increments in total work (McCord et al, 2007:5).

5.2.3 Thus when answering the final question “Is the South African Public Works Programme just a socio-economic safety net?” it can be contended that destitution mitigation and employment creation programmes (recently, known as "radical economic transformation) are ever topical and surely understood as the assumed solutions for counter social and financial disappointments shaped by policy, political and business incomplete visual impairment. Regardless, as showed with different projects in the course of recent years, neediness and employment programmes yield few persisting preferences for either recipients or the country in regards to general poverty alleviation, job creation and aptitudes advancement against the billions spent, reserves that could have been exceptional contributed. Truth be told, these programmes are most likely social exchanges (<http://www.politicsweb.co.za/opinion/govts-failing-poverty-alleviation-programmes>).

According to Statistics South Africa's "Poverty trends in South Africa: An examination of absolute poverty between 2006 and 2015"; since 2011 all the more South Africans are sinking once more into poverty as past increases have been turned around since 2011. Reasons incorporate frail monetary development, adamantly high unemployment and educational results

disappointments; for policy-makers and government this logical report brings up profoundly agonizing issues over the proceeded with quest for approaches that neglect to acknowledge change.

With the larger part being utilized by the framework area which expects low to unskilled people the 1 million employment stamp is feasible. This can be credited to the way that there is a broad number of the populace who fall into this objective gathering (McCord, 2007:15).

The researcher is of the view that South Africa's government officials frequently utilize state assets to take care of issues trusting it's a 'cure-all' lone to see issues hold on, and afterward ask why. Meanwhile, they put on a show to be ignorant of, and neglect to manage, dug in basic issues. However, in January of 2016, Deputy President Cyril Ramaphosa has recognized the difficulties confronting the ANC-led government. He additionally said that the South African economy isn't fit as a fiddle and the abnormal amounts of unemployment and poverty are not what can satisfy any government in the world (SABCnews,24/10/2017).

To develop the economy and lower unemployment the entrenched, genuine structural issues distinguished by evaluations offices, analysts and financial specialists must be handled, instead of the already coming up short endeavoured approaches, grasped in the course of the last 23years. In addition, the way the nation works together applies – financial strategies and working condition – needs to significantly change. However, this will most likely not occur under the present administration, which has been believed to be unyieldingly clinging to obsolete and nationalistic approaches and Zupta-inspired political brinkmanship.

Under the Zuma organization since 2009 the rand has lost about portion of its esteem contrasted with the US dollar. South Africa lost its place as Africa's driving venture goal to focal and east Africa and has expected to fight to recoup the best GDP spot in Africa after rapidly being in third place after Nigeria and Egypt. And recently, as of late South Africa got two appraisals minimize, with a third anticipated after Zuma's appalling bureau reshuffle and terminating of previous back clergyman Pravin Gordhan that pushed the nation into another emergency.

The core function of government is to give administrations and foundation and manage the methodical advancement of the financial, urban and provincial space et cetera. Monetary development and advancement is an outcome of this capacity. It is not their role to be a

employment and dole office, but to meet staffing necessities for its center obligations and fundamental wellbeing and welfare arrangement. On an official Youth Day rally in June of 2017, held in Ventersdorp, North West province, President Zuma in his speech mentioned the EPWP as one of various initiatives in all spheres of government, used to kick start the economy with the aim of assisting young people to gain experience and find employment (TimesLIVE, 16 June 2017).

According to TimesLIVE (16 June 2017) the president acknowledged that government efforts were made difficult by a slump in the economy and further asserted that South Africa is going through a tough time as a result of the recession. The researcher comprehends the need for periodically utilizing individuals for particular here and now extends, the size of occupations engaged with EPWPs are past the extent of its core obligations. It additionally has duplication of administration, well inside its current ability to take the necessary steps EPWPs recipients perform and a wasteful and inefficient utilization of assets.

In August of 2017, the Economic Freedom Fighters' Dr Ndlozi made a relevant diagnosis directed at the crippled economy, unemployment and poverty in South Africa. Dr Ndlozi and the Deputy President Mr Cyril Ramaphosa agreed on this in parliament, the diagnosis basically suggested that the people with the capital do not want to invest in current labour absorptive industries. These leaders agreed that there is money in South Africa and companies are sitting back and not investing, due to a number of reasons, mainly; political uncertainty and regulatory uncertainty; these are matters that need urgent attention. The Deputy President alluded to the fact that South Africa has been absorbing and attracting a lot of Foreign Direct Investment and continues to do so. He further said that South Africa is able to mobilize resources, however, there needs to be a shift in focus, which will permit the reindustrialization of South Africa's economy. There is an urgent need to industrialize the economy of South Africa and the creation of labour absorptive sectors.

5.3 Research Project Review

The primary targets of the study and extent of the exploration venture are currently compressed. The point of this investigation was to utilize worldwide and national contextual analyses to decide the prescribed procedures to be imitated when outlining and implementing a public works programme (PWP). The research problem was prompted by the circumstance of high rates of joblessness and neediness in South Africa. Because of the high joblessness rate, the Expanded Public Works Programme (EPWP) was created in 2004 to make the unemployed more employable

by creating temporary job opportunities supplemented with skills training. However, in spite of the best intentions of the EPWP, unemployment and poverty rates in South Africa still remain high thirteen years after the fact. The main aim of this research was to utilize the prescribed procedures from the global contextual analyses to assess the EPWP in the North West Province and make proposals for it to end up noticeably more viable at making the unemployed more employable.

In view of the literature reviewed, there is proof from universal contextual investigations that proposed that PWP's can control joblessness and destitution inside a nation. The worldwide prescribed procedures of effective PWP's around the globe were utilized to figure a methodology for neediness lightening and occupation creation as far as the outline components and the execution aspects of the PWP's. This system was the reason for assessing the suitability of the outline components and implementation aspects of the EPWP in North West Province.

Therefore for the case of South Africa it is imperative to build pathways and models to make EPWPS effective and the researcher was able to accomplish this through examining the viable theories to find out the most appropriate.

5.4 Analysis guided by Theoretical Framework

5.4.1 Unemployment in the Classical Economic Theory

The above theory contends that the economy will fix itself because prices and wages are flexible: any time, a decrease in the demand of goods and services is experienced or when in the period of recession the economy will bounce back. For example: when demand is down, prices fall because there is no buying power, wages fall because the produced goods are not bought, then there would be competition for jobs. A lot of people will be unemployed and the best candidates for the available jobs will be hired at low pay. As things become cheaper to make and cheaper to buy, more people will be employed and more goods and services will be bought, and demand goes back up.

The economy bounces back or rather fixes itself. During an economic depression, there is high unemployment, a lot of people are looking for work and the 'best are hired for the least', meaning that employers hire more workers and the unemployment rate goes back down. However, this

study defines unemployment according to the Keynesian classical model, and Keynes completely couldn't help contradicting this view and focused on the likelihood of supply surpassing interest, causing disequilibrium in the economy and called attention to that there is no programmed self-change in the economy.

Unemployment, as indicated by him, is the aftereffect of inadequacy of total request. He imagined that the whole piece of cash wage which isn't spent on utilization products by people, require not really be spent on the buy of makers' merchandise or speculation merchandise; cash spared is regularly accumulated by people to build their money adjusts. In this manner, there can be a lack of total request. Obviously, extra supply does not really mean extra request.

The wealthy have excessively of riches which cannot all be devoured by them and the less wealthy too minimal to even meet their base utilization, which implies an insufficiency in total request in connection to extra supply, and this outcomes as a rule overproduction and unemployment.

Along these lines, Keynes brought up the blunder of the classicists in denying general overproduction and joblessness. He additionally brought up that in reality the financial framework is never self-adjusting in character. He, in this way, kept up that State intercession is important for alteration amongst free market activity in the economy.

According to Pigou, work in the general public can be expanded by the gadget of cash wage cuts and noticed that by following an arrangement of wage-cuts, expenses would fall, bringing about the extension of interest, more noteworthy creation, and in this way, more prominent ventures and employment. Keynes disproved Pigou's view that adaptable wage rates will cure unemployment on two counts; practical and theoretical.

Pigou is however not satisfied with the advanced State's intercession in the free working of the financial framework since it causes joblessness. He likewise censured the exercises of the exchange unions which keep the falling of the wage level and accordingly cause increment in joblessness. Keynes brought up that the exchange unions are a necessary piece of current society and they will become further.

To put it plainly, the classical theory, in Keynes' view, is doubtful and unimportant to the current

conditions and outdated, and, therefore, can't be a manual for the arrangement of present day financial issues. In this manner; the essential need is for a theory which will diagnose the ills of the cutting edge monetary framework and outfit a guide for the arrangement of issues like unemployment, business cycles, inflation and other financial ills.

5.4.2 Unemployment in the Real Business Cycle

The Real Business Cycle Theory seeks to explain the business cycle via the classical model. The general equilibrium is that: demand equals supply in every market. An ideological conviction underlies this approach. Microeconomic theory argues that markets are in equilibrium, so one must use general equilibrium theory to understand the economy. This theory focuses on employment and not unemployment, and it is also of the view that consumer preference, technology, and resource endowments are the most fundamental economic factors that determine the general equilibrium allocation of resources. Furthermore, when these factors change, the equilibrium quantities and relative prices change.

According to the Real Business Cycle Theory, changes in the fundamentals cause an increase in employment and production; this expansion is a boom. And when changes in the fundamentals cause a decrease in employment and production, this contraction is a recession. Rapid technical change pushes out the production possibility frontier, so more is produced. The technical change raises the marginal production of both capital and labour, and the real interest rate raises. The real wage rises, so the supply of labour increases, raising employment and productivity.



Smriti Chand (2017) is of the view that, in the Real Business Cycle Theory, fluctuations in the employment are expected. So it does not consider unemployment. When large numbers of people are job-hunting in a recession, they are unable to find work. The theory explains why employment falls. But its clarification is based on reductions in the real wage and the real interest rate which send indications to workers that there is no work available in the labour market. Thus there is no scope for unemployed workers to find jobs and the labour market does not clear in a recession (Smriti Chand,2017).

This theory does not clarify extensive negative technological shocks that mark recession. Recorded evidence shows that periods of disinflation have low productivity and joblessness. These effects are totally missing in the Real Business Cycle Theory (Smriti Chand, 2017). He also contends that the real business cycle theory is a flawed and inadequate theory. It does not clarify

the defining moments of the business cycle. Almost certainly, real supply shocks have important effects on output and employment, they do not create peaks and troughs in the business cycle as actually observed (Smriti Chand, 2017).

In spite of these reactions, as observed by Mankiw (1989), the real business cycle theory has served the significant function of stimulating and inciting the scientific discussion, however it will eventually be discarded as an explanation of observed variances.

5.4.3 Unemployment in the Theory of Innovations

According to Schumpeter's theory, innovation is characterized as "doing things differently" in the domain of financial life. Professor Schumpeter contended that innovations are not whenever disseminated haphazardly finished the entire financial framework, yet curve to be gathered in certain key parts and their environment, and that thus they are by nature disproportionate and disharmonious (Sweezy, 1943). As per Freeman (1982) the model of this monetary development comprises of the accompanying proclamations: it is about development produced by advancements, developments result from entrepreneurial ventures that are themselves roused by the possibilities of imposing business model rents, new advancements supplant old innovations; at the end of the day, development includes imaginative obliteration. In the meantime the Schumpeter's models of the economy and of society are fundamentally static. Innovation is exogenous to his model (Aghion et al,2014).

Robert Wolfson notices that, despite the fact that standard business analysts don't consider Schumpeter's speculations important for monetary and approach investigations, these theories of innovation have built up an enduring specialty in the speculations and models of mechanical advance and improvement. . Schumpeter contends that during the early time of the flourishing period of the business cycle, the new improving firms create a higher interest for monetary assets, which must originate from different enterprises. Nonetheless, an inventive firm means it can deliver per unit of an item at a littler cost (Schumpeter 1928: 378). In the meantime the creative firms begin offering the new items at sensible costs, mirroring the monetary energy of these innovative ventures. Given the minimal effort of creation, the sensible costs will produce higher incomes and surpluses, which incorporate profit.

In essence, unemployment in the theory of innovations speaks to technological change which

allows for the production of the same amount of goods with a lower amount of production factors, namely capital and labour and interestingly enough suggests that “technological unemployment” occurs as a direct effect of innovation irrespective of its fundamental nature.

As mentioned in Chapter two of this study, this study uses the Keynesian classical model’s definition of unemployment. However, the researcher found out that for some economists familiar with both the Schumpeter and Keynesian schools of thought there is a contradiction in the maintaining of these two principles within a single system. According to Michael J. Piore and David W. Skinner (2010), the issue of how to keep up the two procedures inside a solitary association was in truth a worry of a considerable lot of the chiefs whom we met in their product improvement cases; and despite the fact that they experienced issues articulating precisely what the interpretative measurement of their exercises included, they were in any case kind of it and the need to save it inside their association.

It is observed that there are a wide range of methodologies even inside a similar industry. The issue of how to keep up these two methodologies inside a solitary financial framework has risen earlier and requires advance examination and study. These business analysts say that they can’t resist the opportunity to be struck by the nonappearance of institutional outline as an issue in Schumpeter’s own particular idea as he has a fatalistic perspective of the contention amongst free enterprise and feudalism which is more reminiscent of Marx than of Keynes.

As guided by the theories discussed above and findings of this study, South Africa needs to identify the needs of its social and economic environments and focus on making these needs an opportunity for growth and development. According to the researcher, South Africa should place financial focus on innovative initiatives and align the Expanded Public Works Programme with policies of such a nature; this will enable the country to grow technologically, be relevant in international trade and relations and reduce socio-economic risks.

According to Schumpeter’s theory the innovation is characterized as “doing things differently” in the domain of financial life. Professor Schumpeter contended that innovations are not whenever disseminated haphazardly finished the entire financial framework, yet curve to be gathered in certain key parts and their environment, and that thus they are by nature disproportionate and disharmonious (Sweezy, 1943). As per Freeman (1982) The model of this monetary development comprises of the accompanying proclamations: it is about development

produced by advancements, developments result from entrepreneurial ventures that are themselves roused by the possibilities of imposing business model rents, new advancements supplant old innovations, at the end of the day, development includes imaginative obliteration. In the meantime the Schumpeter's models of the economy and of society are fundamentally static. Innovation is exogenous to his model (Aghion et al, 2014).

Robert Wolfson notices that, despite the fact that standard business analysts don't consider Schumpeter's speculations important for monetary and approach investigations, these theories of innovation have built up an enduring specialty in the speculations and models of mechanical advance and improvement. . Schumpeter contends that during the early time of the flourishing period of the business cycle, the new improving firms create a higher interest for monetary assets, which must originate from different enterprises. Nonetheless, an inventive firm means it can deliver per unit of an item at a littler cost (Schumpeter 1928: 378). In the meantime the creative firms begin offering the new items at sensible costs, mirroring the monetary energy of these innovative ventures. Given the minimal effort of creation, the sensible costs will produce higher incomes and surpluses, which incorporate profit.

According to the OECD (2007) the significance of development has been fortified both by globalization and by fast advances in new advances, eminently ICTs, which have empowered new types of rivalry and opened new markets for the creation and conveyance of inventive items and administrations. Globalization has additionally expanded the weight on OECD nations to climb the esteem chain and take part in a persistent procedure of alteration and development. As an outcome, major developing business sector economies are never again basically low esteem included makers however are adding their weight to the creation and commercialisation of inventive items, procedures and administrations.

Trade data on the four most huge economies (Brazil, Russia, India and China; "BRIC") demonstrate that these have turned out to be more dynamic in higher innovation businesses over as of late OECD (2007). The OECD (2007) features that in the vicinity of 1996 and 2004 the offer of high innovation products has multiplied to reach around 30 percent of aggregate exchange (trades in addition to imports) in made merchandise by the BRIC nations. The OECD explains that the majority of this ascent is represented by China. As indicated by the OECD, a large portion of China's fares of cutting edge items is because of outside firms, in any case, that utilization China as an area for a few components of their general production network.

At the point when compared against the foundation of expanding focus and abilities in innovation, extension of R&D and rising human capital in BRIC nations, specifically China, this proposes the test to OECD nations radiating from major developing business sector economies is probably going to heighten. In the meantime, the rise of these economies offers significant open doors for OECD nations, as these nations offer new markets for creative items and give access to another supply of high skilled workers.

Together, South Africa and the BRIC countries have relations at a level of South-South relations, in line with South Africa's foreign policy. These countries relate and associate at multiple platforms, including BRICS, which South Africa became a part of in 2011 and then BRIC became BRICS. The researcher is of the view that such relations and levels of association should be a pathway for development and means of economic advantage for South Africa to develop innovation strategies and draw assistance from foreign associates within the same scope of interest and practice.

5.5 Recommendations

The researcher explored the impact of the EPWP on the lives of programme participants. The respondents were expected to be as open as possible about the experience during the term of the programme and beyond their employment contract. Most of the respondents argued that the experience was not a great one but they would do it again if the opportunity came, as this phase meant a lot to them and their families. Most of the respondents took the subject of this study very personally, and were happy to be given an opportunity to talk about the Expanded Public Works Programme and their experience as employees under the banner of EPWP.

The respondents expressed how the job opportunities gave them and their dependents hope of a better life and the possibility to escape poverty. However, when their employment contracts came to the expected end, they lost hope and went back to poverty. The respondents were very vocal about how they wished these opportunities had opened more doors and made them relevant to the needs of the economy and labour market. Most of the respondents in this study have never been employed since their release from the EPWP. According to Mubangizi (2004:219) a serious effort should be made to include the poor in delivering process to prevent poverty alleviation programmes from being agent driven, excluding the beneficiaries from contributing to decisions necessary for the conceptualization, implementation and evaluation programmes to address the root causes of poverty and empower the poor to move out of or substantially improve their situation.

For some, this was the only job they ever had, and for only one of the respondents this was a kick start to a better future, as he gained skills and more knowledge, which is not the case with the rest of the respondents. The researcher is of the view that, there is potential in the EPWP. This programme can be made better and can produce better results if and only if stakeholders take the initiative of investigating the needs of the socio-economic environment, the available opportunities and the requirements of the labour market.

This study has identified a gap in the Utilities sector of employment, with regards to labour absorption and lack of opportunities. This has been proven to be a problem in relation to technological enhancement and the will to grow innovatively. For this reason, the researcher is of the same view as the Deputy President of South Africa, Mr Cyril Ramaphosa (23-10-2017) when

he said that “there is no problem without a solution.”, unemployment and poverty are problems with solutions, On the 23rd of October 2017, Cyril Ramaphosa made a call for a new approach to unemployment and this will require public and private partnership (SABC Digital News, 27/10/2017). The researcher is of the view that South Africa needs to start exploring new ways of dealing with problems such as unemployment and poverty, because these issues are barring other socio-economic developments. According to the researcher, South Africa should explore innovation enhancement and technological growth.

According to the findings of this study, innovation is the much needed pathway for economic development, alleviation of poverty and reduction of unemployment in South Africa. If the EPWP were to be aligned with the needs of the labour market, with the theories of innovation as a founding mechanism for change, South Africa could like its international counter parts, great economic progress and social constructivism. This study has identified the gaps in the labour market, the opportunities for economic growth and the avenues for foreign assistance and investment. South Africa has areas to improve and access to the hand that is able to help improve this area, and an opportunity to sustainably respond to the problems of unemployment and poverty by making much needed changes to the programmes and policies of the EPWP.

This study has identified that, the Public Works Programmes international norm is working for places such as India, Latin America, Central America, Botswana, but not necessarily for South Africa especially in the case of the North West Province. It is important for the researcher to highlight that the findings of this study may not necessarily paint a picture about the implementation of the programme in all provinces of the country, as there are disparities with regards to the financial distribution, provincial population structure and needs, sectoral project under the programme, training and management strategies. Furthermore, this study has identified that governments measurement of output with regards to the Expanded Public Works Programme is not in line with what the programmes seeks to achieve.

According to The State of Expanded Public Works Programme in South African Cities 3 year report (2009-2012, pg 8) “The EPWP seeks to bridge the gap between the growing economy and the large numbers of unskilled and unemployed people who have not yet enjoyed the benefits of economic development.” And this according to the researcher directs output of programme results to be the number of employable people beyond programme participation and their level of economic activity, not the number of people who have participated in the programme. Government Monitoring and Evaluation of this programme should reflect the kind of impact which programme participation has had on the

lives of former programme participants, this will thereafter qualify programme participation and impact analysis.



5.6 Conclusion

The reality of the matter is that EPWP gives here and now destitution mitigation. The utilization of the EPWP programme is proposed as a reasonable technique for managing issues of abilities deficiency and joblessness through leave system. Individuals who are specifically associated with the programme ought to get a chance to manageable occupation, self- development and societal advancement. The leave procedure is being executed and labourers are utilized for 460 days over a time of a five-year cycle, at that point they need to leave the programme. The work inside EPWP is of fleeting nature and the Public Works programme has a legitimate confinement of two years. Besides, the administration intends to achieve an extreme number of individuals with focused neediness lightening projects and give other jobless individuals the chance to work. There is additionally a presumption that the preparation that contractual workers and specialists get in EPWP prepares them to begin their own private venture or find different occupations. Be that as it may, these suspicions are farfetched given the condition of basic joblessness (McCord, 2003). Likewise, the preparation that labourers get is restricted and does not empower them to begin their own particular businesses.

The criticism of the current evidently effective EPWP is that the genuine business term is short. This is an issue raised by numerous pundits and though the rules demonstrate the most extreme work time of two years, in functional terms. As to the activity ensure proposition there is a noteworthy suggestion with critical ramifications that where the EPWP managerial structure cannot give enough work to the individuals who look for it then the wage should in any case be paid amid the period that the administration organization takes to offer EPWP business. Given limitations that have been obvious in the conveyance of the EPWP to date this approach applies a broadened time of preparing in both regulatory and specialized viewpoints identified with EPWP conveyance. The delivery of a successful practical business way needs to leave the EPWP; the economy of South Africa and its people are relying upon such.

According to this study, the unemployment theory of innovation is the most appropriate and relevant theory from the three theories of unemployment previously discussed. What makes this theory appealing is the fact that it speaks to the gap within the South African economy and policy needs. The researcher is of the opinion that this theory speaks soundly to the much needed change and evaluation of the South African Expanded Public Works Programme, and the needs of the population which are subscribed as poverty and unemployment according to this study. According to this study and relevant data sources there is an existing innovations related gap within the South African labour market and this contributes to the low absorption rate in the Utilities sector at both national and provincial level.

The blend of skills training with medium to long-term (that is basic) work placement is most likely the best and procedure for making occupation resources, employments and guarantee people's social and monetary progression. Yet, the proof, or absence of it, including from irreproachable sources like reviewer and analyst officers, is unequivocal, EPWP has failed the test. There is an urgent need for review and impact evaluation in seek to validate the relevance of the EPWP based on economically beneficiating and sustainable transformation driven results.

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