

**“ The City of Heritage ”**



**ULUNDI LOCAL  
MUNICIPALITY EPWP  
EXIT STRATEGY DRAFT  
2025-2026**

## TABLE OF CONTENTS

<b>ULUNDI LOCAL MUNICIPALITY EPWP EXIT STRATEGY 2024-2025 .....</b>	<b>1</b>
<b>ACRONYMS &amp; DEFINITIONS OF TERMS .....</b>	<b>3</b>
<b>INTRODUCTION.....</b>	<b>6</b>
<b>OBJECTIVE .....</b>	<b>6</b>
<b>PROBLEM STATEMENT .....</b>	<b>6</b>
<b>LEGAL FRAMEWORK.....</b>	<b>7</b>
<b>EXIT STRATEGY PROGRAMME .....</b>	<b>8</b>

## ACRONYMS & DEFINITIONS OF TERMS

<b>Public body</b>	A public body is a national government department, provincial government department, a municipality, and a state-owned entity as defined in the PFMA of 1999.
<b>Administrative Champion</b>	An official responsible for advocating and providing leadership and administrative support to EPWP in the municipality and represents his/her directorate/department in the EPWP Steering Committee
<b>DPW</b>	National Department of Public Works
<b>DSC</b>	District Steering Committee
<b>ED</b>	Executive Director or the senior manager
<b>Environment &amp; Culture</b>	The sector aims to build South Africa's natural, social and Sector cultural heritage, and in so doing dynamically uses this heritage to create both medium and long-term work and social benefits through sustainable land-based livelihoods, waste management, tourism and creative industries, parks and beautification, coastal management and sustainable energy.
<b>Non-State Sector</b>	The sector aims to foster partnership between non-profit organisations (NPOs), communities and government to create opportunities through socially constructive activities for a large number of individuals within local communities.
<b>Social Sector</b>	The sector aims to drive a sphere of social policy dedicated to human development and improving quality of life in the areas on education, health and welfare.
<b>Ministerial Determination</b>	The Ministerial Determination applies to all employers and employees engaged in the Expanded Public Works Programmes gazetted by the Minister of Labour. Refer to the latest approved determination.
<b>EPWP</b>	Expanded Public Works Programme. A programme approved by government to provide income support for meaningful work for the unemployed poor.

<b>Decent Work</b>	According to the International Labour Organisation (ILO) decent work involves opportunities for work that is productive and delivers a fair income; provides security in the workplace and social protection for workers and their families; offers prospects for personal development and encourages social integration; gives people the freedom to express their concerns, to organize and to participate in decisions that affect their lives; and guarantees equal opportunities and equal treatment for all.
<b>HOD Forum</b>	Public Works Head of Department Forum
<b>IDP</b>	Integrated Development Plan
<b>Incentive Grant</b>	Incentive paid to public bodies to incentivise employment creation under the EPWP. The incentive is paid per quantum of employment created for the EPWP target group and can be measured in FTE's.
<b>Infrastructure sector</b>	the sector aims to promote the use of labour-intensive methods in the construction and maintenance of public infrastructure.
<b>Labour-Intensive</b>	<b>Labour-Intensive</b> construction is the economically efficient employment of as great a proportion of labour as is technically feasible throughout the construction process to achieve the standard demanded by the specification, the result being a significant increase in employment being generated per unit of expenditure by comparison with conventional equipment – intensive methods.
<b>Labour-intensive</b>	Refers to methods of construction and maintenance involving a mix of labour and machines without compromising on quality, where labour is the primary resource supported by plant and equipment for activities that cannot be feasibly done by labour only.
<b>Labour-intensity</b>	It is a measure of the use of labour on a project, it is calculated by expressing on unskilled and semi-skilled labour wages as a percentage of the total expenditure.
<b>LED</b>	Local Economic Development
<b>MM</b>	Municipal Manager
<b>NCC</b>	National Coordinating Committee
<b>NSC</b>	National Sector Committee
<b>PSC</b>	Provincial Steering Committee

**PSCC**

Provincial Sector Coordinating Committee

**Task System**

A task is a clearly defined quantity of work to be completed to specified quality by a worker for payment of one day's fixed standard wage. The main incentive is that the worker can knock off when she has finished the task set.

**Training Person – Days**

The number of training person-days is the number of people who attended training multiplied by the number of days training. A distinction must be made between

**Training**

Any structured intervention aimed at skilling participants towards quality project delivery, capacity building and career pathing and sustainable livelihoods.

accredited and non-accredited person-days.

**Work Opportunity**

Paid work for an individual on an EPWP project for any period of time. The same person can be employed on different projects and each period of employment will be counted as a work opportunity.

**Full Time Equivalent**

Refers to one-person year of employment and this is equivalent to 230 person days of work, whereas a work opportunity relates to employment of a person for any duration.

## INTRODUCTION

The purpose of Ulundi Local Municipality Expanded Works Programme Exit Plan is to develop a strategic blueprint that lays out a road map on how the EPWP Participants will be equipped with a various skills and business management in preparation for their exit to successfully transit to the next phase of their lives. An exit plan will address the hostility and anarchy that perpetrate the unrest by the EPWP Participants when their contracts expire.

### Objective

The Ulundi Exit Strategy objective is to re-launch and restore the culture of Self-help and Self-Reliance. The Exit Strategy seeks to innovate a programme of action that will address the fear of the unknown to the EPWP Participants. The Strategy will also address the socio-economic challenges that is embodied in the Country's economy. The main goal is to strengthen the Local Economic Development and to close the inequality gap within Ulundi. The Strategy will also talk to the Social ills such as.

1. Poverty
2. Crime
3. Unemployment

The Ulundi Municipality Exit Strategy is aligned with all spheres of government policies, key Development Strategies and it is intended to recover and transform the economy and create Local Entrepreneurs. It is also developed to address immediate challenges.

### PROBLEM STATEMENT

Key messages extracted from the South African / United Nations Socio-Economic Impact Assessment 2020 which reveals that about 54% of households were pushed out of permanent employment to informal jobs and are likely to fall into poverty. About 34% of those are categorized as middle class. Higher incidences of poverty are likely to occur in female headed households, rural households, population with education below secondary level, unskilled labour and the informal sector. It may take about five (5) years for the economy to return to pre-2019 levels. Hence the strategies are needed to curb the above narrative.

## LEGAL FRAMEWORK

The development of this Strategy is guided by the following legislation and policy prescripts:

- The Constitution of South Africa (Act No.108 of 1996)
- The Public Finance Management Act (PFMA, 1999).
- Public Service Act (PSA, 1994).
- Municipal Finance Management Act (MFMA, 2003).
- Division of Revenue Act (DORA, 2006)
- The Municipal Systems Act (Systems Act, 2000)
- The Basic Conditions of Employment Act (BCEA, 1997).
- Skills Development Act (SDA, 1998)
- Cabinet Memo 2003 approving the implementation of EPWP.
- EPWP Phase 4: Consolidated Programme Overview
- Ministerial Determination and the Code of Good Practice for Expanded Public Works Programme.
- Expanded Public Works Programme (EPWP) Institutional Arrangement Framework, (2012). National Development Plan
- New Growth Path 2010
- Ulundi Municipal Local Economic Development Strategy
- Ulundi Municipal Integrated Development Plan
- Ulundi Municipal Recruitment and Selection Policy
- Ulundi Municipal Youth, gender, and disability policy
- Ulundi Municipal Procurement Policy
- Integrated Infrastructure Maintenance plan
- Ulundi Municipal Supply Chain Management Policy.

## EXIT STRATEGY PROGRAMME

PROGRAMME	INTERVENTION	RESPONSIBILITY	TIME FRAME
1. COMPUTER TRAINING	To equip the EPWP Participants to enrol in Computer courses	Ulundi Local Municipality (Community Services)	3-6 Months
2. ENTREPRENEURIAL SKILLS	To equip and register the EPWP Participants as cooperatives and Private Companies.	Ulundi Local Municipality (LED), EDTEA, COGTA, Public Works and Private Sector.	3-6 Months
3. BRICKLAYING, TILLING, PLUMBING AND ELECTRICITY	To equip the EPWP Participants with the skills.	Ulundi Local Municipality, SETAs	3-6 Months