

**THE IMPACT OF COMMUNITY WORKS PROGRAMME ON POVERTY  
ALLEVIATION AT ERASMUS VILLAGE IN THE CITY OF TSHWANE  
METROPOLITAN MUNICIPALITY OF GAUTENG PROVINCE**

By

**NGANYANE ERNEST HLONGO**

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## DECLARATION

I declare that the mini-dissertation hereby submitted to the University of Limpopo for the degree of **MASTER OF DEVELOPMENT: PLANNING AND MANAGEMENT** has not been previously submitted by me for a degree at this or any other University. It is my work in design and execution, and that all material contained herein has been fully acknowledged.

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**HLONGO, N.E. (MR.)**

03/03/202

**Date:**

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## ACRONYMS

ANC	AFRICAN NATIONAL CONGRESS
BEE	BLACK ECONOMIC EMPOWERMENT
CBOS	COMMUNITY-BASED ORGANISATION
CCR	CARNEGIE COMMISSION REPORT
CRDP	COMPREHENSIVE RURAL DEVELOPMENT PLAN
CoTMM	CITY OF TSHWANE METROPOLITAN MUNICIPALITY
CWP	COMMUNITY WORKS PROGRAMME
DCOG	DEPARTMENT OF COOPERATIVE GOVERNANCE
DEA	DEPARTMENT OF ENVIRONMENTAL AFFAIRS
DPME	DEPARTMENT OF PLANNING, MONITORING AND EVALUATION
EPWP	EXPANDED PUBLIC WORKS PROGRAMME
ERCP	ECONOMIC RESEARCH RECONSTRUCTION PLAN
GCIS	GOVERNMENT COMMUNICATION INFORMATION SYSTEMS
GEAR	GROWTH ECONOMIC AND REDISTRIBUTION
GNU	GOVERNMENT OF NATIONAL UNITY
HDI	HUMAN DEVELOPMENT INDEX
IA	IMPLEMENTING AGENT
IDP	INTEGRATED DEVELOPMENT PLAN
ILO	INTERNATIONAL LABOUR ORGANISATION
LRF	LOCAL REFERENCE GROUP
MDGs	MILLENNIUM DEVELOPMENT GOALS
MFMA	MUNICIPAL FINANCE MANAGEMENT ACT
MPI	MULTIDIMENSIONAL POVERTY INDEX

MSA	MUNICIPAL SYSTEMS ACT
MTSF	MID-TERM STRATEGIC FRAMEWORK
NDP	NATIONAL DEVELOPMENT PLAN
NGOS	NON-GOVERNMENT ORGANIZATIONS
NREGA	NATIONAL RURAL EMPLOYMENT GURANTEE ACT
NPOS	NON-PROFIT ORGANISATIONS
PRC	PEOPLE`S REPUBLIC OF CHINA
PRSP	POVERTY REDUCTION STRATEGY PAPERS
PSIRA	PRIVATE SECURITY INDUSTRY OF SOUTH AFRICA
PWD	PERSONS LIVING WITH DISABILITY
QLFS	QUARTERLY LABOUR FORCE SURVEY
RDP	RECONSTRUCTION AND DEVELOPMENT PROGRAMME
RSA	REPUBLIC OF SOUTH AFRICA
SALDRU UNIT	SOUTH AFRICAN LABOUR DEVELOPMENT RESEARCH UNIT
SAMC	SOUTH AFRICAN MEDICAL COUNCIL
SAP	STRUCTURAL ADJUSTMENT PROGRAMME
STATS SA	STATISTICS SOUTH AFRICA
SMME	SMALL MICRO AND MEDUIM ENTERPRISES
SONA	STATE OF THE NATION ADDRESS
TIPS	TRADE AND INDUSTRIAL POLICY STRATEGIES
TPA	TARGETED POVERTY-ALLEVAITION
TREC	TURFLOOF RESEARCH ETHICS COMMITTEE
UN	UNITED NATIONS
UNDP	UNITED NATIONS DEVELOPMENT PROGRAMME

## **ABSTRACT**

The primary objective of the Community Works Programme (CWP) is to provide a safety net to the poor, unemployed and under-employed people by providing them with regular and predictable work opportunities enabling them to earn a monthly wage (DCoG, 2017). CWP was established as a government-wide initiative targeting the poorest wards in each area of implementation. The study investigated its impact on poverty-alleviation among participants at Erasmus village of the City of Tshwane Metropolitan Municipality in Gauteng province.

A multiple data collection approach was used to collect data. Quantative data approach was collected with 81 respondents whilst qualitative data was collected among programme administrators through focus group interview. Simple random sampling was used to sample respondents whilst a questionnaire was administered in data collection. The collected data was processed using MS Excel system with results presented in tables and graphs.

The study found a relationship on impact among public employment programme implemented in south Africa i.e. EPW and CWP. In both programmes, the stipend was used to purchase family basic goods and service, payment of school fees, community psychosocial needs such as payment of burial societies, Stokvel and to some extent, payment of municipal services. The activities undertaken by participants using income earned from the programme were found to have presented an opportunity for local economic growth in the community. This includes increased spending on local goods such as taxi fare, local garden vegetables and purchasing of locally made school uniform.

The skills acquired by participants in the programme include both generic and technical. The basic nature of skills acquired were found to be incapable of assisting participants to find new jobs or exit the programme to form their own businesses. The skills provided in the programme since the programme started in 2007 require a review, both in terms of courses offered and alignment with the modern economy needs.

**Keywords:** Community Works Programme. Poverty-alleviation and Sustainable livelihoods.

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## **CHAPTER 1**

### **1. INTRODUCTION AND BACKGROUND**

#### **1.1 Introduction**

Department of Cooperative Governance (DCoG) implements Community Works Programme (CWP) at identified sites in nine provinces of South Africa (DCoG, 2017). CWP is implemented in collaboration with stakeholders such as Non-Governmental Organisations (NGOs), provincial governments, local municipalities, local reference groups (LRGs) and project managers. The aim of the programme is to provide work opportunities for women, youth, persons living with disabilities and the community at large at sites of implementation (DCoG, 2017). The CWP is a government-wide initiative targeting the poorest in South Africa (DCoG, 2017). CWP as a component of Expanded Public Works Programme (EPWP), offers work opportunities, safety net (monthly stipend) and is community driven (DCoG, 2017). The DCoG (2017) defines CWP as labour-intensive and offers predictable regular work. The CWP is further characterised by partnerships and trainings which are key design imperatives.

The CWP was piloted in 2007 as an extension to the EPWP and forms part of public employment programmes initiated as part of the second economy project (DCoG, 2017). This chapter provides background on CWP policy context, problem statement, aim and objectives of the study, research questions, motivation of the study, significance of the study and ethical considerations. Furthermore, this chapter also provides a layout of the dissertation.

#### **1.2 Background**


South Africans ushered the dawn of democracy in 1994, following watershed election process, held on the 27<sup>th</sup> April 21994 (Statistics South Africa, 2013). The era promised to herald a new dawn among South Africans who, since 1948, were trapped in the apartheid rule whose foundation was premised on racial discrimination (StatsSA, 2013). New policies were introduced as a way to rebuild relations among citizens and the country (StatsSA, 2013). In 1994, the Government of National Unity

(GNU), introduced a progressive constitution, institutional and legislative frameworks to implement the transformation project from a pariah state of apartheid to a democratic prosperous, non-sexist and non-racial society (StatsSA, 2013). The introduction of new policies for the new government in 1994 has resulted in the introduction and adoption of strategies such as Structural Adjustment Programme (SAP, 2005) of the Policy Framework Papers (Bretton Wood Project, 2001), (Hanlon & Pettifor, 2000) in Sub-Saharan Africa (Ndanguba and Hanyane, 2018). The end result was the adoption and implementation of several policies, among them, the Reconstruction and Development Programme (RDP), Growth, Employment and Redistribution (GEAR), privatisation of health care and the energy sector (Dagdeviren, 2003 in Ndanguba and Hanyane, 2018:1), Accelerated Economic Growth, Black Economic Empowerment (BEE) (World Bank, 2017), building human capacity, fostering resilience (World Bank, 2017) and private sector intervention (Independent Evaluation Group) to mention but a few, aimed at improving living standards among South Africans (Ndanguba and Hanyane, 2018).

The South African government further introduced various legislations aimed at improving lives of its citizens. Although the legislations were introduced by government at national level, there is collaboration among three levels (National, Provincial and Local) in implementation of such policies or legislation (StatsSA,2013). Over and above that, government further introduced National Development Plan (NDP) Vision 2030 in 2011 (DPME, 2016). NDP Vision 2030, was implemented in all three spheres of government as well (DPME, 2016). In an effort to ensure the implementation of NDP Vision 2030 at all government levels, strategic plans were adopted to serve as tools for implementation and alignment among three spheres. At national level, the NDP is implemented through the Mid-Term Strategic Framework (MTSF) for government, adopted over a 5-year period (DPME, 2016). The current strategic framework has been implemented since 2019 and its goals are expected to have been achieved in 2024 (MTSF, 2019/2020-2024/2025). At provincial level, the NDP Vision 2030 is implemented through the Provincial Growth and Development Plan (PGDP), whilst local municipalities implementing the programme through Integrated Development Plan (IDPs) (NDP, 2011). The IDP serves as a strategic plan through which local municipalities implement and realise service delivery at communities (DCoG,2021/2022). Furthermore, IDP serves as

strategic plans consolidated and budgeted for in the programme. Among the projects in the IDP, public employment programmes, i.e. EPWP and CWP were included and further aligned to the proposed achievements by both provincial and national governments.

The South African government uses development indicators to measure progress on state of South Africa's development in economic growth, transformation, employment, poverty and inequality, household and community assets, health, education, social cohesion, safety and security, international relations, good governance, transport infrastructure and energy (DPME, 2016). Development indicators serve as tools to monitor progress on implementation of the NDP Vision 2030 (NDP) Vision 2030, by spheres of government (DPME, 2016). In 2016, there were 85 identified development indicators, spanning from 1994



when the ANC led government came to power (DPME, 2016). These indicators informed policy developments in the processes and legislation that were eventually passed in the 22 years of democratic state (DPME, 2016). The DPME (2016) states that development indicators provide numerical indication of changes in highly complex and interrelated systems and therefore should be interpreted jointly in an integrated manner, beyond the number and within the broader, socio-economic and historical context.

Development indicators on employment provide an analysis of number of jobs created per sector, jobs lost per sector, job opportunities created through the EPWP and network of opportunities created by the CWP (DPME, 2016). According to DCoG (2017), CWP was initiated as part of second economy and piloted from 2007 to 2009. It was incorporated into EPWP in 2009 and transferred to DCOG in 2010 for implementation at identified sites country-wide (DCOG, 2017).

Province	2010/2011	2011/2012	2012/2013	2013/2014	2014/2015	Demographics consolidated from April 2009 to March 2015 (DPME, 2016)		
						% Youth	% Women	% people living with disability
Eastern Cape	23 070	18 350	32 206	42 904	40 594	47	62	0.63
Free State	8 863	9 064	18 525	21 535	20 561	60	71	0.41
Gauteng	25 966	25 758	17 815	9 363	21 252	52	70	1.03
KwaZulu Natal	10 437	14 101	25 379	38 952	33 692	51	70	0.29
Limpopo	4 783	5 499	12 259	10 593	23 008	51	74	0.5
Mpumalanga	5 965	8 062	9 582	6 972	19 785	52	70	0.52
North West	2 660	4 091	5 164	13 997	18 020	56	69	0.51
Northern Cape	8 096	7 320	13 776	22 300	11 418	51	68	1.77
Western Cape	2 296	7 934	9 832	10 063	10 377	52	64	1.2
<b>South Africa</b>	<b>92 136</b>	<b>100 179</b>	<b>144 538</b>	<b>176 679</b>	<b>198 707</b>			

The contribution of Community Works Programme to government strategic priorities includes addressing unemployment by providing regular and predictable work and reduction of inequality by focusing on youth, women and people living with disabilities (DCoG, 2017). Other strategic priorities of CWP include alleviation of poverty through wages earned, resulting in facilitation of the acquisition of basic goods and services (DCoG, 2017). Furthermore, CWP contributes to achieving government development priorities as outlined in the NDP Vision 2030 (DCoG, 2017).

**TABLE 1: PROVINCIAL DISTRIBUTION OF WORK OPPORTUNITIES CREATED THROUGH COMMUNITY WORKS PROGRAMME (2010/2011-2014/2015)**

**Source: (DPME, 2016)**

The provincial distribution of work opportunities created through CWP is provided in table 1 above. It can be seen that since its inception in 2010, the number of jobs created reached 198 7007 over a 5-year financial reporting (2010/2011-2014/2015), from 92 136 when the programme was implemented, to reach 198 707 (DPME, 2016).

The provincial distribution of jobs created through CWP shows that the Eastern Cape province created nearly double the number of jobs over a 5-year period, the province created a total of 23 070 jobs in 2010/2011. By the end of 2014/2015, the number of jobs had grown to reach 40 594 (DPME, 2016). The Free State Province created 8 863 jobs in the 2010/2011 financial year. Over a 5-year period, the number of CWP intakes grew to reach 20 651 in 2014/2015 (DPME, 2016).

In Gauteng province, the total number of jobs created in 2010/2011 were 25 966 but the number of jobs created declined to reach 21 252 in 2014/2015 (DPME, 2016). The biggest decline in number of CWP uptake was in the 2013/2014, with a dip in jobs reaching 9 363 a year (DPME, 2016). Although the report does not state the reasons for a decline in CWP jobs intake, the reduced intake in Gauteng Province can be attributed to participants being absorbed in other sectors as and when they gain marketable skills.

In KwaZulu-Natal province, the number reached 10 437 when the programme commenced in 2010/2011 and tripled to reach 33 692 in the 2014/2015 (DPME, 2016). In the province of Limpopo, the total number of jobs created were 4 783 in 2010/2011 and grew to reach 23 008 in 2014/2015 (DPME, 2016).

The intake of CWP participants in Mpumalanga province commenced at 5 965 in 2010/2011 financial year and quadrupled to reach 19 785 in 2014/2015 (DPME, 2016). In the North West province, the programme commenced with 2660 participants and grew to reach 18 020 in 2014/2015 (DPME, 2016). In the Northern Cape Province, the number commenced at 8 096 in the 2010/2011 and grew to reach 11 418 in the 2014/2015 financial year (DPME, 2016). The Western Cape started with 2 296 participants in the 2010/2011 financial year and grew to reach 10 377 in the financial year 2014/2015 (DPME, 2016).

The CWP in the CoTMM is implemented at Erasmus village, situated at ward 39 (DCOG, 2017). As at July 2022, the number of participants was 1763 (CWP

Erasmus database. 2022). The framework for DCoG allows each CWP site to recruit up to 2000 participants (DCoG, 2017). Although no studies were conducted to understand the impact of the programme at Erasmus village, the growing number of new entrants in the programme shows that the programme has a role in the lives and livelihood of participants (CWP Erasmus database. 2022).

### **1.3 Statement of the problem**

The CWP programme, implemented since 2010 in Erasmus village of the CoTMM, has attracted interest amongst local participants (DCoG, 2017). These include locals who were erstwhile based at urban centres but not employed (DCoG, 2017). International Labour Organization (ILO. 2013:6) states that work arrangement of CWP requires that participants work a minimum of two (2) days per week, a maximum of eight (8) days monthly, capped at hundred (100) days per year. As at July 2022, each participant, working the above-mentioned period a month, earned R110 a day or R880 a month (CWP Erasmus database. 2022). Supervisors and administrators earned R130 a day over 20 days, calculated to reach R2600 over a fully worked month (CWP Erasmus database. 2022).

The Community Works Programme (CWP) was identified as one possible solution to poverty-alleviation in our study area, Erasmus village, situated in the CoTMM (DCoG, 2017). As at March 2022, there has been limited literature on impact of CWP on poverty-alleviation, implemented at the study area. Dichabe (2016) developed a study proposal, focusing on the management and sustainability of CWP Cooperatives, at the study area. However, the researcher noted that Dichabe (2016) study does not focus on impact of CWP on poverty-alleviation among beneficiaries. Instead, Dichabe (2016) focused on how cooperatives performed following their exit in the programme.

The research study focuses on the impact of the CWP as one programme aimed at poverty-alleviation in Erasmus village, situated in the City of Tshwane Metropolitan Municipality. Although poverty affects many communities, this study focused specifically on whether CWP, since its inception, has impacted the lives of beneficiaries and programme administrators.

Since there was no evidence on its contribution, the researcher saw an opportunity to explore its impact and to understand its contribution among participants. These will be followed by an attempt to understanding if skills gained did enable them to gain employment when they exit the programme. Furthermore, the study wanted to understand the participants' perceptions of challenges and opportunities that may be exist in the programme.

Against this background, this study seeks to investigate, through a mixed method research (qualitative and quantitative), the impact of the programme following its implementation in the study area within the CTMM. It should be noted that this study does not attempt to change how processes are conducted at the CWP but to highlight its impact among beneficiaries. The study only proposes an effective approach and highlight challenges that can be mitigated to ensure success of the programme going forward.

#### **1.4 Aim of study**

The study explored impact of Community Works Programme on poverty-alleviation at Erasmus village of the CoTMM, specifically on employment, skills, challenges and opportunities.

#### **1.5 Objectives of the study**

Kothari (2004) states that the purpose of research is to discover answers to questions through application of scientific procedure. In a quest to discover answers, the researcher formulated objectives of the study as:

- (i) to establish the impact of Community Works Programme based on income earned by participants before and after they joined the programme,
- (ii) to assess the employability of participants after the acquisition of new skills learnt in the programme, and
- (iii) to understanding the participants' perception of challenges and opportunities affecting them.

#### **1.6 Research questions**

The research questions were:

- How has CWP impacted participants` income before they entered and during the programme?
- How has acquisition of new skills, learnt from their programme, affected employability of beneficiaries?
- What were participants` perceptions of challenges and opportunities encountered in CWP?

### **1.7. Motivation and Rationale of the Study**

There were no studies conducted on study area previously, hence the researcher saw the need to conduct it. Therefore, the researcher saw the need to examine the socio-economic aspects of the programme and understand how the livelihoods of participants were impacted in the process of implementation. These include how the income earned impacted their lives and livelihoods, how the skills acquired helped them improve their lives and chances of further employment. The researcher noted that, when projects and programmes are implemented, challenges and opportunities are likely to exist hence the need to assess participants` perceptions.

### **1.8 Significance of the study**

It is envisaged that the study will assist the CoTMM in reviewing programme implementation, its role in management, including its governance and other administrative related matters that fall within their ambit. During the data collection process, project administrators stated the challenges affecting the administration of the programme included the undefined role of the CoTMM, a situation requiring clarification to ensure smooth operation of CWP. The recommendations are expected to assist programme managers to overcome challenges faced by programme administrators and participants during the day to day implementation of the programme.

### **1.9 Ethical considerations**



Lune and Berg (2017:43) states that researchers must ensure the rights, privacy, and welfare of people and communities that form the focus of their studies. In South Africa, there are various professional groups that require their members to act according to principles of conduct that are considered correct, for example, the Legal Bar Council for Lawyers, the South African Medical Council (SAMC), etc. Chapter 2 of South African Constitution provides a set of rights for all citizens. Section 7 (1) states that the Bill of Rights is a cornerstone of democracy in South Africa (RSA,1996). The Bill of Rights enshrines the rights of all people in our country and affirms the democratic values of human dignity, equality and freedom (RSA,1996). Section 7(2) takes the step further by stating that the state must respect, promote and fulfil the rights in the Bill of Rights (RSA,1996). The researcher subscribes to Bill of Rights as enshrined in the Constitution of South Africa through principled and ethical interaction as with subjects (participants) in the study. To this end, the researcher adhered to the following:

- (a) provided project administrators with ethical clearance letter issued by the Turfloop Research Ethics Committee (TREC) before embarking on any data collection process.
- (b) permission was requested from the CoTMM through the office of the Public Employment Champion. E-mails were sent and meetings were arranged to understand the study, specifically its aims and objectives. After two meetings, the researcher was introduced to project administrators by the project champion from the programme administrators at the study area.
- (c) informed consent for by each participant was requested during data collection process. Respondents were made aware of the reasons for the study, the type of information that will be requested and why the information is sought.
- (d) Informed participants that their participation was voluntary and can withdraw if they felt that providing information was a risk to their lives or those of their families.
- (e) The researcher informed participants that information provided was going to be treated with confidentiality and no one was allowed to see their response. Furthermore, they were informed that data will be

analysed and their responses were going to be generalised with those of others to.

- (f) The researcher ensured that questions in a questionnaire were simple, easy to understand and logical.
- (g) The researcher was present in cases where participants preferred to complete the questionnaire on their own. In these instances, the researcher provided guidance and clarify questions that may cause any anxiety or discomfort among participants.

### **1.10 Outline of dissertation**

Chapter 1 covers an overview of the study, introduction, background, problem statement, aim, objectives, research questions, motivation, significance and ethics.

Chapter 2 covers the literature review of the study. This includes the historical background of poverty-alleviation programmes adopted by South Africa, poverty-alleviation in post- apartheid South Africa, the policy framework and institutional arrangements of Community Works Programme and role of local government when implementing CWP.

Chapter 3 covers research methods such as research design, study area, study population, sampling and sample size. Furthermore, questionnaire development, data collection process, data processing, data analysis and dissemination of information were covered in the chapter as well.

Chapter 4 covered presentation and interpretation of research findings. This includes presentation and discussion of results in relation to research questions.

Chapter 5 covers a summary, conclusion and recommendations of the study.

## **CHAPTER 2**

### **2. LITERATURE REVIEW**

#### **2.1. Introduction**

Chapter 2 provides a review of literature on four key aspects related to the study. The first part reviewed the historical background to poverty-alleviation programme, whilst second part reviewed literature on the analysis of post-apartheid policies pursued by the South African government post 1994. Thirdly, policy framework and institutional arrangements for Community Works Programme are analysed and finally, role played by local government on implementation of CWP.

#### **2.2 History of poverty- alleviation programmes**

Guo, Zhou and Liu (2019:9) define poverty as a comprehensive phenomenon caused by several factors hence integrated measures should be employed to build a long-term and flexible mechanisms for regional development and overcome poverty. Smith (2005) defines poverty as a lack of material possessions. To measure poverty, global scholars have developed a series of methods for measuring poverty, including the income-consumption standard (Human Development Index (HDI) and Multidimensional Poverty Index (MPI) (DPME, 2016).

Global historical poverty-alleviation programmes can be traced back to 1949 during the formation of People`s Republic of China (PRC) following the global war. Guo et

al. (2019: 2) noted that the Chinese government, in an effort to overcome poverty and achieve the well-off society by 2020 implemented Targeted Poverty Alleviation (TPA) in 2013. To achieve the above, the government embarked on various poverty-alleviation relief programmes prior to 2013 (Guo et al., 2019). Among them were relief-type poverty relief (1949-1977), structural reform promoted poverty relief (1978-1985), development-oriented poverty-relief drive (1986-1993), tackling key problems in poverty relief (1994-2000), Consolidated-oriented comprehensive poverty-alleviation (2001-2012) and Targeted Poverty Alleviation (since 2013 to date) (Guo et al, 2019:2).

The historical background of poverty-alleviation programmes in South Africa can be traced back to 1932 when the first Carnegie Commission Report (CCR), commissioned by the United States (US) government to investigate poverty among the White Afrikaaner community was released (Mubangizi, 2009:446). The second CCR, released in the year 1984, demonstrate poverty and poverty-alleviation as a white problem (Mubangizi, 2009.446). Both Carnegie Commission Reports were set-up as an attempt to alleviate poverty among the White population, particularly the Afrikaaner community in South Africa (Mubangizi, 2009: 446).

Abedian and Standish (1986:186) in Mubangizi (2009:446) summed up the recommendations 1932 RCM and the then Government's efforts in the reduction of White poverty as consisting of three elements, i.e. (i) a legislative package in the labour market designed to favour Whites at the expense of Blacks, (ii) a sustained effort at increasing government services to Whites especially education, health and housing, and (iii) an ambitious public works programme. Del Ninno et al. (2009) mention the objective of PWPs as providing poor households a source of income by creating temporary jobs as the most important motivation. Del Ninno et al. further stated that for PWPs to be successful, it is important to (a) have a clear objective, (b) select projects that can create valuable public goods and (c) ensure predictable funding. Although RCM (1929) outcomes were widely accepted by the government of the day, Wilson and Ramphela (1989:x) in Mubangizi (2009) noted the outcomes of the RCM and their adoption by the then Union of South Africa government in 1932 as having "provided a catalyst for further denial of human rights to black South Africans and also help create a structural and political climate where poverty for Black South Africans became official policy".

Maheshwari (1985) reviewed public employment schemes meant for poverty-alleviation in India and concluded that the bureaucratic system put in charge of rural development was incapable of producing results. Maheshwari's (1985) sentiments were echoed by Mathur (1986:7) in Mubangizi (2009) when he attributes failure of development and poverty alleviation programmes to "inefficiency of the administrative system". Although Maheshwari (1985) and Mathur (1986) in Mubangizi (2009) did not lay down concrete recommendations, they made a strong case for developing a separate administrative structure, which would exclusively deal with rural poverty alleviation. Mubangizi (2009:445) concluded that since most poverty -alleviation programmes are delivered within the public service institutional set-up, the pursuit for sustainable livelihoods can only be realised if public service delivery system is sustainable. These include provision of basic services and amenities at community level which include water, electricity, roads, sewer and other basic services with the potential to improve lives and livelihoods of locals.

According to May (2000), the first post-apartheid poverty report, covering all races, titled Poverty and Inequality Report (PIR) in South Africa, was only released in 1998 following commissioning by the office of the then Deputy President of the Republic of South Africa. The introduction of public employment programme in South Africa from 2004 was touted as a game changer towards reducing poverty, unemployment and improvement of livelihoods. Del Ninno, et. al (2009) noted Public Works Programmes (PWP) have been an important safety nets instrument used in diversity circumstances at different points in time in both middle- and low-income countries.

May (2000) states that Poverty and Inequality Report (PIR), released in 1998, was the first post-apartheid study conducted to understand poverty among all races in South Africa. The PIR found that 50% of South Africans households were classified as "poor", earning less than R352.53 per adult per month (May, 2000). Furthermore, poverty was concentrated among Africans (61%) and female headed households (60%). A further 72% were found to be living in rural areas and the Gini-coefficient was at 0.58, one of the highest in the world (May, 2000). According to the World Bank (2022), the Gini Coefficient (Gini Ratio) is the measure of income distribution.

The World Bank (2022) states that a country's Gini coefficient is important because it helps identify high levels of income inequality, which can have several undesirable

political and economic impacts. The PIR identified three causes of poverty in South Africa as, firstly, the impact of apartheid which stripped people of their assets, especially land, distorted economic markets and social institutions through racial discrimination, and resulted in violence and destabilisation (May, 2000). The second cause was identified as the undermining of the asset base of individual, households and communities through ill-health, over-crowding, environmental degradation, the mismatch of resources and opportunities, race and gender discrimination and social isolation (May, 2000). Finally, the impact of disabling state, which included the behaviour and attitudes of government officials, the absence of information concerning rights, roles and responsibilities, and the lack of accountability at all levels of government (May, 2000). Unlike the comprehensive approach to poverty-alleviation adopted by the Chinese government from 1949-2013, the recommendations by South African government were found to be short-term in nature and sustainable over time. The Chinese government, focused on a long-term strategy to alleviate poverty among its citizens and identified five main measures under its TPA (Gou et al., 2019). Gou et al. (2019) noted industrial development, resettlement assistance, financial development, education security, health safeguard and land consolidation to those affected by poverty at rural areas as long-term solutions to ending poverty. May (2000) stated that the South African government identified ill-health and land disposition, but fell short in terms of recommending measures to avert ill health and provision of land as measures to alleviate poverty. As part of its short-term method to reduce poverty, the PIR recommend the deployment of Community Based Public Works programme as an interim measure, pending the anticipated increase in the pace of job creation in other sectors (May, 2000). The researcher found this recommended to have been misplaced since job creation in other sectors was vulnerable to external factor which may result in years passing with no employment prospects. Factors such as climate change were identified as risks with the potential to derail other sectors such as Agriculture and manufacturing to create jobs.

### **2.3. Poverty-alleviation policies and programmes proposed by post-apartheid South Africa**

The South African government has, since 1994, implemented various policies, plans and programmes with the aim of improving lives of its people. According to Heradien (2013), the development and implementation of these policies, programmes and plans were two-fold, i.e. to counter apartheid legacy policies and to secondly, implement the 1994 election manifesto. Heradien (2013) noted that South African Government has, over the years, adopted policies aimed at reducing poverty and unemployment and furthermore, these policies and programmes were reflective of needs of the country reflected at that time. The adoption of Reconstruction and Development Programme (RDP) in 1994, focussed on eradicating the last remnants of apartheid and building a democratic, non-racial and non-sexist society (ANC,1995:1). Tsheola (2012: 15)) noted that the RDP was a policy framework for integrated and coherent socio-economic progress whose goal was to build a democratic, non-racial and non-sexist future for South Africa. To achieve the above, ANC (1995) stated the goals of RDP as to develop strong and stable democratic institutions, ensure representativity and participation and creating a sustainable and environmentally friendly growth and development path. Unlike following robust international developing countries such as People`s Republic of China (PRC), the RDP emphasised the need to focus on basic issues as key to medium and long-term programmes. This includes meeting the basic needs (provision of water, electricity, housing), urban and rural development, human resource development, democratisation and institutional reform and economic restructuring (ANC,1995). Against this background, Community Works programme, although adopted and implemented using the latter policies, serves as programme with the ability to ensure meeting of basic needs and alleviate poverty among beneficiaries.

The second policy post-apartheid, Growth Employment and Redistribution (GEAR) was expected to focus on economic growth, poverty-reduction and redistribution through exports and investment, employment outside of Agriculture (Deegan, 2001:119 in Heradien.2013: 2). GEAR policy was seen by many as an attempt by government to privatisation of public goods and services. According to Tsheola (2012), GEAR has resulted in jobs being created in the informal sector whilst the formal sector continued to shed jobs. Furthermore, GEAR was criticised by many for not emphasising the need to released land as part of economic empowerment (Moeti, 2013). Unlike the Chinese approach which emphasizes the need for

industrial development, financial development, resettlement and land consolidation as key factors for poverty- alleviation, GEAR policy did not provide land or financial development to the 50% South African households who were poor (May, 2000). As RDP and GEAR show lack of success, three more policies were adopted to improve the economic outlook and improve employment creation. Tshishonga and Matsiliza (2021) argued that the legacy of apartheid and adoption of neo-liberal policies in post-apartheid era have contributed to socio-economic exclusion and marginalisation and further relegated poor and disadvantaged people into deprivation map.

Mtapuri (2014) noted the introduction of Expanded Public Works Programme (EPWP) aimed at creating at least one million jobs between 2004 and 2009. Tshishonga and Matsiliza (2021) noted that EPWP and CWP, as public employment creation vehicles, were adopted by the government as strategies aimed at uprooting poverty and unemployment in South Africa. Tshishonga and Matsiliza (2021) also noted that the intention of implementing EPWP and CWP was to respond to high levels of poverty and structural unemployment compounded by gross inequity which renders South Africa the most unequal society in the world. The PIR (1998) found that fully 50% of South African households were classified as poor, earning less than R352.53 per adult per month.

Although EPWP and CWP were seen to be programmes with good intentions to move South Africans from poverty to self-sustain, challenges still persist. Tshishonga and Matsiliza (2021) found challenges with the potential to stifle the effectiveness and efficiency of public employment programmes. Tshishonga and Matsiliza (2021) noted challenges which include implementation of programmes at small scale, lack of active participation by unemployed and host communities, poor coordination and inadequate infrastructure and resources to run the programmes effectively as well as limited access to resources, assets and skills that can be jointly used to sustain the economy. Mtapuri (2014) argued that public works programmes have a multiple effect, which include distributional effects, real (household) income effects, participation effects, labour market effects, decentralization effects, sustainability effects, investment effects, productivity effects, political economy effects, technical effects as well as targeting effects. Mtapuri (2014) noted that, using perceptual maps when developing public works is critical to define the issue which needs to be addressed as a priority. The issues to be addresses include sanitation, HIV/AIDS,



food security, unemployment, rural infrastructure development, income, poverty and so forth (Mtapuri, 2014). The researcher concurs with Mtapuri (2014) and argues that the approach, if adopted, has the potential to go a long way in addressing challenges that hamper progress of CWP. Furthermore, the researcher noted the need to address challenges of coordination and programme uptake by local community members, a situation that was not in existence at study area.

#### **2.4 Framework and institutional arrangements of Community Works Programme**

The importance of both EPWP and CWP in South Africa cannot be over emphasised. The Department of Environmental Affairs (DEA, 2019) emphasised the importance of EPWP by stating that “it is clearly reflected in various government policies foremost being the National Development Plan: Vision 2030 which positions EPWP as a key government programme towards achieving the goal of halving unemployment and addressing gaps in South Africa’s social protection system” (NDP, 2011). Outcome 3 of the MTSF relates to decent employment through inclusive economic growth, Outcome 4 relates to a skilled and a capable workforce to support an inclusive growth path whilst Outcome 7 relates vibrant, equitable and sustainable rural communities with food security for all (DPME, 2021). These outcomes were development for effective and efficient implementation of NDP, Vision 2030 (DPME, 2016).

According to Phillips (2013), in 2002, government committed itself to halving unemployment in the next twelve (12) years, in line with the Millennium Development Goals (MDGs), was aimed at reducing unemployment rates from 30% in 2002 to 15% in 2014 (Phillips, 2013). The Human Science Research Council (HSRC, 2004: 12) analysed and reviewed the number of jobs created through Expanded Public works Programme (EPWP) and concluded that since targeted number of jobs was 546 000, a total of 276 000 jobs needed to be created each year over. In an attempt to achieve the target, the EPWP, a mass employment programme was introduced in 2003 (HSRC, 2004: 12).

ILO (2009) noted the impact of 2008 global economic downturn that severely affected the South African economy. As part of the response to economic hardships, a counter strategy was introduced. According to Phillips (2013:7), the counter-

strategy was to develop a framework for the second economy to cater for the poor and marginalised who would be most affected by the recession. Phillips (2013:7) noted that in 2002, the Office of the President (Presidency) initiated a strategy process to respond to the global economic downturn and to arrest the scourge of unemployment.

Mtapuri (2014) contends that EPWP was a key programme initiated by government to alleviate poverty and it was “a broad-based employment creation and skills development programme”. StatsSA (2004) stated that since 2003, the South African government developed and adopted the Accelerated and Shared Growth Initiative for South Africa (ASGISA) as a policy to create employment among the unemployed. The HSRC (2004), in its analysis of the role of EPWP, noted that globally, public works programme was provided as a short-term measure to alleviate poverty and unemployment (HSRC, 2004). The HSRC (2004) further noted that EPWP and CWP were an important means of creating a high volume of employment in the short-term measure to alleviate poverty and unemployment hence the need to introduce the (HSRC, 2004). Phillips (2013:7) stated that the framework for Community Works Programme (CWP) highlights strategies to change structure of the South African economy. Phillips (2013: 7) further argued that since patterns of distribution were expected to take time, the adoption of CWP strategy focused on the immediate need to address inequality and economic marginalisation among the poor in both rural and urban areas.

## **2.5 The role of Local Government in implementation of CWP**

According to Dlamini and Reddy (2018), the White Paper on local government, as a government policy document seeks to address the injustices of that were brought by apartheid regime. Asha and Makalela (2019) noted that local sphere of government remains an important role player in ensuring effective delivery of services and basic infrastructure. Koma (2010) noted that both the year 2000 and the year 2006 local government democratic elections heralded a new epoch for the local sphere of government informed by the imperatives of fast-tracking service delivery to local communities, enhancement of financial performance of municipalities, the strengthening of human resource capacity and broad consolidation of institutional capacity for municipalities. Section 151(1) of the Constitution of the Republic of

South Africa (Act,108 of 1996) defines municipalities as local spheres of government that must be established for the whole territory of the Republic of South Africa (RSA,1996).

Chapter 5 of Local Government's Municipal Systems Act, 2000 (Act 32 of 2000), requires municipalities to undertake developmental-oriented planning in the form of Integrated Development Planning (IDP) to ensure they achieve their planned local government objectives as set out in the Constitution (RSA,1996). Dlamini and Reddy (2018) define IDP as a management tool used to align scarce resources to defined policy objectives/ priorities in the broader framework of developmental local government. Asha and Makalela (2019) defines Integrated Development Plan (IDP) as one of the tools that assist local authorities in executing their developmental mandate. According to DCoG (2021), the IDP in each municipality is drawn from both National plans (NDP), Provincial Plans (Provincial Development Plans) and include strategic plans of the local municipality following consultation with relevant stakeholders on programmes to be pursued in order to improve lives of its citizens. Dlamini and Reddy (2018) further noted that the IDP does serve as a development framework for the municipality, thereby enabling it to incrementally achieve its vision over a period of time. Koma (2018) noted that the IDP is a guide for the municipal functionaries, and at the same time gives some indication to the local citizenry of the current challenges faced by the municipality, and how it intends addressing them.

The CoTMM IDP includes all plans and programmes intended for implementation they include Expanded Public Works Programme (EPWP) and Community Works Programme (CWP). Dlamini and Reddy (2018) in Asha and Makalela (2019:4) noted that systematically, implementation process of IDP includes various steps which include requires municipalities to carry out a situational analysis of the current context in their area of jurisdiction, the second step emphasises the formulation of strategies which involve development of a common vision and objectives in the short-term, mid-term and long-term among multiple stakeholders. Dlamini and Reddy (2018) in Asha and Makalela (2019:4) stated that the third step involves development of operational strategy, and emphasis on the designing of project proposals by setting up objectives, targets and indicators whilst the fourth step includes screening, adjusting, consolidating and approving of project proposal, thereby ensuring an integrated process between preparations, implementation and

delivery. Dlamini and Reddy (2018) stated that the fifth step focuses on the decision and endorsement of the IDP projects.

The CoTMM has tabled 2021/2022-2025/2026 IDP to its council based on the steps stated by Dlamini and Reddy, 2018 in Asha and Makalela, 2019: 4). The tabling of the IDP was submitted as part of suite documents supported by the 2021/22-2023/24 Mid-Term Revenue and Expenditure Framework (MTREF) in terms of Section 16 (2) of the Municipal Finance Management Act (MFMA), Section 3(4) (b) of the Municipal Planning & Performance Management Regulations (2001) for approval (CoTMM, 2021). The CoTMM's IDP (2021/2026) consists of five (5) strategic development pillars which guides its implementation of programmes and projects within the municipality (CoTMM, 2021). The first strategic pillar places the CoTMM as a city that facilitates economic growth and job creation (CoTMM, 2021). Koma (2010) states that one of the characteristics of a developmental state as being concerned with integrating dual economy by addressing the socio-economic needs of the entire population, especially the poor, the marginalised and the historically disadvantage. In this regard, the strategic pillar is expected to address challenges of unemployment, fight poverty and create jobs.

The second pillar attempts to place the CoTMM as a city that cares for residents and promotes inclusivity (CoTMM, 2021). The third strategic pillar places the CoTMM as a city that delivers excellent services and protects the environment, the fourth states that a city that keeps residents safe (CoTMM). The last pillar positions the CoTMM as a city that is open and response (CoTMM, 2021). The CWP is implemented as part of programmes and projects in strategic pillars 1: a city that facilitates economic growth and job creation and strategic pillars 3: a city that delivers excellent services and protects the environment respectively (CoTMM, 2021). These include budgeting, allocation of project managers and the directorate/ department within the CoTMM where the project will be managed and how the reporting process will be carried.

Despite the outline of all plans and strategic intents being clear, Mojapelo (2007) in Asha and Makalela (2019: 4-5) maintains that, sector plans are normally developed as standalone plans and independent from one another, resulting in fragmented programmes and projects that are not entirely contributing to the vision of the municipality and the NDP vision 2030 (Mojapelo, 2007 in Asha & Makalela, 2019:4-

5). Phago (2009) noted inadequate public participation in the planning and implementation of the municipal IDP was found to be a problem affecting almost all South African Municipalities. Mubangizi (2009: 446) maintains that since poverty alleviation programmes are delivered within the public service, institutional set-ups such as municipalities, pursuit for sustainable livelihoods can only be realised if the public service delivery system is sustainable. The above discussion shows that although not clear on details, there are calls for the establishment of a ministry responsible for poverty-alleviation which will eventually house CWP and EPWP. The current arrangement has not been clear and yielded no results since both CWP and EPWP are not core business of both the Department of Cooperative Governance and Department of Public Works and Infrastructure. Furthermore, both EPWP and CWP are treated as sub-programmes at municipal level, despite their potential to create thousands of jobs. Moeti (2013) noted that EPWP is not taken seriously in the CoTMM despite the many potential it had towards reduction of unemployment and poverty levels among local communities.

Currently the programmes are implemented in both COGTA and Department of Public Works and Infrastructure. McCord (2017) noted that the current arrangement on public employment programme is challenge since the requirement to create employment and ensure skills development represented an additional burden on line ministries which were already struggling to deliver on their core mandates. Noting the above challenges, it is therefore critical that a Ministry solely responsible for public employment programmes, whose core function will be to develop plans and strategies on creation of public employment be established.

## **2.6 Synthesis**

The literature on poverty-alleviation has been analysed. The history of poverty-alleviation programmes, both global and locally. These include the review of poverty relief programmes in Fafung village of Hebei province, China. Locally, the Carnegie report was reviewed, including the first post-apartheid poverty-relief study conducted in 1998. The South African government has, since 1994, implemented various poverty alleviation programmes. The government continued to implement these policies, hoping to reduce and eliminate poverty, especially among the under

privileged black communities. The role of RDP, GEAR, ASGISA and NDP vision 2030 were reviewed to understand government's efforts in fighting poverty, particularly among black communities. The PIR (1998) found that 50% South African households were living in poverty, at an average of R352.53 per adult per person. These raised alarms and compelled government to act fast and reduce poverty among households.

The EPWP and CWP were identified as public employment programmes to solve high unemployment levels and relief poverty among communities in South Africa. The EPWP was established in 2004 as a poverty-relief programme, aimed at reducing unemployment among communities through ASGISA. Three (3) years later, the CWP was conceived as a sub-programme to complement EPWP through the provision of a safety net for local communities and contribution towards the development of community assets.

Programmes such as EPWP and CWP are implemented at local government level through IDP. Phago (2009) noted that the IDP has the potential to reduce poverty through multi-sectoral programmes. Despite local government being the coalface of communities, challenges that hamper the implementation of public employment programmes still persists. Asha and Makalela (2019) unravelled the five key challenges for local government and IDP implementation.

## **CHAPTER 3**

### **3. RESEARCH METHODOLOGY**

#### **3.1 Introduction**

Chapter 3 presents research methods or techniques followed by the researcher towards achievement of results. The chapter describes research design, population, sampling and sampling procedures, study area, questionnaire development, data collection, reliability and validity, data analysis and dissemination of results.

#### **3.2 Research design**

Yin (2003) in Moeti (2013:8) states that research design consists of case study designs and they include exploratory, explanatory and descriptive techniques. Cases can also be categories as descriptive, interpretive or evaluative (Yin, 2003 in Moeti, 2013.8). The approach of the study was both quantitative and qualitative, making it a mixed-method study, focusing on both project beneficiaries and project administrators. According to Plano, Clark and Ivankova (2016) in Roomaney and Coetzee (2018), a mixed method research is a process of research when researchers integrate quantitative methods of data collection and analysis and qualitative methods of data collection and analysis to understand a research problem. The researcher noted that the use of one method over the other was not suitable for the objective of the study, for example, quantitative research methodology focuses on testing the hypothesis, specifically the cause and effect in

order to make predictions. On the other hand, qualitative approach focuses on understanding and interpreting social interactions with the subjects of the study. To this end, there was a need to fuse both methods in order to accomplish the objective of the study, hence a mixed method research design was adopted.

### **3.3. Population**

Kitchin and Tate (2013:53) describe the population as “a total of all possible people who display the characteristics we are interested in”. Population for this study consisted of all project beneficiaries registered in the Community Works Programme in Erasmus village as at July 2022 as per the CWP Erasmus database (2022). The CWP Erasmus database (2022) consisted of 1763 participants in the payroll system (CWP Erasmus database. 2022). Against this background, the analysis of population in the programme has necessitated efficient and effective sampling for data collection when conducting the study.

### **3.4 Sampling methods and sample size**

#### **3.4.1 Sample, sampling method and sampling size**

Neuman (2011) define sampling as a small collection of units from a much larger collection or population, such that the researcher can study the smaller group and produce accurate generalisations. A simple random sampling was used to select participants interviewed. A list of participants was requested from project administrators at the study area, Erasmus village. The database was analysed to determine missing cases with the potential to inhibit a fair sample. The sampling process did not take age or gender with selecting subject for the study. This was despite the high distribution of female participants in the programme compared to male participants, with 1499 females in the programme (CWP Erasmus database, 2022).

To obtain a sample of 316 participants as determined by Raosoft system, a database of participants was requested from programme administrators for the CWP in the study area. The database consisted of names, surnames, gender, identity numbers, cellphone numbers, addresses, dates of births, amount of wages received, number of days worked and beneficiary codes (employee number). A new Microsoft Excel



sheet was opened and names, surnames and beneficiary numbers were copied. A formula for random sampling (=RAND) was used to allocate random numbers to beneficiaries. Values were allocated to each beneficiary and thereafter beneficiary numbers were sorted from lowest to highest. A random sampling was run and thereafter 316 beneficiaries were selected. The selected beneficiaries were informed through supervisors and programme administrators that they have been selected to participate in the study and must therefore avail themselves. Despite all the efforts, only 81 participants were available and willing to take part in the quantitative data collection processes through interviews.

### **3.4.2 Sample size**

The sample size for the study was determined using Raosoft software, a computer software programme designed to determine sample sizes for research studies and surveys. The CWP database of participants in the study area consisted of 1763 participants. Raosoft system recommended the sample size of 316 participants. However, due to lack of resources and unwillingness by participants to participate in the study, only 81 CWP participants took part in the study. The programme was managed by two administrators and were included in the study during the focus group data collection process.

### **3.5 Data collection**

The study focused on primary data collected through interviews with participants and programme administrators. A structured questionnaire was developed using indicators developed through CWP framework and other related documents.

In the build-up to the data collection process, appointments were made with selected participants at the CWP site office. The researcher administered the questionnaire with selected participants although some preferred to complete the questionnaire on their own in the presence of the researcher. The completed questionnaires were collected by the researcher and kept in a safe place. This was to ensure that confidentiality and safety of the questionnaires.

Qualitative data was collected through group interviews with two programme administrators at Erasmus village project site. The researcher did not have specific

questions for the process except asking how was the programme administered. The open debate covered aspects such as management of attendance registers, trainings conducted and the methods for selecting participants. Other discussion questions include payment of wages, replacement and recruitment of new entrance, annual targets and the role of CoTMM.

### **3.6 Questionnaire development**

The questionnaire was developed using demographics indicators and other indicators such as poverty-alleviation, skills development and income. The indicators were derived from reviewed literature on Community Works Programme and included in the study. Mubangizi (2009) focused on service delivery and skills provision as key aspects for poverty-alleviation whilst DCoG (2017) provided a framework for implementation of CWP, including both primary and secondary objectives of the programmes. StatsSA (2022) provided a framework on the development of questionnaires on data collection for the 2022 Census. All these frameworks provided indicators necessary for the development of a questionnaire for the study. The questionnaire development was further shaped by the outcomes of the pilot study conducted with participants.

The questionnaire was divided into five (5) parts for ease of data capturing, analysis and reporting. The first part of the programme covered the demographic information of respondents, the second part covered the understanding of the programme whilst the third part covered the payment of stipend. The fourth part covered the skills acquisition whilst the final part covered the challenges, opportunities including recommendations to improve the programme by participants.

### **3.7 Questionnaire pre-test/ pilot**

According to In (2017: 604), a pilot provides necessary information, not only for calculating the sample size, but also for assessment of all other aspects of the main study. The researcher`s quest to test the research instrument resulted in selection of 11 participants based at the study area.

The data collected concurred with the findings from literature review. The findings proved that variables proposed were relevant, consistent with the reviewed

framework from DCoG (2017) and were in line with the developments at the study area. The pilot study results showed that there were more female participants than males, the participants were earning the stipend and that both generic and technical skills were offered in the programme, although at basic level. New variables were also discovered and included in the questionnaire for the main study. These include information on accreditation and non-accreditation of certificates offered in the programme (CWP Erasmus Database. 2017).

### **3.8 Study area**

The research study was undertaken at Erasmus village, situated at the CoTMM's Ward 39. Erasmus village is a sprawling semi-rural village, nestled between two urban townships of Ga-Rankuwa to the South and the sprawling township of Soshanguve at both East and South directions. According to COGTA (2017), the new municipal demarcations of 2011 have resulted in Erasmus village becoming part of Ward 39 in the CoTMM of Gauteng Province, from Madibeng Local Municipality of Bojanala Platinum District of Northwest province.

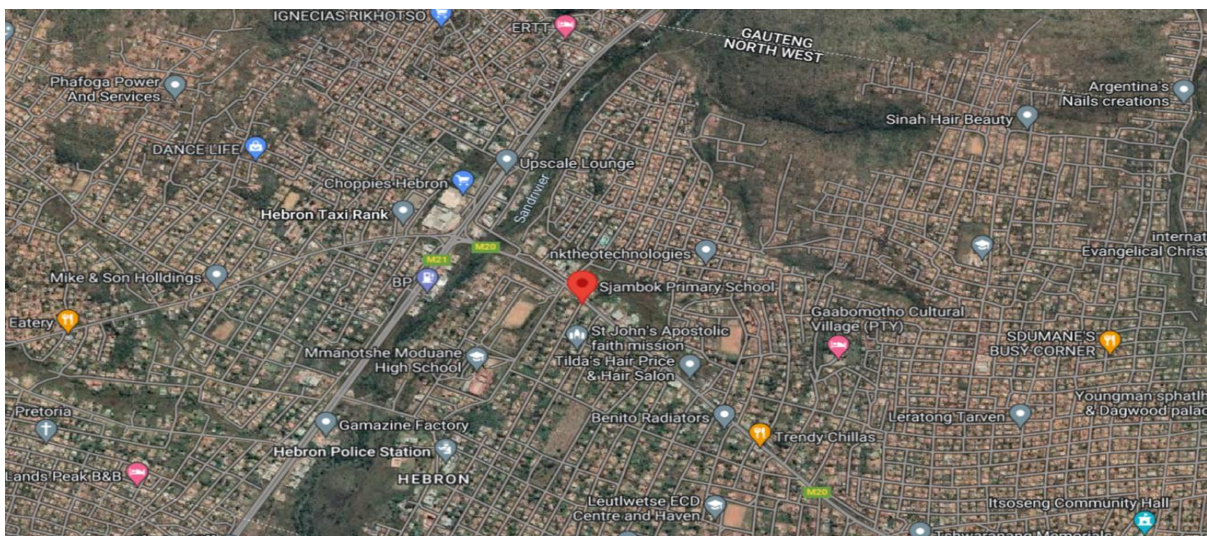
According to Project Administrators, Erasmus village is a rural area governed by the Motsepe Tribal area. The land was bought by the local residents from a farmer called Mr. Erasmus, hence the village was named after the previous owner. Statistics South Africa (StatsSA, 2011) Census 2011 data shows that the population of Erasmus was 12 868, with 6493 males and 6375 females. StatsSA (2011) data shows that 3 907 were employed. Among those employed, 759 were males, with 801 females. In terms of basic services provision, 1 805 had piped water inside the yard, 781 had access to piped water on community stand, less than 200m from the dwelling (StatsSA, 2011). In terms of sanitation, 166 indicated they had no toilet system, 195 had flush toilets connected to sewer system (StatsSA, 2011).

The distribution of dwelling structures in the area shows that 1 433 were made from a block structure on a separate stand or yard (StatsSA, 2011). Only 4 indicated traditional dwelling/hut whilst 3 indicated that they reside in a flat or apartment (StatsSA, 2011). Based on the above analysis, it is clear that the study area is a poor

rural area that lacks basic services such as reliable water, improvement of sanitation and other amenities.

The CWP sectors for the work undertaken by participants include agriculture/gardening, community services, infrastructure, roads, water services, parks and etc. These sectors are in line with outputs from the CoTMM as outlined in the 2021/2022 IDP (CoTMM. 2021). At the time of visit by the researcher, the CWP participants had completed a community bridge which enabled school going learners easy access to the school.

### Map of Erasmus village



Source: Google Map 2022

### 3.9 Data analysis

According to Kumar (2019:376), after data collection, data must be processed, and subjected to rigorous processes to ensure its validity and reliability. The first step is to 'clean' the data to reduce inconsistencies and incompleteness in questionnaires (Kumar, 2019:376). According to Polit, Beck and Hungler (2001) in Mokone (2016), data analysis is the systematic organisation and synthesis of research data, and the testing of research hypothesis using such data. The research study adopted a mixed method approach in which both qualitative and quantitative data was collected and analysed to develop the report.

The qualitative data, collected through group discussion with CWP administrators, was analysed in two ways i.e. the use of recordings collected during the data collection process and analysis of secondary data obtained through analysis of CWP database for administrators. Permission was requested from project administrators to record the interview and for ease of analysis by the researcher. The data collected through recording was analysed by developing themes for all responses. Secondary data, obtained from CWP database, was analysed using all relevant variables that form basis of CWP database. These include analysis of number of participants per gender, wages paid, Full-Time Equivalent (FTEs) hours and number of training attended over a 3-month period.

After data was collected, it was cleaned and quality -assured to reduce missing cases and to reject poor quality data. Following the quality-assurance process, data was coded, organised and analysed using Microsoft Excel (MS Excel). Frequency tables, as part of descriptive statistics were used to present data on demographics, about the Community Works Programme, stipend payment and usage, skills acquired in the programme and challenges and improvements of the programme.

### **3.10. Reliability and validity**

Lakshmi and Mohideen (2013) define reliability as the degree to which measures are free from error and yield consistent results. As part of ensuring reliability and validity in the study, a pilot of 11 participants was undertaken at the study area. The pilot phase was preceded by the development of a data collection schedule and submitted to programme administrators for noting and further communication to relevant structures within the programme.

Kumar (2019: 270) defines validity as the concept of appropriateness and accuracy. In an effort to ensure validity of data collected, the researcher ensured that all relevant questions are asked and record responses accordingly. In an effort to ensure validity of data, the researcher checked the questionnaires following completion. The exercise was undertaken to eliminate and correct instances where missing cases were detected. Furthermore, there were instances where participants did not provide multiple responses where possible.

### **3.11 Synthesis**

The research paradigm is premised on a mixed method research. In this regard, the study adopted both quantitative and qualitative approaches in its design. Subjects or population of the study were well defined and data was solicited from two groups, i.e. project administrators (qualitative) and participants (quantitative). Erasmus village, in the north-western boarder of the COTMM and Madibeng Local Municipality was the centre stage where research activities were performed. These include piloting of the questionnaire and the actual data collection process with selected participants. In an effort to ensure reliability and validity of data collection instrument, interviews were conducted with both participants and programme administration.

A total of 316 CWP participants in the study area were sampled using Raosoft computer system. Due to limitation in resources, only 81 participants were interviewed during data collection process. Collected data was cleaned, variables were assigned codes and thereafter captured using MS Excel computer programme. The system was effective, efficient and ensured the smooth data analysis processes. To this end, graphs (both histograms and pie charts) were developed and used in the report.

## **CHAPTER 4**

### **4. PRESENTATION AND INTERPRETATION OF FINDINGS**

#### **4.1 Introduction**

The study explored impact of CWP on poverty-alleviation at Erasmus village, CoTMM. It addressed three key research questions i.e. (1) How has the CWP impacted participants income before and after they entered the programme? (2) How

has the acquisition of new skills, learnt from the programme affected the employability of beneficiaries? and (3) What were the participants perceptions of challenges and opportunities encountered in the CWP?

The chapter is divided into two parts: the first part presents quantitative results obtained through interviews using a questionnaire and the second part presents qualitative outcomes, obtained through group interviews with programme administrators.

## **4.2 Section A: CWP Beneficiaries**

Section A presents results of quantitative data collected from 81 sampled participants. Questionnaire was administered by researcher with sampled respondents at the study area and divided into five (5) sub-sections covering the following (1) Demographic information of CWP participants, (2) Understanding the programme, (3) Stipend payment, (4) Skills acquired in the programme, and (5) Challenges and opportunities in the programme. The data is presented in five (5) different tables, each presenting a consolidated data per section.

### **4.2.1 Demographic information of CWP participants**

The demographic characteristics have significance importance on activities that participants pursue in order to make a living. The demographic characteristics of this study are summarised in Table 4.2.1 below. The age analysis of participants shows that 6% (5) were aged between 21-30 years, 38% (30) were between 31-40 years, 26% (21) were between 41-50 years and 51-60 years respectively whilst 4% (3) were aged 61 years and above. The dominance of participants aged between 41 years and more than 60 years were found to be common among public employment programmes by many researchers. Onyango (2010) found that older people in Orange Farm, South of Johannesburg, were actively engaged in agriculture due to family responsibilities and the need for food at household level. The above results further confirmed the reluctance by youth to play role in public employment programme and this can be attributed to general lack of interest and expectation of high wages as per the findings of Tsheola (2012).

The distribution of participants according to gender shows that 28% (23) were males compared to 72% (58) females. Although the results were not cross tabulated in terms of priority area or workstream, there is correlation with the findings by Onyango (2010) and Mokone (2017). Onyango (2010) in Mokone (2016) found that in 2002 about 50.9 per cent of the poor in South Africa were females, compared to 45.9 percent who were males. Tsheola (2012), on the assessment of the impact of poverty-alleviation in poultry projects in Mogalakwena Local Municipality, found that most beneficiaries working in such poverty-alleviation programmes were females. Tshomela (2021) found 72.22% females whilst males comprised of 27.78% in her study on the impact of CWP in the Western. The dominance of females in poverty-alleviation programmes shows that women are vulnerable to poverty and have a higher chance of being poor than males counterparts hence the need for them to be preferred in poverty-alleviation programmes (Onyango, 2010).

The results of the study show that only 5% (3) were living with disability whilst 95% (78) were not. The findings are higher than the national average as prescribed in the framework for the implementation of Community Works Programme (DCoG, 2017). The CWP framework requires that 0.2% participants be persons living with disabilities (DCoG, 2017). The DPME (2016) consolidated report between April 2009 to March 2015 shows that Western Cape province (1.2%), Northern Cape province (1.77) and Gauteng province (1.03) had the greatest number of persons living with disabilities in their Community Works Programmes when compared with other provinces. The inclusion of persons living with disabilities in poverty-alleviation was found to be critical by various researchers. McCord (2017) found that dependence on social grants alone has not helped the poor, vulnerable and persons living with disabilities hence the need for a supplement in the form of safety nets.

Nelson Mandela emphasised the need for South Africans to acquire education, following decades of Apartheid rule and discrimination among Africans in South Africa, particularly Blacks. Mandela, on the 16<sup>th</sup> July 2003, in his speech to commemorate the launch of Mindset Network, stated that “education is the most powerful weapon which you can use to change the world” (SABC, 2003). Mokone (2017: 26) quoted Maxwell (1996) to demonstrate the importance of education in relation to poverty-alleviation by stating that “education is a key asset that



determines household ability to access higher return activities (whether in agriculture or other sector) and escape poverty”.

The educational background of participants in the study shows that 4% (3) had no formal education, 45% (36) had less than matric, 39% (31) had matric whilst 13% (10) had a qualification higher than matric. The above results show that education, like poverty, has a dimension. Tshomela (2021) found similar results in her study, with 63.34% participants in possession of less matric education, 18.88% with matric only whilst 17.78% possessed matric plus a certificate. The above results demonstrate that intake of programme has mainly been among those with less than matric, although the uptake from those with matric and higher than matric qualification. These was demonstrated by the 13% (10) who stated that they have qualifications higher than matric. The results further confirm that entry preference was given to local people.

**Table. 4.2. 1: Demographics characteristics (n=80)**

<b>Variables</b>	<b>Frequency</b>	<b>Percentage</b>
Gender		
Male	23	28.0
Female	58	72.0
<b>Total</b>	<b>81</b>	<b>100.00</b>
Age of respondents		
< 20	0	0.0
21-30	5	6.0
31-40	30	38.0
41-50	21	26.0
51-60	21	26.0
60 and >	4	4.0
<b>Total</b>	<b>81</b>	<b>100</b>
Disability		
Disabled	3	5.0
Not disabled	78	95.0
<b>Total</b>	<b>81</b>	<b>100.00</b>
Qualification		
No formal education	4	4.0
Less than matric	36	45.0
Matric	31	39.0
Higher than matric	10	13.0
<b>Total</b>	<b>81</b>	<b>100.00</b>

Source: Data collected from Erasmus village CWP participants

#### **4. 2. 2. Understanding the programme**

Part 2 of the study intended to understand the programme from the participant`s perspective. This includes how participants knew about the programme. What motivated them to join the programme. their positions in the programme, areas of work (sectors) and daily duties.

Mooney and Neal (2009) state that understanding how community function requires an analysis of four approaches i.e. community as a spatial concept (face to face interaction in locality), community as a non-spatial site of identity and culture (community formed through identity and culture), community as boundaries of conflict (inclusion and exclusion) and communities as sites of citizenship and governance (community as political investment and regulation). To understand how community operates, the four approaches are key and affect people differently in their interactions within communities. This includes how information is transferred among community members, the culture, traditions and beliefs held by each community.

Table 4.2.2 below provides a summary of modes of information on the programme by participants. Fifty-four percent (54%) (44) knew about the programme through word of mouth within the community, 30% (24) informed by relatives and friends, 14% (11) informed through tribal office whilst 2% (2) knew the programme through community meetings. The above confirms the definition by Money and Neal (2009) that in a community, despite conflict that may arise from time to time, the concept of inclusion and exclusion still take centre stage. Information regarding CWP received through word of mouth further confirms the Money and Neal`s (2009) approach on community conflict in terms of exclusion and inclusion in community-based programmes. The results are in line with cultural beliefs and traditions held by various communities in South Africa, particularly on information distribution.

According to McLeod (2018), the Maslow`s hierarchy of needs is a motivational theory in psychology comprising a five-tier model of human needs, often depicted as hierarchical levels within a pyramid. The first depicts basic needs as the lowest and need those needed for humans to humans to survive (food, water, warmth, rest) (McLeod, 2018). The second tier consists of safety and security needs (McCleod,

2018) whilst the third tier consists of belongingness and love needs i.e. intimate relationships and friends. The fourth tier consists of esteem needs (prestige and feeling of accomplishment) whilst the fifth tier consist of self-actualisation needs i.e. achieving one`s self-actualisation and creative activities (McLeod, 2022). The theory of needs shows that people cannot desire a need at higher level before satisfying the basic/lower needs first.

Table 4.2.2 below shows that 23% (19) were motivated by stipend/income earned, 56% (46) wanted to gain skills, 7% (6) wanted to keep themselves busy, 11% (9) like the work done by in the programme. The above findings confirm Maslow`s theory that the poor require basic needs such as food and security as opposed to esteem or self-actualization needs. The study shows that the motivation behind participants entering the programme was to earn an income, resulting in achievement of basic needs and to gain basic skills with the hope of securing sustainable jobs in future.

A summary of positions held by participants in the programme is provided in Table 4.2 below. Thirty eight percent (38%) (30) were sector supervisors, 13% (10) were skilled participants with a further 49% (38) being ordinary participants or general workers. The above designations are aligned to the number of years and skills possessed by participants. According to programme administrators, the requirements for a person to be a sector supervisor or skilled participant are (1) experience in the programme and (2) knowledge and skills to effectively undertake work and manage teams. As with many organisations, the organisational structure for CWP in the study area shows a high distribution of general worker posts at the base, occupied mostly by women, whilst skilled personnel at the upper echelon are occupied by males. The study found that the Programme Manager was a male, whilst the supervisor posts were dominated by males.

In terms of sectors implemented through CWP, participants indicated that they were employed in Food Security/ Agriculture (25%) (20), Auxiliary Service (11%) (9), Sports and Recreation (3%) (2), Environmental Rehabilitation (35%) (28), Road Maintenance (3%) (2) and Infrastructure (23%) (18). The above sectors areas are in line those sectors provided in the CWP database of the study area, although infrastructure was stated as construction in the database (CWP Erasmus database. 2022). Moeti (2013) found similar classification of sector areas when evaluating

challenges faced by EPWP projects in the CoTMM. Moeti (2013) found that in the EPWP there were Roads, Transport and Storm-water pipping sectors in the programme. These were all aligned to infrastructure projects in the programme (Moeti, 2013). The researcher noted that the various sector areas were aligned to community needs and were contributing towards the development of assets in the community. However, the lack of service delivery by the CoTMM has hindered achievement of sustainable services implemented through these sectors.

**Table 4.2.2: Understanding the programme (n=220)**

<b>Variable</b>	<b>Frequency</b>	<b>Percentage</b>
How did you know about CWP?		
Word of mouth	44	54.0
Informed by relatives and friends	24	30.0
Advert in the media	0	0.00
Tribal office	11	14.0
Other: Community meeting	2	2.0
<b>Total</b>	<b>81</b>	<b>100.00</b>
What motivated you to join the CWP		
Stipend/income earned	19	23.0
To gain skills	46	56.0
To keep myself busy	6	7.0
I like the work done by CWP	9	11.0
Other-Poverty	2	2.0
Other-Developing my community	1	1.0
<b>Total</b>	<b>83</b>	<b>100.00</b>
What is your position in the programme		
Project Manager	0	0.00
Sector Supervisor	30	38.0
Skilled Supervisor	10	13.0
Participant	38	49.0
<b>Total</b>	<b>78</b>	<b>100.00</b>
Please indicate your work area in the programme		
Food security/Agriculture	20	25.0
Community services	9	11.0
Sports and Recreation	2	3.0
Environmental rehabilitation	28	35.0
Road maintenance	2	3.0
Infrastructure	18	23.0
<b>Total</b>	<b>79</b>	<b>100.00</b>

Source: Data collected from Erasmus village CWP participants

### 4.2.3 Stipend Payment

The database for CWP in the study area shows that as at July 2022, the daily rate for ordinary participants (also known as general workers) in the programme was R110 a day (DCoG,2017). On the other hand, the daily rate for CWP supervisors was R130 (DCoG, 2017). The above amounts are contained in the 2021 Ministerial determination, revised annually by Department of Employment and Labour (Department of Labour, 2022). Stipend represents one of the opportunities provided by the programme and is directly linked to research question 1: How has CWP impacted the participants' income before they entered and during the programme?

The findings confirm the amounts as stated in the CWP database (CWP Erasmus database, 2022). It was noted that 5 participants did not earn a full monthly stipend due to having worked less than prescribed days in the programme during the time of data collection. This confirmed what McCord (107) flagged as a risk to the public works programmes in south Africa. McCord argued that the programme was not able to provide 100 days of work to each participant as intended. McCord's (2017) argument was based on the actual calculation of 8 days per month over 12 months, excluding holidays and days not worked. The researcher concurred and noted that participants who worked a smaller number of days at a particular month poses a challenge towards the attainment of the objectives of the programme and the Full-Time Equivalent (FTEs) hours worked as per the CWP database.

The results show that 50% (41) participants earned between R1-R1000 whilst another 50% (40) earned a stipend between R2001-R3000. These results further confirm that the programme was able to meet its the primary objective by providing a safety net to the poor and under-employed.

Table 4.2.3 confirms that the income earned did have an impact in the lives and livelihoods of participants. A total of 39% (61) stated that they used income earned to buy family basics (food, furniture and clothing), 20% (31) utilised it for school-related activities, 23% (36) paid burial societies, 13% (21) paid for municipal service and 4% (7) saved the income earned.

The financial status of participants before and after joining the programme is provided in table 4.2 below. A total of 65% (53) stated that they were not affording before joining the programme, 14% (11) were affording and 20% (16) stated that it was the same as now. In terms of the impact of the programme among beneficiaries, 30% (26) stated that life was still the same as before they join the programme whilst 45% (39) could afford to pay monthly bills. A further 15% (13) stated that they were worse than before joining the programme. Only 4% (3) reported an improvement on their lives following joining programme. The above findings are in line with those found by Moeti (2013), confirming that public employment programme participants spent their income on food, furniture, clothes, education and other psycho-social activities. Furthermore, these findings confirm the theory on human needs by Abraham Maslow as analysed by McLeod (2018). McLeod (2018) confirms the basic human needs as physiological, i.e. air, water, food, shelter, sleep, clothing and reproduction. The researcher, based on the above, concludes that the programme has an impact on participants' lives. To this end, income earned in the programme has provided freedom to participants to fully participate in community activities by increasing their lives' choices.

In terms of length of stay in the programme, Table 4.2.3 confirms that 67% (55) would stay as long as they could find another job, 21% (17) would depend on their fitness and age, 10% (8) would work at the programme for the rest of their lives, whilst 2% (2) would remain in the programme as long as government can see their plight, allow them to work and alleviate their poverty. The desire to stay longer in the programme by participants confirms the long-held view by researchers and economists that the as South Africa faces economic challenges, people will only hold on to what is available at their mist in order to survive. Stagnant South African economy due to lack service delivery, energy security and the outbreak of Covid-19 have rendered many sectors of the stagnant and unbale to create jobs. The above view was confirmed by the International Labour Organisation (ILO.2013) in McCord (2017: 144) when stating that globally, over one billion workers were either unemployed or employed and living in poverty. The ILO (2013) in McCord (2017) further stated that internationally, and particularly in low-income countries, economies were not generating sufficient employment for the growing labour force,

and the work that is generated was failing in the most part to conform to the 'decent work' standard, which provides adequate remuneration for workers to support their families.

**Table 4.2.3: Stipend earned in the programme**

<b>Variables</b>	<b>Frequency</b>	<b>Percentage</b>
What is your monthly income		
R1-R500	5	6.0
R501-R1000	36	44.0
R2001-R2500	20	25.0
R2501-R3000	20	25.0
<b>Total</b>	<b>81</b>	<b>100.00</b>
What did you spend the income on?		
Used income to buy family basics	61	39.0
School education	31	20.0
Pay burial societies	36	23.0
Paid municipal services	21	13.0
Savings	7	4.0
Other	1	1.0
<b>Total</b>	<b>112</b>	<b>100.00</b>
What was your financial status before joining the CWP?		
No affording	53	65.0
Affording	11	14.0
Same as now	16	20.0
Other.	1	1.0
<b>Total</b>	<b>81</b>	<b>100.00</b>
In what way did the programme change your life?		
I can afford to pay my monthly bills	39	45.0
Life is still the same	26	30.0
I am worse than before	13	15.0
Other: I know new things now	3	4.0
Other: life is better than before	3	4.0
Other: I can afford to pay my bills	1	1.0
Other: I met new friends	1	1.0
<b>Total</b>	<b>86</b>	<b>100.00</b>

How long do you anticipate to be in the programme?		
As long as I can find another job	55	67.0
It will depend on my fitness and age	17	21.0
I will work here for the rest of my life	8	10.0
Other: As govt can alleviate poverty	2	2.0
<b>Total</b>	<b>82</b>	<b>100.00</b>

Source: Data collected from Erasmus village CWP participants

The secondary objective of the CWP, as stated in its framework, is to provide training to participants, optimise their work outputs, equip them with life skills, and to enhance their employability and self-employment prospects (DCoG, 2017). Moeti (2013) noted that training and skills development of public employment programmes was a key element. Table 4.2.4 shows that, among the skills acquired by participants in the programme, 44% (37) technical, 20% (17) generic whilst 36% (30) did not acquire skills. Among those who were trained, 41% (33) were offered certificates and 59% (48) were not. Although the skills were acquired in the programme, the participants did not trust that they will enable them to benefit in future employment process. Among challenges with the above, participants were not happy with their non-accredited nature and they were basic. Although the framework for DCoG (2021) states that the CWP will offer both accredited and non-accredited training, the researcher argues that current state of the economy requires specialised skills for one to fully participate. The study proposes that skills such as boiler-making, artisan, engineering and modern construction process be introduced as part of training since they were aligned with modern economy. The researcher further argues that if the above measures are modernised, the programme will attract young and innovate people who will fully contribute to the development of quality community assets.

**Table 4.2.4 Skills acquired by participants in the programme**

<b>Variables</b>	<b>Frequency</b>	<b>Percentage</b>
What skills did you gain in the CWP?		
Technical skills	37	44.0
Generic	17	20.0
None	30	36.0



<b>Total</b>	<b>84</b>	<b>100.00</b>
Were you offered certificates of attendance		
Yes	33	41.0
No	48	59.0
<b>Total</b>	<b>81</b>	<b>100.00</b>
Do you think the skills acquired in the programme were helpful?		
Yes	31	40.0
No	47	60.0
<b>Total</b>	<b>78</b>	<b>100.00</b>
Why skills were helpful?		
Because some got jobs	4	12.0
I gained experience and skills	24	73.0
It built my character	5	15.0
<b>Total</b>	<b>33</b>	<b>10.000</b>
Why skills were not helpful?		
No accredited certificates	26	59.0
Did not acquire any skills	18	41.0
<b>Total</b>	<b>44</b>	<b>100.00</b>

Source: Data collected from Erasmus village CWP participants

Table 4.2.5 shows that 18% (34) stated training to enable them to gain skills. Another 22% (41) mentioned working conditions, 29% (54) mentioned uniform whilst 23% (42) stated the late payment of stipend. Other challenges cited lack of tools to perform their duties, not paid enough due to lack of skills and safety in the workplaces due to increased crime rates. These challenges are in line with those found by McCord (2017) and Moeti (2013). McCord (2017) stated that the emphasis on training and skills development become a challenge to programme delivery due to insufficient trainers and quality-control mechanisms. Moeti (2013) found training, uniform, working conditions and non-payment of overtime worked as main challenges affecting effective and efficient operation of the programme.

In an effort to find solutions to the above challenges, the researcher asked participants to mention ways to improve the programme. Table 4.2.5 shows that 37%

(65) requested stipend increase, 23% (41) needed relevant trainings, 15% (26) required improvement of supervisor-participant relations whilst 20% (35) needed tools of trade. Others areas worth noting include provision of protective equipment in line with Covi-19 regulations and reduced working hours. The responses in Table 4.2.5 enable the researcher to answer research question 3: what were the participants` perceptions of challenges and opportunities in the CWP?

**Table 4.2.5 Challenges and opportunities in the programme**

<b>Variables</b>	<b>Frequency</b>	<b>Percentage</b>
What were the challenges experienced in the programme? (Multiple responses)		
Training	34	18.0
Working conditions	41	22.0
Uniform	54	29.0
Late payment of stipend	42	23.0
Other: Tools not in good condition	5	3.0
No paid enough due to lack of skills	5	3.0
Safety at work is a concern	3	2.0
<b>Total</b>	<b>184</b>	<b>100.00</b>
What can be done to improve the programme? (Multiple response)		
Increase stipend	65	37.0
Provide relevant training	41	23.0
Improve supervisor-participant relations	26	15.0
Provide us with tools of trade	35	20.0
Other: change from stipend to salary	2	1.0
Provide protective equipment	4	2.0
Reduce working hours	1	1.0
No specified	2	1.0
<b>Total</b>	<b>180</b>	<b>100.00</b>

Source: Data collected from the study area with participants

### **4.3 Section B: A summary of Interviews with Project Administrators**

This section presents data collected from project administrators collected through focus group interviews. The researcher administered the interview process by asking and recording all responses in the process.

#### **4.3.1 Background**

The CWP programme at Erasmus village was started in 2009. DCOG (2017) states that the team from Erasmus was sent on a mission to learn and understand how the programme was implemented at Bokfontein village in Madibeng Local Municipality. The programme was implemented at Bokfontein in 2009 as part of the pilot programme (DCOG, 2017). According to Programme Administrators at Erasmus, the success of Bokfontein project made community of Erasmus to embark on a similar programme in their community. An application was made to COGTA for the programme to be implemented in the area due to high unemployment levels and poverty among the local community. The plan submitted to COGTA included how the community intend to build its own assets and ensure that community members, irrespective of age, become to beneficiaries of the programme. As at July 2022, the project was able to build various community assets, including community gardens, community bridge, a park, a soccer ground and cleaned more than 15 kilometres of its neighbourhood. The researcher was able to visit several community creches, a park and a community bridge built, maintained and managed by CWP participants. Furthermore, the researcher managed to engage two project administrators with the intention of understanding how the programme was administered. A summary of the responses, along with the analysis of the database supplied is provided below.

#### **4.3.2 Analysis of CWP Erasmus database**

The researcher analysed a database of participants in the study supplied by programme administrators for the month of July 2022. The objective of analysis was two-fold: to understand the demographic information of participants and contributing indicators critical to the development of the questionnaire for quantitative data collection

Table 4.3.2.1 below provides a summary of project beneficiaries in the study area as at July 2022. The total number of beneficiaries enrolled in the programme was 1 763. The number was found to be short and against the proposed maximum of 2000 CWP participants per area (DCoG, 2017). A further analysis shows that 264 (15%) were males, with 1499 (85%) females. The high number of female participants in public employment programme is summarised by Tsheola (2012) that majority of community development projects are popular with women than men. To justify that,

Tsheola (2012) noted a general assumption exist that men prefer formal employment in heavy industries or would do casual labour if the opportunity arises.

The total amount for wages paid for the month of July by the Department of Cooperative Governance (DCoG) was R 1 716 850. From this amount, R28 800 was paid to 108 Supervisors, each earning R2600. The amount paid to supervisors was calculated as follows: R130 per day paid to 108 supervisors equalled R 14 040. The amount was paid to each supervisor over 20 days, calculated to equal R28 800 paid to all supervisors.

The CWP Erasmus database shows that there were 1655 participants working as general workers. The framework for CWP states that each participant (general worker) will earn R110 per day and work a maximum of 8 days a month (DCoG, 2017). The CWP Erasmus database shows that an amount of R1 436 030 was paid to participants during the month of July 2022. When added with the amount of R280 800 paid to supervisors, the total amount is R1 464 830 which is short when calculated against the allocated R1 716 850 transferred by the DCoG as a monthly allocation. A further analysis of Full-Time Equivalent (FTEs) hours worked by all participants provides reasons for financial surplus. The analysis shows that only 1577 participants earned the full amount (R880) during the month. A total of 26 participants earned R770 during the month, meaning they didn't work 1 allocated day. A further 25 worked earned only R660 (missed 2 days of work), 11 earned R550 (missed 3 allocated days), 7 earned R440 (they missed 3 days of allocated work), 6 earned R330 (they missed 4 days of allocated work), 3 earned R220 (they missed 5 allocated days of work). The number of days worked calculates to 15 215 from a possible 15 400, meaning 185 days of work were lost due to absenteeism. The above findings were confirmed by Tshishonga and Matsiliza (2021) when stating that effective implementation of CWPs are stifled by, among others, lack of active participation by the unemployed and host communities, poor co-ordination, inadequate infrastructure and lack resources to run the programme effectively.

**Table 4.3.2.1 Summary of CWP Erasmus database**

Total number of beneficiaries	1 763
Males	264
Females	1499

Total calculated wages	R 1 716 850
Calculated wages @ R110 per day x 8 days	R 1 436 030
Total wages @ R130 per day x 20 days	R 28 800
Full-Time Equivalent (FTEs)	66
Number of days worked	15 215

Source: CWP Erasmus database. July 2022

The available sectors and outputs in terms of work completed during the month of July 2022 is provided in Table 4.3.2.2 below. It was noted that the main sector was Agriculture, followed by community services, construction and supervision. The findings are in line with those of Mokone (2016) and Onyango (2010) who found that Agriculture plays a key role for rural inhabitants and provide a source of livelihoods to communities.

The analysis of actual work done shows that sectors covered in the process were Agriculture, Infrastructure, Environmental Management and Community Services (CWP Erasmus database, 2022). Actual activities for the above include clean-ups of public spaces, rivers and canals (920.3 square metres), maintenance of 6 community gardens, maintenance of homestead gardens (37 Square metres), 6 new gardens were made, 11 trees were planted, 12 schools, clinics and halls were cleaned, 132 square metre sites were cleaned (illegal dumping), 1770,1 square metres of roads and streets were cleaned and 1 school was renovated in the process (CWP Erasmus database, 2022). Furthermore, the number of persons days of supervision were estimated at 40.

**Table 4.3.2.2 Summary of CWP sectors**

<b>Sector</b>	<b>Output name</b>	<b>Unit of measure</b>	<b>Actual output</b>
Agriculture	Clean-ups of public spaces, rivers & canals	Square metres cleaned (area)	920,3
Agriculture	Maintenance of community gardens	Numbers of gardens maintained	6,
Agriculture	Maintenance of homestead gardens	Numbers of gardens maintained	37,
Agriculture	Making homestead gardens	Numbers of gardens made	6,

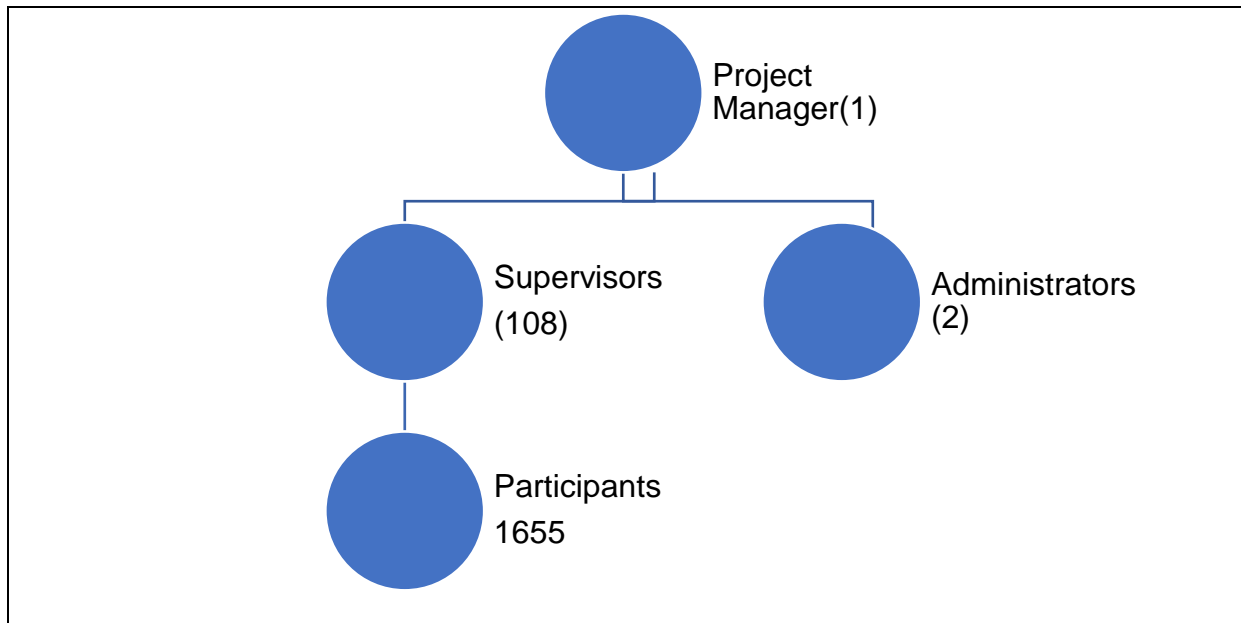
Agriculture	Planting and maintaining trees	Numbers of trees planted	11,
Community Services	Cleaning of community halls/schools/ churches	Numbers of schools/clinics/halls	12,
Community Services	Cleaning of illegal dump sites	Number of sites cleaned	132,
Community Services	Street and road cleaning	Square metres	1 770,1
Construction	Renovations to schools/clinics/community halls etc	Numbers of schools/clinics/halls	1,
Supervision	Number of person days of site supervision	Person days	40,

Source: CWP Erasmus database. July 2022

The framework for the implementation of CWP states that persons living with disabilities should be recruited in the programme. The framework further states that at least 0.2% should be persons living with disabilities. The analysis of CWP Erasmus database shows that 50 persons (2.83%) participants were living with disabilities (CWP Erasmus database, 2022). When further analysed, 70% (35) were females and 30% (15) were males. The number of participants living with disabilities in the CWP Erasmus was found to exceed the target set by DCoG and this can be attributed to a commitment by programme administrators to improve lives and livelihoods of people living with disabilities in the local community.

The CWP Erasmus database (2022) provided ages of participants using dates of births, as compared those who provide such data in absolute numbers. The analysis shows that there were 3 participants born between 1930-1939, 26 were born between 1940-1949 with further 192 born between 1950-1959. The number of participants born between 1960-1969 stood at 447 whilst those born between 1970-1979 were 468. The number of participants born between 1980-1989 was 393 whilst those of between 1990-1999 were 225. Only 9 were millennials (born after the year 2000). The importance of age analysis of participants cannot be over-emphasised. StatsSA (2022) reported that 63.9% youth were unemployed. Against these grim statistics, the programme had 237 vacancies. The filling of these vacancies, particularly by those aged between 18-40 years will go a long way of reducing unemployment in the local community, particularly youth.

An analysis of personnel positions occupied in the programme shows that there are 108 supervisors and 1655 ordinary participants (CWP Erasmus database, 2022). Furthermore, it was found that the programme manager was on suspension hence was not able to provide information on how the programme was managed.



**Figure 4.1: Reporting structure for the CWP Erasmus village**

Source: Community Works Programme Erasmus 2022

### 4.3.3 Challenges and opportunities in the programme

The programme administrators stated that programme was proceeding well, despite several challenges. The researcher asked administrators to state the challenges faced by the administration and they were listed as follows:

- **Administrative Office**-The programme does not have a formal administrative office, despite being incepted in 2009. At the time of visit, the management was hosted at an old school building, sharing with the tribal office. This, according to programme administrators, has created conflict between programme officers and tribal office staff. Issues of control of programme resources have resulted in souring relations between the two offices. Tshishonga and Matsiliza (2021) noted the above as a gap in the

implementation of Community Works Programmes and has potential to hamper successful implementation of the programme. Lack of office space for a programme hosting 1 763 was identified as a risk with the potential to render the programme inadequate, inefficient and ineffective.

- **Role of Tshwane Local Municipality in the coordination of the programme must be clarified.** The programme administrators noted the non-existent role of the local municipality in the programme. The study area and the programme were transferred to Ward 39 of the CoTMM in 2011 following the local government elections held on the 18<sup>th</sup> May 2011 (DCoG, 2017). Five years later, in 2016, following the fourth democratic local government elections, DCoG officially transferred the programme to CoTMM for administration and support. However, the analysis of the database for the programme shows that programme trainings were co-ordinated by Seboka, an NPO responsible for the overall administration of the programme (CWP Erasmus database, 2022). Furthermore, the amount of R1 716 850 to operate the programme in July 2022 was directly transferred by the DCoG.

Moeti (2013) states that EPWP policy guidelines, adopted at the 2<sup>nd</sup> EPWP municipal summit, compelled municipalities to undertake and intensify reporting on work opportunities created on projects implemented. Despite the above resolutions and commitment, the role of CoTMM remained limited, especially on resolving work-related challenges that programme administrators and participants come across on daily basis. The analysis of quantitative data in an effort to answer research question 3, shows that challenges such as non-accredited trainings offered in the programme, working conditions, uniform, late payment of stipend, provision of working tools and provision of safety workplaces which could easily be solved by the local authority. Due to its non-participants, the researcher recommends active participation by the CoTMM going forward.

- The quantitative data shows that 36% reported to have not received any training skills. Despite skills provision being critical, the DPW (2008) in Moeti (2013) acknowledged that it has its own challenges. McCord (2017) also noted the challenge and conceded that institutional constraints related to national training and management capacity in the programme were a



challenge. Emphasis on training and skills development become a challenge to programme delivery due to insufficient trainers and quality control mechanisms (McCord, 2017:157). Since training is one of the secondary objectives of the programme, more needs to be done to skill participants and attract youth to bring innovation and creativity. This includes identification of programme suited to modern economy.

Despite the many challenges experienced in the programme, the administrators have stated that there are opportunities gained by participants. Among the opportunities offered by the programme, administrators stated that there were accredited security trainings offered to participants and have contributed to positive exit and ensured a smooth graduation to new jobs. These programmes were accredited by Private Security Industry of South Africa (PSIRA) and enabled participants to gain employment in the private security industry and this was viewed as one of the successes of the programme.

The Programme Administrators further stated that the programme has improved the local economy, personal finances and the livelihoods of participants. These have resulted in learners staying in schools (reduced dropout rates) and increased savings among community members. Community stokvels, funded through income earned in the programme, were among legal means that have contributed immensely to the growth of the local economy.

#### **4.5 SYNTHESIS**

Chapter 4 discussed findings of the mixed method study, obtained through interaction with programme administrators and participants. The use of a mixed method process has helped the research to understand the perception of administrators on how the programme is managed. Plano, Clark and Ivankonva (2016) in Roomaney and Coetzee (2018) define the mixed methods in research as a process of research when researchers integrate methods of data collection and analysis and qualitative methods of data collection and analysis to understand a research problem. To this end, the research adopted the mixed method process in order to assess perceptions and to quantify processes.

Qualitative results, obtained through development of themes following interaction with relevant programme administrators. The results show that the programme, despite having started in 2009, has not been able to attract the targeted number of participants as required by the DCoG. The results demonstrate that the intake of the programme by local is dwindling, a situation that must be attended to urgently by the relevant authorities. Furthermore, the results show that there is higher intake among women than men. This is despite studies showing that poverty in South Africa is deeply entrenched among Black communities, irrespective of gender. The CWP Erasmus database (2022) shows that although the programme is envisaged to cover and develop assets across all sectors of the society, only Agriculture and Community services were covered during July 2022. The programme administrators attributed the limited work done to the winter season, with most trees not being cut, most cleaning being on the streets and home-based care services being suspended due to Covid-19 pandemic which has resulted in limited contact among people. The qualitative results show that among challenges experienced in the programme, office space and the role of municipality needs to be explained.

The quantitative results of the study, presented in frequency tables, were obtained following completion of a questionnaire by participants. The questionnaire was divided into five (5) parts aligned as Part1: demographic information of participants, Part 2: background to the programme, Part 3: stipend payment, Part 4: skills acquired in the programme and Part: challenges and improvement areas of the programme. A total of 21 questions were developed and asked participants. All questions were close-ended, with an average of five (5) responses per each question. With the exception of instances where participants were expected to specify, all other questions were closed-ended. Data collected was captured using Microsoft excel programme, a computer programme used to calculate the responses and to analyse. The processed data was analysed and presented in the form of tables. The quantitative results show that although the programme has had a positive impact among participants, challenges still persist. Among them, non-accredited trainings, late payment of stipend, lack of uniform, poor working conditions and etc. The above challenges were found to be affecting both programme administrators and participants on daily basis. Despite the challenges, the results show that the programme has had an impact among participants and

administrators. The stipend earned was used to pay school fees, start Stokvel businesses and grow the local economy since participants had an increased purchasing power parity. Furthermore, skills gained in the programme have enabled beneficiaries to improve their lives. The above argument is strengthened by 56% participants who stated that they joined the programme to gain skills and they have indeed gained them. Against this background, it is clear that public employment programmes such as the CWP have the ability to improve lives and livelihoods among the communities, especially where chances of getting employment are remote in the midst of current hard economic conditions.

## **CHAPTER 5**

### **5. CONCLUSION AND RECOMMENDATIONS**

#### **5.1 Introduction**

The study explored impact of Community Works Programme on poverty-alleviation at the study area, Erasmus village of CoTMM. The chapter draws conclusions and provide recommendations.

#### **5.2 Summary**

The objective of this study was to explore if CWP has had an impact on the lives and livelihoods of participants. A questionnaire was developed and used to collect data with CWP participants whilst group interviews were conducted with programme

administrators, resulting in a mix-method approach to the study. A total of 81 interviews were conducted to solicit responses among beneficiaries.

The study found that the area had not been able to meet the maximum number of participants as per COGTA guidelines on the composition of CWP at each implementation area. The targeted number of participants per each work area was 2000 but the programme area was 237 below the actual target, having only registered 1763 in their database (CoGTA, 2017).

The study found the programme had an impact on the lives of participants. The impact was reflected by participants when asked about the use of income earned. Participants bought family basics (food, clothing, etc), paid educational fees and their socio-economic needs (burial societies). The challenges experienced by participants include working conditions, lack of relevant training and certification and uniform. The above pose a risk for the long-term sustainability of the programme.

### **5.2.1 Reflections on the research problem**

CWP at Erasmus was identified by DCoG as a programme to reduce unemployment and to provide skills among the beneficiaries in the area. There were no studies conducted prior to this one on the impact of programme among beneficiaries. The study by Dichabe (2016) focused on the reasons for sustainability failure by cooperatives established in the programme. The study found the programme to have had an impact among beneficiaries since they were able to afford good and services that they could not afford before joining the programme.

### **5.2.2 A summary of objectives of the study.**

The objectives of study were to:

**Objective 1: establish impact of Community Works Programme on income earned by participants.** Chapter 4 reflected on the outcome of the study, including impact indicators. Usage of income earned by participants captured the impact of the programme. It was reflected that the programme had an impact on lives of participants since they could afford to buy goods and services which couldn't afford before they joined the programme.

**Objective 2: to assess the employability of participants after the acquisition of new skills learnt in the programme.** Chapter 4 provided outcomes of the above objective. It was noted that participants were provided with basic skills which include generic and technical. The study found no evidence of specialised skills and training such as artisanry, boiler making or any other specialised skills being offered. The study concluded that although skills were offered in the programme as per the framework of DCoG, they were not capable of enhancing the employability of participants, especially in the modern day South African economy which is competitive and requires specialised skills.

**Objective 3: understanding the participants' perception of challenges and opportunities affecting them in the programme.** The research study considered being enrolled in the programme as a participant and earning a stipend as an opportunity. Challenges were identified as non-availability of accredited training programmes, including non-conducive working conditions. The researcher also noted instances where stipend was paid late and not being provided with uniform and tools of trade as further challenges in the programme.

### **5.3 Conclusion**

The study explored how CWP has changed the lives and livelihoods of participants in the study area. The study found that CWP has had an impact on the lives and livelihoods of participants. To demonstrate the outcomes against literature or theory developed, the researcher noted and concluded as follows:

- **Impact of CWP on participants:** the study found that the programme had an impact on the lives and livelihoods of participants. A total of 39% stated that they used the income earned in the programme to buy family basics (food, furniture, clothing and other basics). Another 20% indicated that they used the income to pay and provide their children school fees. Another 23% stated the impact of income earned on burial societies which will enable them to bury their loved ones should the need arises.
- **Assessing the employability of participants after acquisition of new skills learnt in the programme.** The study found that 44% participants gained technical skills (plumbing, electrician, road maintenance, etc). A further

20% gained generic skills whilst 36% stated that they did not gain skills in the programme. An assessment of skills gained in the programme by the researcher shows that participants gained basic skills such as plumbing, electrician, planting of plants, child-minding, road markings, tree felling, culvert cleaning, general maintenance of sewerages and grass cutting. When assessed against job requirement in the market, the researcher concluded that these are basic skills with no competitive advantage, meaning anyone can acquire such skills. The study found the need for skills transformation in the programme. These should be aligned to current economic skill needs.

- **Understanding the participant`s perception of challenges and opportunities.** The study found that participants were affected mainly by work related challenges. These include training, working conditions, uniform and late payment of stipend. The researcher noted that the challenges were systemic, can be overcome and require programme administrators to ensure that programme needs are compiled and submitted on time.

#### **5.4 Limitations of the study**

The study explored impact of Community Works Programme on poverty-alleviation at Erasmus village of the CoTMM. Although the researcher was able to conduct a pilot study to eliminate any errors, challenges remained during data collection of the main study. The data collection process, in particular, pose a risk and a challenge. Some CWP participants were not willing to participate in the study, citing unresolved problems with project administrators, religion, culture and traditional beliefs. To this end, only 81 participants participated, from a possible 316 sampled participants.

#### **5.5 Recommendations**

The objectives of conducting the study were to establish the impact of Community Works Programme among participants, specifically on income earned, skills acquired, challenges and opportunities derived thereof. The recommendations are based on key findings from the study, derived based on the following information:

- Analysis of the CWP Erasmus database supplied by Programme Administrators;

- Quantitative research outcomes based on the questionnaire completed through interviews by the researcher; and
- Programme administrators responsible for day to day administration of the CWP at the site.

### **Recommendation 1: Acceleration of participant intake**

The analysis of the database provided by programme administrators shows that there are 1763 participants in the programme. The number is way below the one set in the 2017 COGTA framework which states that a maximum of 2000 participants may be enrolled in each programme area or site (COGTA, 2017). The DPME's (2016) states the goal of CWP being to create one million work opportunities by 2019, based on the 2014/2015-2019/2020 Strategic framework (DPME, 2016). Against this background, the findings of the programme show that 237 posts have been vacant since 2020. The above scenario set-back the proposed goals outlined by the DPME as part of what government wanted to achieve then. The same were outcomes were found at Morolong local Municipality in the Northern Cape. In a review of the municipality's 2017/2018 IDP, the researcher noted that there were 1600 CWP participants. This was against the target set-out by the DCoG in 2017 which indicates that a maximum of 2000 participants must be recruited in the programme at a particular time. The researcher viewed the above as factors hampering government's goals to reduce unemployment, to alleviate poverty, create opportunities for the poor and the vulnerable under tough economic conditions under which South Africans find themselves.

Furthermore, StatsSA (2022) has, in June 2022, published the first quarter unemployment figures. The numbers show that youth continue to be disadvantaged in the labour market, with their unemployment being higher than the national average (StatsSA, 2022). The Quarterly Labour Force Survey report (StatsSA, 2022) found that in quarter one of 2022 (January to March 2022), the unemployment rate was 63.9% for persons aged between 15-24 years and 42.1% for those aged between 25-34 years. StatsSA (2022) reported that the national unemployment rate stood at 34.5% in the same period. Based on the above, the study recommends that a total of 237 participants be recruited and included in the programme. The provision of such opportunities will contribute towards the mission of the DCoG by restoring people's dignity through work opportunities.

## **Recommendation 2: Review systems of recruitment and length of participation by participants.**

The study found that from the 1763 participants registered in the programme, 3 were born between 1930-1939 whilst 26 were born between 1940-1949 (CWP Erasmus database, 2022). A further 192 were born between 1950-1959 (CWP Erasmus database, 2022). Currently there is no moratorium or policy that exclude the elderly from participation in the programme. To this end, a total of 221 persons aged more than 65 years were found to be participating in the programme. As stated earlier, StatsSA (2022) reported 63.9% youth being unemployed during the period January to March 2022. Noting the unemployment rate, both nationally and among the youth, the research recommends the review of the recruitment policy in the programme. These reviews should take into consideration the age among and length of stay by participants. This will ensure that opportunities are provided to youth, indigents (those who cannot afford to pay municipal services), women and people living with disabilities (CoGTA, 2017). Furthermore, the review should include exit strategies, plans and recommendations for those who would wish to exit the programme and allow youth entry to the programme.

## **Recommendation 3: Provide relevant training and skills for participants.**

The framework for CWP stated that both accredited and non-accredited courses will be provided to participants. The findings show that trainings were conducted with participants at different intervals over the years that they have participated in the programme. The study also found that there was discontent among participants in terms of the trainings provided, some claimed that the trainings were not relevant whilst others stated that they were not provided with certificates following completion.

The findings of the study show that although trainings were provided, their relevance have created challenges and discord among participants. The researcher concurs with participants and noted that the South African economic landscape has, over the past 10 years, undergone skills changes. The programme offers basic generic and technical trainings which, in a competitive environment, will not stand the participant an advantage over competitors. In line with the above, the study recommends a radical transformation of skills offered in the programme which will include specialities, in line with the required skills to enhance and grow the South African



economy. Project Administrators are therefore requested to ensure appointment of relevant service providers to provide relevant skills to benefit the economy.

#### **Recommendation 4: Active involvement by CoTMM officials**

In the study area, the researcher found that there were various committees, also referred to as Local Reference Group (LRG) consisting of various organisations like taxi associations, teachers and ward committees participating in the programme. Despite the participation of the above, the findings from programme administrators shows that the CoTMM does not play an active or defined role in the programme. They viewed the participation of CoTMM as being non-existent since they do not provide them with offices, stipend is paid from DCOG whilst programme coordination is by Seboka, an NPO tasked to manage the programme.

The study recommends that, for efficient and effective coordination of the programme, the CoTMM develop a plan to support all PEP city-wide. This includes the formation of steering committees and be coordinated from office of City Manager. This will enable CoTMM proper coordination of programmes through provision of support to site offices and challenges experienced in the programme.

#### **Recommendation 5: Provide tools of trade**

One of the challenges stated by participants in the programme was provision of branded CWP working uniform and tools used at the workplaces. The programme uses branded clothing which include bright orange conti-suits, branded sunhat and T-shirts. The researcher noted that the last uniform was provided in 2019 to CWP participants. Furthermore, the study noted that tools such as axes, hammers, sledges, spades, forks and other material have not been procured since 2017. The above challenges made it difficult for participants to fulfil their duties and perform to their full potential. Based on the above, it is therefore recommended that all relevant tools of trade be provided to participants. The role of supervisors must be to monitor and report on non-availability tools of trade to Project Administrators. Furthermore, Project Administrators must take responsibility of ensuring procurement of such tools of trade through application of additional funds from COGTA.

#### **Recommendation 6: Resolve the suspended Project Manager matter**

The researcher noted that the Project Manager was not available during data collection. The reasons advanced, without any details by Project Administrators, were suspension by CoGTA following issues related to maladministration. The Project Manager's role ensures smooth and efficient managing of the programme. Based on the above, it is recommended that the position of suspended Project Manager be resolved as soon as possible to ensure smooth running of the programme.

**Recommendation 7: Improve stipend provided by CWP**

The analysis of income earned in the programme shows that participants earn R110 a day and are expected to work a maximum of 8 days a month. The above amount translates to a maximum stipend of R880 per month. Furthermore, supervisors earn R130 a day, working a maximum of 20 days per month and earn R2600. However, the researcher noted that the amounts were way below the average household food basket as at September 2022 (StatsSA, 2022). To this end, it is recommended that stipends earned be aligned with the current economic conditions, taking into consideration the current purchasing power parity.

**Recommendation 8: Provide basic services to the local community.**

The research process found that there was general lack of basic services such as sewer system, lack of reliable water services, lack of roads, non-collection of refuse and general lack of proper dumping sites in the study area. To this end, the researcher implores the CoTMM to improve basic services such as water, electricity, roads, sewer and etc in order to improve lives and livelihoods of local community. Provision of basic services will go along in building resilience in the community thus enabling them to withstand shocks such as floods, drought, outbreak of diseases, inclement weather etc.

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## **ANNEXURE A: DATA COLLECTION INSTRUMENT**

### **Research Questionnaire**

**UNIVERSITY OF LIMPOPO**



## **TURFLOOP GRADUATE SCHOOL LEADERSHIP**

### **TOPIC: The Impact of Community Works Programme on Poverty- Alleviation at Erasmus Village in the City of Tshwane Metropolitan Municipality of Gauteng Province**

Dear Participant

My name is **Nganyane Hlongo** a Master of Development in Planning and Management Student at the University of Limpopo`s Turfloop Graduate School of Leadership. I am conducting a study on the impact of Community Works Programme (CWP) on Poverty-alleviation in Erasmus village of the CoTMM of Gauteng Province. I request to ask you several questions regarding the CWP since you are one of the participants. Please note that the interview will take less than 20 minutes of your time and the information provided will be treated with utmost confidentiality, meaning no one shall be able to see or know how you responded.

Please note that your participation in this study is voluntary and therefore you are free to withdraw if you feel the questions asked infringe your rights or are offensive. I have the letter of permission to undertake this study from the CoTMM. Feel free to ask me any questions related to this study during the interview process. Kindly note that since Covid-19 is still much with us, I will request that we maintain a social distance and allow you to fill in the questionnaire on your own. I am here to assist where you don't understand. Feel free to ask me any questions related to the interview if you don't understand them.

Kind regards,

Nganyane Hlongo

0719552385

## **PART 1: DEMOGRAPHIC INFORMATION OF CWP EMPLOYEES**

1. **NAME OF RESPONDENT:** \_\_\_\_\_

2. **What is your age?**

Less than 20 years	
--------------------	--

	1
21-30 Years	2
31-40 Years	3
41-50 Years	4
51-60 Years	5
61 Years and above	6

### 3. Gender

Male	1
Female	2
Other	3

### 4. Disability?

Disabled	1
No Disability	2

### 5. What is your highest qualification?

No formal education	1
Less than matric	2
Matric	3
Higher than Matric	4
Other (Specify)	5

## PART 2: ABOUT THE PROGRAMME

### 6. When did you join the Community Works Programme?

Month	Year

7. How did you know about the programme in this area? *(Please note that more than response is allowed where possible)*

Word of Mouth in the community members	1
Informed by relatives and friends	2
Advertisements in the media	3
Tribal office informed us	4
Other (Specify)	5

8. What motivated you to join the CWP? *(Please note that more than response is allowed where possible)*

Stipend/ income earned	1
To gain skills	2
To keep myself busy	3
I like the work done by CWP	4
Other (Specify)	5

9. What is your position in the programme?

Project Manager	1
Sector supervisor	2
Skilled participant	3
Participant	4
Other (Specify)	5

10. Please indicate your work area in the programme?

Food Security/ Gardening/Agriculture	1
Auxiliary/ Cleaning services	2
Development of sporting facilities	3
Development of sporting and recreational facilities	4
Environmental rehabilitation	5
Road Maintenance	6
Other (Specify)	7

11. Name 2 of your daily duties?


### **PART 3: STIPEND PAYMENT AND USAGE**

12. What is your monthly income?

R1-R500	1
R501-R1000	2
R1001-R1500	3

R1501-R2000	4
R2001-R2500	5
R2501-R3000	6
R3001-R3500	7
R3501 and more	8

13. What did you spend the income on? *(List more than 1 where possible)*

Used income to buy family basics (food, furniture, clothing)	1
School education (fees and food)	2
Pay burial societies	3
Paid municipal services (electricity, water, etc)	4
Savings	5
Other (specify)	6

14. What was your financial status before joining CWP?

No affording/ could not afford anything	1
Affording	2
Same as now	3
Other (Specify)	4

15. In what way did the programme change your life?

I can afford to pay my monthly bills	1
Life is still the same	2
I am worse than before	3
Other (Specify)	4

16. How long do you anticipate to stay in the programme?

As long as I can find another job	1
It will depend on my fitness and age	2
I will work here for the rest of my life	3
Other (Specify)	4

#### **PART 4: SKILLS ACQUIRED IN THE PROGRAMME**

17. What skills did you gain in CWP?

Technical skills (Plumbing, Electrician, planting, road maintenance, etc)	1
Generic (Community health, CSV, Health and Safety)	2
None	3

18. Were you offered certificates of attendance

Yes	1
-----	---

No	2
----	---

18. Do you think the skills acquired in the programme were helpful?

Yes	1
No	2

19. Please state the reason for the above

Yes, Why	
No, Why	

## **PART 5: CHALLENGES AND IMPROVEMENT OF THE PROGRAMME**

20. What were the challenges experienced in the programme? (*List more than 1 where possible*)

Training	1
Working conditions	2
Uniform	3
Late payment of stipend	4
Other (Specify)	5

21. What can be done to improve the programme? (*List more than 1 where possible*)

Increase stipend	1
Provide relevant training	2
Improve Supervisor-Participant relations	3
Provide us with tools of trade (planting seeds)	4
Other (Specify)	5

**Thank you for taking part in the interview. Your responses will be treated with utmost confidentiality!!**

**ANNEXURE B: TURFLOOF RESEARCH ETHICS COMMITTEE APPROVED**

# LETTER FROM THE UNIVERSITY



University of Limpopo  
Department of Research Administration and Development  
Private Bag X1106, Sovenga, 0727, South Africa  
Tel: (015) 268 3935, Fax: (015) 268 2306, Email: anastasia.ngobe@ul.ac.za

**TURFLOOP RESEARCH ETHICS COMMITTEE**  
**ETHICS CLEARANCE CERTIFICATE**

**MEETING:** 23 May 2022

**PROJECT NUMBER:** TREC/93/2022: PG

**PROJECT:**

**Title:** The Impact of Community Works Programme on Poverty Alleviation in Erasmus Village in the City Of Tshwane Metropolitan Municipality, Gauteng Province.  
**Researcher:** NE Hlongo  
**Supervisor:** Mr. MB Njoko  
**Co-Supervisor/S:** N/A  
**School:** TurfLoop Graduate School of Leadership  
**Degree:** Masters of Development in Planning and Management



**PROF D MAPOSA**  
**CHAIRPERSON: TURFLOOP RESEARCH ETHICS COMMITTEE**

The Turfloop Research Ethics Committee (TREC) is registered with the National Health Research Ethics Council, Registration Number: REC-0310111-031

**Note:**

- i) This Ethics Clearance Certificate will be valid for one (1) year, as from the abovementioned date. Application for annual renewal (or annual review) need to be received by TREC one month before lapse of this period.
- ii) Should any departure be contemplated from the research procedure as approved, the researcher(s) must re-submit the protocol to the committee, together with the Application for Amendment form.
- iii) PLEASE QUOTE THE PROTOCOL NUMBER IN ALL ENQUIRIES.

*Finding solutions for Africa*

## ANNEXURE C: LETTER OF CONSENT FROM THE CITY OF TSHWANE METROPOLITAN MUNICIPALITY



Office of the City Manager  
Executive Specialist: SDRR&I

Office: Room 715 - 7<sup>th</sup> Floor, Dabengue Plaza East | Francis Beaulieu Street  
PO Box 1042 | Pretoria | 0001

My ref:  
Your ref:  
Contact person: Tshapo Mokwena  
Section/Unit: CWP

Tel: 012 358 1745  
Fax:  
Email: [s.vanl@tshwane.gov.za](mailto:s.vanl@tshwane.gov.za)

To: Mr. Nganyane E Hlongo

From: Tshapo S. Mokwena  
City of Tshwane CWP Municipal Champion

Date: 12 October 2022

Dear Mr. Hlongo

**RESEARCH ON THE IMPACT OF COMMUNITY WORKS PROGRAMME ON POVERTY ALLEVIATION IN ERASMUS VILLAGE IN THE CITY OF TSHWANE METROPOLITAN MUNICIPALITY**

The office of the City Manager in the City of Tshwane acknowledges your letter requesting to conduct a research exercise on City of Tshwane (CoT).

The Deputy Director responsible for the Community Works Programme in the City of Tshwane will be taking you through and fee free to contact me on (012) 358 1745 or 078 593 6837, [simonmck@tshwane.gov.za](mailto:simonmck@tshwane.gov.za).

Yours sincerely

Tshapo Mokwena  
Deputy Director

12/10/22  
Date

## ANNEXURE D: LANGUAGE EDITOR CERTIFICATE

P.O BOX 663  
THOLONGWE  
0734  
23 December 2022

Dear Sir/Madam

This is to certify that the mini-dissertation entitled "The Impact of Community Works Programme on Poverty Alleviation at Erasmus Village in the City of Tshwane Metropolitan Municipality of Gauteng Province" by Nganyane Ernest Hlongo (201952497) has been edited and proofread for grammar, spelling, punctuation, overall style and logical flow. The edits were carried out using the "Track changes" feature in MS Word, giving the author final control over whether to accept or reject effected changes prior to submission, provided the changes I recommended are effected to the text, the language is of an acceptable standard.

Please don't hesitate to contact me for any enquiry.

Kind regards



Dr. Hlavisio Motlhaka (BEDSPF-UL, BA Hons-UL, MA-IUP: USA, PhD-WITS, PGDIP-SUN)

Cell number: 079-721-0620/078-196-4459

Email address: hlavisomhlanga@yahoo.com