

## **The Code of good practice in South Africa**

### ***Why and how was it conceptualised?***

In its attempt to address unemployment, poverty and the past imbalances, the first democratic government in South Africa, launched various public works programmes. These programmes are promoted by different government departments such as DPW, DWAF (Department of Water Affairs and Forestry), DoL (Department of Labour), Provincial and local governments. Although the objectives of all these programmes are the same, conditions of work and remuneration of workers under these projects were different. The implementing agents in their joint meeting held on 29/10/99 agreed to streamline the conditions of works for workers working on public works programme and established a committee consisting of DPW, DoL, WWP (Working for Water Programme) and an NGO called Clean and Green.

### ***Involvement of the ILO***

The ILO got involved almost from the very beginning (from late 1999) in a form of providing inputs and advice on the ToR to the consultants and the draft code. The ASIST team together with SRO Harare provided the necessary inputs. The ASIST team looked aspects of PWP including issues associated with EI approaches whereas Social Security and Labour Standard Specialists of SRO Harare were providing inputs in specific areas of their expertise.

The first Draft of the Code of good practice was produced in January 2000 and consulted through various government, private sector and NGO circles who are involved in poverty alleviation, i.e. PWP, programmes. The drafting process was nearly complete by the third quarter of 2000 and consultations within NEDLAC. The Code was gazetted and become operational in January 2002.

### ***Current Status***

The code is now operational on all special PWPs. The Gundo Lashu project in Limpopo Province (funded by DFID and executed by the ILO) is one of these projects that are applying the Code. The newly launched Expanded Public Works Programme (EPWP) will be applying the Code. This has been agreed by the tripartite group at the recently held growth and Development Summit (GDS).

Wages rate will be fixed in such a way that it will not attract other workers that are currently engaged in the economic activity. This is specifically aimed at targeting at those who are unemployed in the community. The proposed wage rate has to be negotiated w/ the community before they are applied. One of the important aspects of the code is that the employer has to provide training to the workers in lieu of the reduced wage rate. The cost of the training fee usually comes from different sources, including the Department of Labour.