

MEDIA RELEASE **PSA demands urgent action on pay disparities in Limpopo Expanded Public Works Programme**

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The Public Servants Association (PSA) is deeply concerned about the Limpopo Provincial Administration's failure to uphold the principle of equal pay for work of equal value for fixed-term contract employees under the Expanded Public Works Programme (EPWP).

Reports have emerged, indicating that beneficiaries of the EPWP are confused owing to significant pay disparities for the same job categories across different departments. For instance, Cleaners employed by the Department of Social Development receive a monthly salary of R3 500 whilst their counterparts at the Department of Sport, Arts, and Culture earn R7 000 per month. Such discrepancies violate the fundamental principle of pay equity.

South Africa has a long history of discrimination related to employee remuneration and benefits. The *Employment Equity Act (EEA)* and Employment Equity Regulations were established to protect employees from such unfair discrimination. Section 6(1) of the *EEA* explicitly prohibits differences in the terms and conditions of employment that are based on discriminatory grounds. The EPWP is designed to provide critical income relief, alleviate poverty, and reduce unemployment through temporary work opportunities, particularly targeting youth and vulnerable groups. According to the Ministerial Determination: Expanded Works Programme, participants must be paid at least the minimum wage. However, disparities in pay for the same job categories undermine the program's integrity and the spirit of equity.

The Code of Good Practice on equal pay for work of equal value mandates that employers eliminate differences in terms and conditions of service, including remuneration for employees performing the same or substantially similar work. Comparable work of equal value should be remunerated equally to prevent unfair discrimination.

The PSA urges the Limpopo Provincial Administration to address these pay disparities promptly. Promoting a culture of pay equity is essential to avoid legal disputes and enhance morale amongst EPWP beneficiaries. The PSA calls for immediate action to ensure fair and equitable treatment of EPWP workers across all departments.

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