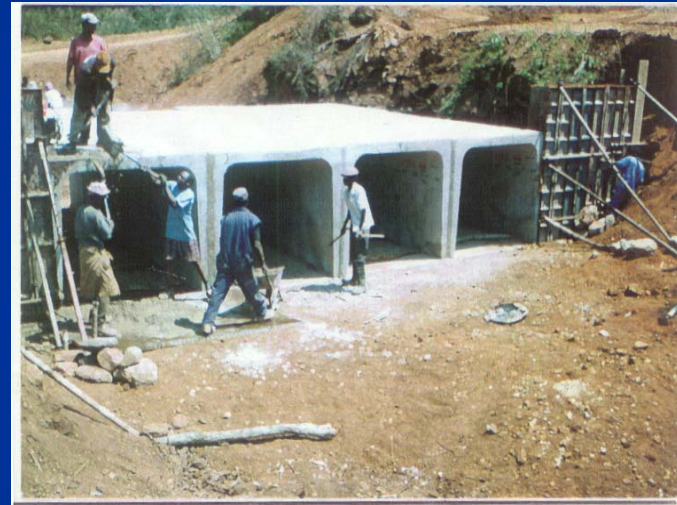


Job Creation, Skills Development and Empowerment in Road Construction Rehabilitation and Maintenance

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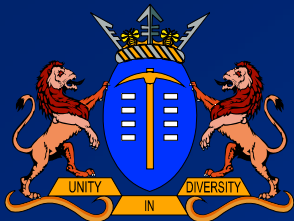
Road Pavements Forum
4 May 2010



Background

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- **LIC – Focus area of APT/HVS strategy**
 - Previous HVS test
- **EPWP**
 - Employment opportunities and training for >1 million unemployed in 5 years
 - Increased labour content on government funded projects
 - Application of appropriate labour-intensive technologies
 - Focus on low volume roads, pipelines, stormwater drains and urban sidewalks
 - Perception of inferior quality, cost and productivity
 - RAs generally only allocates LVRs to LIC&M at the exclusion of the larger projects to minimise risk
- **Developments in LIC technologies, labour optimisation and project management techniques have improved significantly**
- **Now possible to integrate labour as a critical & measurable component for the whole of the road construction sector**
- **GDPTRW best-practice guideline for formal and emerging sector to promote sustainable job creation and empowerment in all road construction, rehabilitation and maintenance projects**



Scope of Manual

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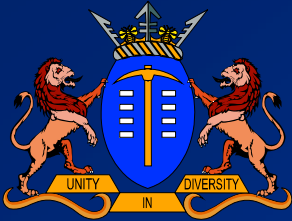
- **To provide guidance to Road Authorities and their Consultants on:**
 - **Optimal labour components for specific design elements;**
 - **Appropriate contract documentation, specifications and tender evaluation procedures to encourage the use of labour;**
 - **Legal requirements related to the employment of unskilled and semi-skilled labour;**
 - **Quality and cost of labour related to group tasks and group balancing:**
 - **Training, mentoring and incubation programmes including the current requirements**



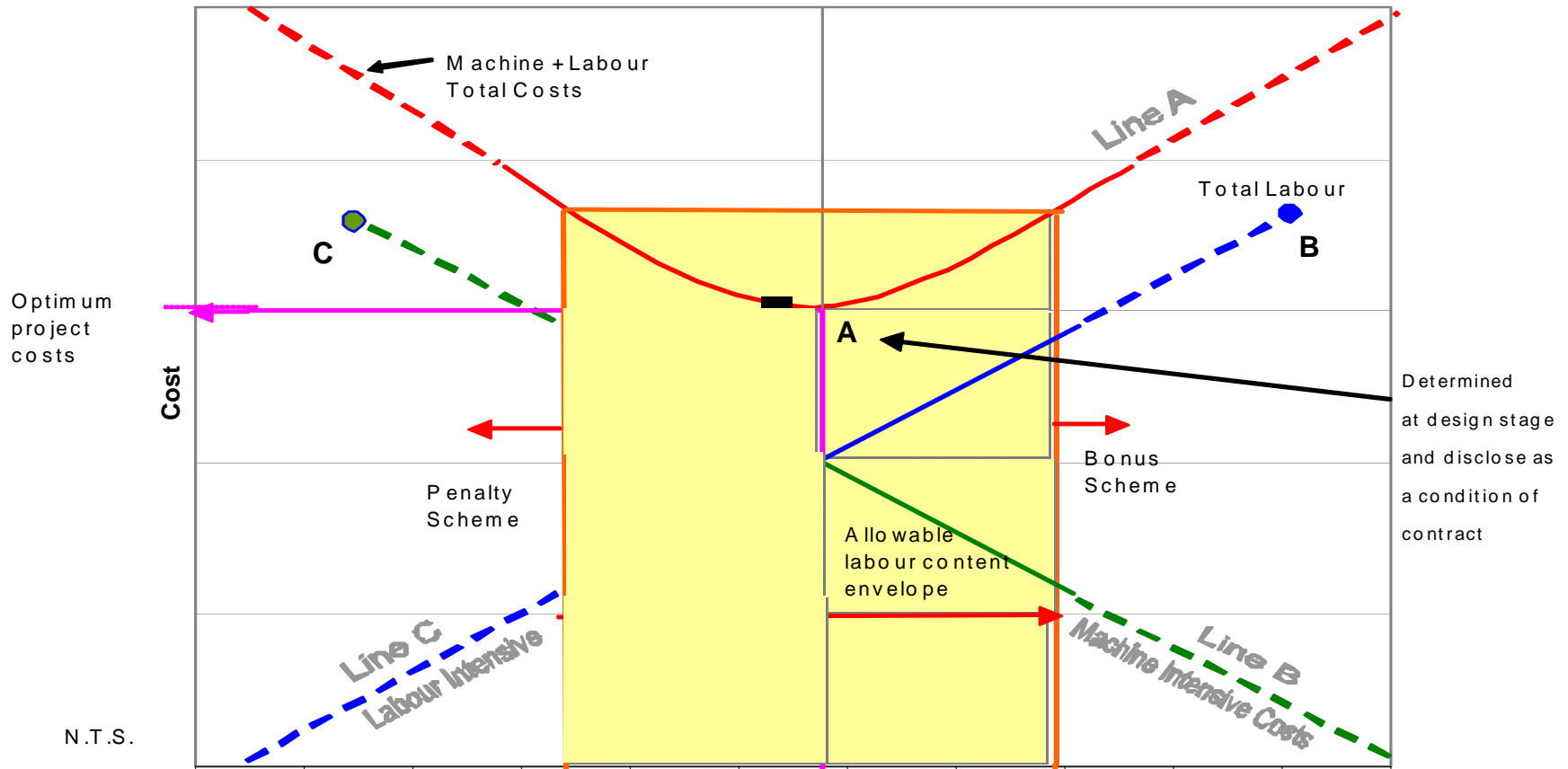
Benefits

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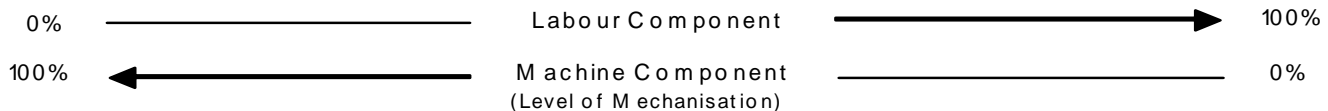
- **Optimisation of the use of labour on all projects (new construction, rehabilitation and maintenance);**
- **Increased sustainability of job opportunities through the optimisation of labour on all projects;**
- **Increased use of appropriate labour-intensive technologies;**
- **Increased involvement by the formal construction sector in job creation and mentoring of emerging contractors;**
- **Improvement in performance of the emerging sector through, training, mentoring and incubation**



Labour Optimisation



Apply team balancing principles intelligent mix of man & machine and the application of appropriate technologies over the total project to determine the optimum labour component





Status of Document

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- Document finalised in October 08
- Discussed at RPF of Nov 08
- Problems with method statements
 - Industry commitment
- Manual with original method statements finally launched at SATC in June 09
- Document on HVS web site
 - w.w.w.gautrans-hvs.co.za
- Sabita developed method statements in their area
 - Link on web site