

WORKING DRAFT 11

INTEGRATED YOUTH DEVELOPMENT STRATEGY (IYDS) (2024)

"Young people should be at the forefront of global change and innovation. Empowered, they can be key agents for development and peace. If, however, they are left on society's margins, all of us will be impoverished. Let us ensure that all young people have every opportunity to participate fully in the lives of their societies."

Kofi Annan, Former United Nations Secretary General

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WORKING DRAFT FOR DISCUSSION

(i) FOREWORD BY THE MINISTER

I am happy to present the 2021 Integrated Youth Development Strategy (IYDS), which is a product of consultations with all sectors of society, including the youth themselves. Taking a collective and consultative outlook is in keeping with our government's integrated and mainstreamed approach to youth development, and our commitment to improving alignment and coherence in policy development and implementation. With the National Youth Policy (NYP) (2030) adopted by the Cabinet in October 2020, it was necessary to craft this implementation plan to translate the policy priorities into concrete programmes with budgets, targets, and a monitoring and evaluation mechanism. The strategy, which is legislated, is also a collective expression of our commitment to improving the lives of our young people.

Beyond being an implementation plan for the NYP (2030) and a coordination instrument, this document is also the youth sector's contribution to the national goals of reducing poverty, inequalities and unemployment as expressed in the National Development Plan 2030 (NDP). These goals are at the heart of our development agenda, operationalised through the five-yearly Medium-Term Strategic Frameworks (MTSF).

It is vital that we systematically tackle poverty, unemployment, and inequalities, given the negative impact they have on the future of the country, more especially because evidence shows that they largely affect young people. To handle the above challenges effectively and efficiently, we take a leaf from economists and demographers who underscore the societal value of investing in the youth, and the high returns associated therewith. Fruitful investment in the youth requires a coordinated and measurable plan – the IYDS provides such a plan.

We also want to call upon the private sector and civil society, many of whom were consulted when formulating this document, to define niche areas for themselves within the IYDS so that their programmes are aligned to the national development agenda. No nation can achieve its development goals without the involvement of these important sectors. We acknowledge and appreciate the strong working relations we enjoyed with both sectors over the years.

We urge all stakeholders to continue to work with us to consolidate the youth development gains made over the last 26 years, which the global economic downturn, fuelled by Covid-19 amongst others, threatens to erode. Let us remember that this is not the Ministry's plan or the National Youth Development Agency (NYDA)'s plan, but it is the nation's plan – we encourage all the sectors to own it and make it a reality. Only collective efforts can enable us to realise the intentions of this plan. "*Tau tsa thloka seboka dishitwa ke nare e hlotsa*" (fragmented efforts make less impact). When we adopted an integrated and mainstreamed approach to youth development, we envisaged a multi-sectoral approach as evident in both the collective crafting and the envisaged collective implementation of the IYDS.

Honourable Maite Nkoana-Mashabane, MP
Minister of Women, Youth, and Persons with Disabilities

(ii) DEPUTY MINISTER

The Integrated Youth Development Strategy offers a long-term perspective. The Integrated Youth Development Strategy (IYDS) therefore seeks to provide a guide on how the NYP 2030 will be implemented. The youth sector has identified roles of all key players and provided a strategy for engagement, enabling partners to work together in a complementary and supportive manner.

The strategy seeks to enhance the participation of young people through targeted programmes initiated by government, business, and civil society. The Integrated Youth Development Strategy will create a framework within which all youth related work in South Africa can be coordinated and linked, to build relationships, foster information-sharing, avoid duplication and ultimately maximize impact.

The adoption of the IYDS definite action to move both theory and policy to action in an integrated fashion. It will endeavour to ensure buy – in and cooperation from key players in public, private and civil society sectors across the three spheres of government in the implementation of this strategy. Successful implementation can only be attained if all those involved work together and allocate resources towards implementation thereof.

Most importantly the strategy will give responsibility to young people to take charge of their own development. A detailed programme of action from the strategy will enable youth to see themselves as key contributors to the success of the country's development trajectory as set out in the National Development Plan (2030).

Integrated Youth Development Strategy (IYDS) affords us an opportunity to set a futuristic agenda for the South Africa's youth. This strategy goes a long way in bridging the gap between policy and implementation.

It is essential to note that this document sets out how government, working with communities, public sector, labour, civil society and private sector will ensure support of young people through amongst others: develop skills and attitudes enable them to positively contribute in development of their society, now and in the future. It is an important step in the right direction to shift our thinking from focusing on youth problems to understanding them as partners and contributors, with all of us supporting their development. This strategy provides a plan on how we can do this.

Honourable Prof Hlengiwe Mkhize, MP
Deputy Minister of Women, Youth, and Persons with Disabilities

(iii) EXECUTIVE SUMMARY BY THE NYDA CEO

Youth development is backed by comprehensive legislative framework starting from the Constitution of the Republic of South Africa Act no. 108 OF 1996, to the NYDA Act no.54 of 2008, which provides for both the National Youth Policy (NYP) and the Integrated Youth Development Strategy (IYDS). There is also supportive legislation including, but not limited to the Broad Based Black Economic Empowerment Act No. 53 of 2003, Employment Equity Act No. 55 Of 1998, the Preferential Procurement Policy Framework Act no. 5 of 2000, the Skills Development Act No. 97 of 1998, and their amendments. Based on this legal framework, the NYP 2030 was developed and adopted in 2020. The IYDS is intended to be an implementation plan for the first three years of NYP (2030) and it is a youth sector's contribution to the development goals expressed in the NDP and given substance in the MTSF. The IYDS sets out the actual programmes, the resources required and the institution(s) responsible for driving each programme.

The document starts by building a case for interventions by providing a brief overview of the current challenges facing the youth, starting with a brief overview of the youth population. Youth population, i.e., those aged between 15 and 34 years constitute about 34,7% or 20,66 Million of the 59,62 Million South African population, which is projected to reach about 62 Million by 2023 and then grow to 63, 66 Million by 2025. Just over two thirds of our youth population live in Gauteng, KwaZulu-Natal, and the Western Cape.

Despite noticeable progress made by our democratic government to deal with youth issues, there are still problematic areas that need attention. Education is one area where more still need to be done. Whilst education is seen as an important weapon against poverty, the education system is still characterised poor outcomes compounded by high grade repetitions and high drop-outs rates. Even though ECD was identified as an important component to improving the quality of education, access to ECD is still not universal and it is characterised by inequalities. Only 6% for the 24 to 34 years population have tertiary education compared to an Organisation for Economic Co-operation and Development (OECD) average of almost 45%. Funding for higher education is still a challenge, especially for the "missing middle". Like in many aspects of South African life, access and outcomes in the education system are attenuated by socio-economic inequalities and often inequalities in society.

Slow economic growth compounded by current global economic challenges makes it difficult for the youth to participate optimally in the economy and in society in general. Young people bear a disproportionate burden of poverty and unemployment. Among children aged 0-17 years, poverty is at about 63%, followed by the youths aged between 18 and 24 years at 58,6% and at 47,1% for those aged between 25 and 34 years. For the over 35 years old population, the rate is averaging about 42%. In addition, just over 24% of youth-headed households in South Africa are classified as low-income households.

Unemployment is at its highest amongst the youth aged 15-24 years (63,2%), who are more likely to be unemployed, compared to those age 25-34 years (42,1%). These unemployment figures are above the national unemployment rate of 32,5%. Congruently, labour absorption rates are low amongst the youth and lowest for the age category 15-24 years. The most

concerning trend is the consistent increase in unemployment in the last few years. Compared to those who reach other levels of education, graduates are least likely to be unemployed at 8,4% unemployment rate. It is hard for job seekers to look for employment as they often cannot afford to pay for the attached costs (printing, travel etc.). Currently, about 8,6 Million or about 42% of the youth aged between 15 and 34 years are not in employment, education or training (NEET).

Entrepreneurship, which is seen as a possible avenue to increase economic growth and for dealing with poverty and unemployment, is not satisfactorily entrenched amongst the youth in this country. Measured by GEM Entrepreneurship Spirit Index (GESI) and Total early-stage entrepreneurial activity (TEA), entrepreneurship levels in South Africa are lower than the African averages and the rest of the world. Within the country, youth ownership of business is low compared to age category 35 to 54 years. High failure rate of youth start-ups businesses is associated with amongst others, funding challenges and limited access to markets. Less than satisfactory educational outcomes do not help the situation. Set asides in procurement have an important role to play in supporting youth businesses. Financial education is important for youth wealth accumulation - the level of financial literacy in South Africa is very low at 54% and this has not improved in the last five years.

Access to quality health care for the majority is also a challenge, which the government is trying deal with through National Health Insurance (NHI), the impact of which is still to be seen. Socio-economic challenges are escalating the mental health issues amongst the youth – notably depression. For instance, those who lost their employment because of Covid-19 have 23% chance of being affected by anxiety or depression compared to those who are still employed at 14%. Anxiety and depression are linked to suicides. High HIV and AIDS prevalence is still a big challenge for the youth, and research showed that HIV and AIDS is leading cause of death. The high prevalence and spread amongst the youth are exacerbated by risky behaviour amongst the youth mainly associated with substance abuse.

Unhealthy lifestyles and obesity need attention with 17,3% of young women in the age category 25-34 years severely obese compared to young men in the same age categories at 2,3%. Unhealthy lifestyles and obesity are linked to chronic illnesses such as hypertension, heart diseases, diabetes, certain cancers, and recently linked to high Covid 19 mortality.

Social cohesion and nation building are important for every nation and it is critical to get young people on board for sustainability and stability. Inequalities in the country work against attempts to nurture social cohesion and nation building. As a starting point to fostering social cohesion and nation building, poverty and inequalities need to be dealt with decisively. The common characteristics that are used to discriminate against certain groups in South Africa include class, race, disability, nationalism, gender, ethnicity, and sexual orientation. Contrary to the assertion that young people are apathetic in relation to participation in public affairs, young people use alternative ways of participation like protests and social media. Digital inequalities limit participation via digital platforms and limits the benefits from 4IR.

Whilst all youth face challenges, young women are disproportionately affected by the challenges that include less economic opportunities and gender-based violence, which is rising rapidly with an increase of about 37% between 2019 and 2020. Femicide is also on the increase. The true picture of GBV is hidden by under reporting and less attention to males affected by the phenomenon. Limited research data on youth development is a cause for concern as it affects planning.

All the challenges highlighted in the youth development space are classed, racialised, genderised, regionalised, and tend to be ableist because of historical reasons. This requires nuanced interventions that take this into account. Covid-19 has not only precipitated and exacerbated the loss of lives and livelihoods, but it has also brought to the surface the enormous inequalities in the country. Furthermore, Covid 19 has impacted all aspects of young people's lives including their ability to participate in public affairs.

Structured around the five pillars of the NYP, the second part of this document provides detailed programmes with targets and the key players.

Chief Executive Officer and Acting Accounting Authority

Waseem Carrim

(iv) ABBREVIATIONS

4IR	Fourth Industrial Revolution
AIDS	Acquired Immuno-deficiency syndrome
ART	Antiretroviral Therapy
ARV	Anti-retroviral
AU	African Union
BBBEE	Broad-Based Black Economic Empowerment
BIG	Basic Income Grant
BRICS	Brazil, Russia, India, China and South Africa
CAGE	cut-annoyed-guilty- eye
CDA	Central Drug Authority
CESA	Continental Education Strategy for Africa
CHE	Council for Higher Education
COSATU	Congress of South African Trade Unions
CPI	Consumer Price Index
DHA	Department Home Affairs
DoJCD	Department of Justice and Constitutional Development
DoH	Department of Heath
DPW	Department Public Works
DSAC	Department Sports and Culture
DSD	Department of Social Development
DPME	Department of Planning, Monitoring and Evaluation
DWYPD	Department of Women, Youth and Persons with Disabilities
ECD	Early Childhood Development
FOSAD	Forum of South African Directors-General
FSCA	Financial Sector Control Authority
GBVF	Gender-Based Violence and Femicide
GDP	Gross Domestic Product

GEAR	Growth, Employment and Redistribution
GEM	Global Entrepreneurship Monitor
GERA	Global Entrepreneurship Research Association
GHS	General Household Survey
GESI	GEM Entrepreneurship Spirit Index
IEC	Independent Electoral Commission
IYAPP	International Youth Alliance for Family Planning
HIV	Human Immuno-Deficiency Virus
HSRC	Human Sciences Research Council
ICASA	Independent Communications Authority of South Africa
ICTs	Information and Communication Technologies
IDPs	Integrated Development Plans
IGR	Inter-Governmental Relations
ILO	International Labour Organisation
IYDS	Integrated Youth Development Strategy
LGYDF	Local Government Youth Development Forum
MTEF	Medium-term Expenditure Framework
MTSF	Medium-term Strategic Framework
NDP	National Development Plan
NEET	Not in Employment, Education or Training
NGP	New Growth Path
NHI	National Health Insurance
NSFAS	National Student Financial Aid Scheme
NYC	National Youth Commission
NYDA	National Youth Development Agency
NYP	National Youth Policy
NYS	National Youth Service
OECD	Organisation for Economic Co-operation and Development
PGDS	Provincial Growth and Development Strategy

PIRLS	Progress in International Reading Literacy Study
PPGI	Public-Private Growth Initiative
PSET	Post School Education and Training
QLFS	Quarterly Labour Force Survey
RDP	Reconstruction and Development Programme
RPL	Recognition of Prior Learning
RSA	Republic of South Africa
SABC	South African Broadcast Corporation
SACMEQ	Southern and Eastern African Consortium for Monitoring Educational Quality
SADAG	South African Depression and Anxiety Group
SADC	Southern African Development Community
SADHS	South Africa Demographic and Health Survey
SADTU	South African Democratic Teachers' Union
SACENDU	South African Community Epidemiology Network on Drug Use
SAHRC	South African Human Rights Commission
SALDRU	Southern Africa Labour and Development Research Unit
SANAC	South African National AIDS Council
SAPS	South African Police Service
SAQA	South African Qualification Authority
SARB	South African Reconciliation Barometer
SARS	South African Revenue Service
SAYC	South African Youth Council
SDGs	Sustainable Development Goals
SEFA	Small Enterprise Finance Agency
SETA	Sector Education and Training Authority
SMMEs	Small-, Medium- Macro-Sized Enterprises
STATS SA	Statistics South Africa
STIs	Sexually Transmitted Infections
TB	Tuberculosis

TEA	Total early-stage entrepreneurial activity
TIMSS	Trends in International Mathematics and Science Study
TVET	Technical and Vocational Education and Training
UN	United Nations
UNAIDS	The Joint United Nations Programme on HIV/AIDS
UN CRPD	United Nations Convention on the Rights of Persons with Disabilities
UNICEF	United Nations Children's Fund
UYF	Umsobomvu Youth Fund
WHO	World Health Organisation
YES	Youth Employment Service

WORKING DRAFT FOR DISCUSSION

(V) Vision

An integrated, holistic, and sustainable approach towards youth development that contributes to the growth and development of South Africa's youth.

(VI) Mission

To provide an enabling framework of outcomes, strategic programmes and incentives within which all relevant stakeholders can contribute to the development of South African youth.

(VII) Values:

The IYDS promotes the following values:

- **Change agents.** Young people are instruments and agents of their own development. Young people should be considered as agents of change, not passive recipients of government services.
- **Inherent worth and dignity of youth.** The provision of services should reflect respect for the worth and dignity of young people. Young people should be supported to develop their inherent strengths and potential.
- **Moral regeneration.** The promotion of moral and spiritual regeneration in line with the values of Ubuntu and the ethic of care.
- **Social beings.** Young people are social beings who belong to a range of significant networks at local, national, regional and global levels. It is critical that these networks are strengthened since they serve as essential support systems to young people's development and empowerment and are intentionally youth-focused in effectively addressing their needs.
- **Youth empowerment.** Interventions should empower young people as assets for national development, raising their confidence so that they can contribute meaningfully to their own development and that of the broader society

(VIII) The objectives of the IYDS

The objectives of the IYDS framework are to:

- provide a partnership and stakeholder engagement framework, enabling public sector, private sector and civil society engagement
- lobby all government sectors to create a more youth-friendly, supportive regulatory environment
- facilitate programmes aimed at job creation and economic security of youth in government, business and civil society organisations
- initiate catalytic programmes designed to benefit youth from disadvantaged backgrounds (primarily youth from rural areas, youth with disabilities, and young women) co-ordinate youth focused programmes across all sectors of government and industries in order to align resource allocation

- provide a monitoring and evaluation framework and system which will enable co-ordinated nationwide tracking of youth development programmes implemented by public, private and civil society organisations

(IX) Strategic focus areas and implementation framework

Given an analysis of the major factors impacting on youth currently, the NYP 2015 - 2020 identifies five policy imperatives and proposed areas of intervention, which are captured below, as the five Strategic Focus Areas:

1. **Education, skills, and second chances** – covers basic education, higher education and training, and skills development, and the links between education, skills, and economic opportunities.
2. **Economic transformation, entrepreneurship, and job creation** – covers youth participation in the labour market and youth entrepreneurship.
3. **Physical and mental health promotion including pandemics** – covers mortality and morbidity, health behaviour and practice, HIV prevalence, pregnancy, nutrition, obesity, and other primary healthcare issues. In addition, it covers substance abuse.
4. **Social cohesion and nation building** – covers youth participation in social development and related activities in communities, including participation in political processes, sports, youth leadership, and youths in conflict with the law
5. **Effective and responsive youth development machinery** – provides an overview of institutions that play an important role in youth development

1. Background

In consultation with the youth and the relevant stakeholders, the democratic state took a mainstreamed and integrated approach to youth development. Appreciating the cross-cutting nature of youth development and its complexities, the approach frames youth development as a societal imperative, where all sectors of society are required to take responsibility and to contribute meaningfully. Furthermore, the approach sees the youth as active partners in development as opposed to a deficit conception of the youth that sees young people as a problem needing unilateral intervention. The choice of an integrated and mainstreamed approach culminated in the enactment of the National Youth Development Agency (NYDA) Act. No.54 of 2008, which established the NYDA whose purpose is, amongst others, to coordinate youth development. To fortify the mainstreamed and integrated youth development approach, the act stipulates that, all state organs are required to “take national priorities in respect of youth development into account in planning their activities”¹.

More directly, the act provides for the development of an Integrated Youth Development Strategy (IYDS), intended to ensure that policy priorities are translated into plans, budgets and targets. The strategy provides an all-sector programme of action for youth development. It also provides a platform for the state organs to fulfill the legal requirement of factoring youth development in their planning, and it fosters a uniform approach to youth development. At the same time, the IYDS engenders alignment with other government interventions, and it also enables the NYDA to leverage and harness resources for youth development from other state organs, the private sector and civil society. Alignment and leveraging of resources, partly deal with what the Medium-Term Strategic Framework (MTSF) (2019-2024) noted as one of the limitations in government - “lack of coherence in government and poor coordination among departments”².

Crafted in consultation with relevant stakeholders, this document serves as an implementation plan for the first three years of the current National Youth Policy (2030) approved by the Cabinet of the Republic in October 2020. Led by the Ministry of Women, Youth and Persons with Disabilities, as the executive authority responsible for youth development, and building on previous NYPs, the NYP (2030) sets out youth development priorities, which are to be implemented through this IYDS. In short, the NYP and the IYDS are the concrete expression of an integrated and mainstreamed approach to youth development – they give the approach an action face or take it beyond a bark to a bite. As the Commonwealth pointedly asserts “the litmus test of development is whether [mainstreaming] has a transformative effect on women and young people”³.

2. Mapping youth development

The NYDA Act No. 54 of 2008, declares that “youth development is central in the reconstruction and development of South Africa”⁴. This declaration implies the need to put the youth at the centre of development. It is also an appreciation that investing in young

¹ Republic of South Africa (2008: 9)

² DPME (2019) MTSF

³ Commonwealth (2017)

⁴ Republic of South Africa (2008: 2)

people is not only important because the youth constitute a substantial proportion of the population, but because it is fundamental for the country's political and socio-economic sustainability and stability. Furthermore, the returns of investing in the youth have been illustrated by economists and demographers to be higher through the demographic dividend and therefore more beneficial to the whole country. Demographic dividend is an economic benefit derived when the productive and economically active population is more than the dependent population. The economic gains derived manifest through positive spin-offs such as better government revenue, better health, better education, better social cohesion, and more stability. However, demographic dividend is not automatic. For any country to benefit from it, young people need to be empowered with opportunities and the requisite skills to participate meaningfully in society. Most importantly, all sectors should create an enabling environment that encourages the youth to develop their talents and to take up available opportunities. This is where a coordinated intervention in the form of the IYDS, informed by research and consultations with all sectors, becomes crucial.

This section is intended to paint a brief picture of the current situation of young people and therefore to motivate for the interventions to be specified later in this document. The South African 25-year Review and the National Youth Policy (2030), amongst others, have eloquently catalogued many of the positive achievements since the advent of democracy. So, in this document, the focus is on highlighting areas that still need attention. As a starting point, a brief overview of the youth development policy framework will be provided.

2.1 Youth Development policy framework

There has been increased recognition globally that investing in young people is key to the development of nations. For many nations, youth development is no longer about focusing on small groups of marginalized youth, it is about the youths as co-conceptualisers and co-drivers of development. Multilateral organisations have come on board by developing instruments to support youth development. Amongst other international initiatives, the United Nations (UN) Secretary-General Envoy on youth was established in 2013. Youth development instruments like UN World Programme of Action for youth, and the Commonwealth Plan of Action for Youth Empowerment were adopted for nations to strengthen their youth development agendas.

At the continental level, the African Union (AU) adopted the African Youth Charter in 2006, which South Africa ratified in 2009. The Charter was informed by the expressed intention of African Union's Constitutive Act and the African Union Commission strategic plan 2004-2007 to put African youth at the centre of development. Beyond recognising the importance of holistic and coordinated approach to youth development, the Charter prescribes that nations should develop comprehensive and coherent national youth policies. Signatories to the Charter are required to provide resources for the youth policies to be implemented. This signals a shift from merely stating the youth development intentions in public platforms to making them part of public policy and backing them with budgets. In addition, the African Union has endorsed youth development through encouraging investment in the youth to harness demographic dividend as a key to Agenda 2063 for the benefit of the continent. One of the priorities of Agenda 2063 is to engage and empower youth and children

South Africa, having considered the international, the continental instruments and its own developmental idiosyncrasies, established its own youth development policy framework. From the Constitution of the Republic of South Africa, Act, no. 108 of 1996 to the Integrated Youth Development Strategy, there is recognition that youth development is central to the stability and sustainability of the country. Central to the Constitution is the notion of human rights underpinned by individual rights and the need to redress the past injustices. The Constitution also provides for socio-economic rights like education, health, and the right to livelihood. These rights are important for youth development. The imperative of redress is further articulated in amongst other legislation, the Promotion of Equality and Prevention of Unfair Discrimination Act, no.4 of 2000, Broad Based Black Economic Empowerment Act 53 of 2003, Employment Equity Act No. 55 Of 1998, the Preferential Procurement Policy Framework Act 5 of 2000, and the Skills Development Act 97 of 1998.

The merger of Umsobomvu Youth Fund (UYF) and the National Youth Commission (NYC) was intended to strengthen the youth development machinery by minimising fragmentation. This desire to limit fragmentation culminated in the National Youth Development Act, no. 54 of 2008, which established the NYDA to lead youth development and to play the role of a coordinator. The Act provides for development of the National Youth Policy, of which to date two (NYP 2009- 2014 & NYP 2015-2020) have been developed, implemented, and reviewed to give birth the recently adopted NYP (2030). To promote collective responsibility in youth development and to engender uniform approach, the NYP is intended to set youth development priorities in consultation with all sectors of society. On the other hand, the IYDS provides a national implementation framework for the NYP and a monitoring and evaluation mechanism (for detailed exposition of relevant policies and legislation see appendix A).

2.2 The National Development Plan and youth development

Successive macro-economic policies that were adopted by the post-apartheid state, including Growth, Employment and Redistribution (GEAR), and the New Growth Path (NGP), to facilitate economic growth and by extension youth development. Informed by successive macro-economic policies, the NDP 2030, which, attempts to put the policy and legislative wishes into a plan with timeframes, was adopted in 2012. Youth development is foregrounded in the document through emphasis on education, and youth economic participation. The goals of the NDP, which are to reduce poverty, inequalities and unemployment are operationalized through the MTSF, which is intended to be a national implementation framework. The IYDS, flowing from the NYP, locates youth development programmes into the MTSF.

Amongst the challenges noted in the NDP include unequal and racialised access to opportunities including poor schooling quality and outcomes for the black youth. Limited economic participation is also an important area identified in the NDP. Using the 'youth lens', the NDP emphasizes amongst others, the improvement of the following (which inform the five pillars of youth development:

- i. Economic growth (including building the capacity of the state to play a developmental role)

- ii. Improve access to health care (including nutrition for pregnant women and young children)
- iii. Quality of education and skills development (including universal access to Early Childhood education (ECD))
- iv. Economic opportunities for youth and women (including creation of employment and support for entrepreneurship)
- v. Active citizenship and social cohesion (including dealing with inequalities)

The multidimensional approach of the NDP and its acknowledgement that the youth and women should be integrated in all interventions lays the ground for a multidimensional and integrated youth development espoused in the IYDS. Following the devastating impact of Covid-19, the government has crafted the Economic Reconstruction and Recovery Plan, to supplement the developmental efforts encapsulated in NDP. The South African Economic Reconstruction and Recovery Plan emphasises the inclusion and foregrounding of women and young people in all economic activities.

2.2.1 South African Economic Reconstruction and Recovery Plan

The Economic Reconstruction and Recovery Plan is intended to stimulate the economy to create more opportunities with the youth and women given priority. The plan sets out a bold vision and immediate actions to stimulate an economic rebound and to build the economy of the future. Intended to bring together the work of government departments, the Economic Recovery Action Plan was agreed to by social partners at NEDLAC and with contributions from the Presidential Economic Advisory Council. The priority of the economic recovery strategy is to get the economy to start growing to create decent economic opportunities through entrepreneurship and employment opportunities. While the economic recovery takes root, there is a need to expand public employment and other measures to retain existing jobs in a context in which markets will take time to replace the jobs that are lost as result of the current economic downturn. In addition, the intervention is intended to support livelihoods and provide economic opportunities in this harsh economic environment.

Young people are already stepping up as entrepreneurs in many sectors. They need support that include access to capital to start and grow businesses. Innovative financial and loan instruments which move beyond the current predominantly asset-based collateral requirements are needed to facilitate access to finance. It is important for both the public and private sectors to also provide other business-related support. Education or vocational training can equip young people with the skills necessary for future jobs and economies. For instance, enhancing education in areas related to the demands of the digital economy could improve the quality of the workforce and enterprises. These interventions are part of the South African Economic Reconstruction and Recovery Plan that are aimed at promoting greater participation by black people, women, youth and persons with disability at all economic levels. This will be done as part of transforming patterns of asset ownership and income distribution in our society. The government will ensure effective gender mainstreaming in all aspects of the plan, through the participation and mobilization of young people, especially young women. This includes such mechanisms as the 40% set aside for women in public procurement, legal remedies to close the gender pay gap, women's

participation in key economic sectors, access to assets such as land, and women's financial inclusion and empowerment.

In the infrastructure-built programme, South African companies and building materials will be used, as well as labour intensive construction methods; placing emphasis on skills transfer. This has potential to increase the empowerment and inclusion of young people, women and persons with disability. Small-, Medium- Macro-Sized Enterprises (SMMEs), especially those run by the young people, women and persons with disability will play a significant role in the delivery of the infrastructure necessary to facilitate economic recovery and reconstruction. Young people, women and persons with disability will be encouraged and supported to form cooperatives in key economic sectors such as retail, agriculture and Agro-processing, financial services (Cooperative Financial Institutions), manufacturing and infrastructure development. In addition, young people, women, and persons with disability will be prioritized in accessing funding for initiatives that will drive the recovery and reconstruction effort.

2.3 The NYDA: The road travelled

The NYDA, which was established in terms of the NYDA Act no.54 of 2008 plays a leading role to ensure that all major stakeholders such as the government, private sector and civil society, prioritise youth development and contribute towards identifying and implementing long-lasting solutions that address youth development challenges. The agency is a result of the merger of the National Youth Commission (NYC), which focused on policy development and Umsobomvu Youth Fund (UYF), which focused on programme to co-ordinate youth development activities, design and implement programmes. The rationale was to minimise fragmentation and to underscore that policy and implementation are intertwined. Furthermore, the NYDA designs and implements programmes that are aimed at improving the lives of young people, as well as avail opportunities to youth. These programmes could be clustered as follows:

- **Individual (Micro) level:** The NYDA provides direct services to youth in the form of information provision, career guidance services, mentorship, skills development and training, entrepreneurial development and support, health awareness programmes and involvement in sport.
- **Community (Meso) level:** The NYDA encourages young people to be catalysts for change in their communities through involvement in community development activities, social cohesion initiatives, National Youth Service programmes and social dialogues.
- **Provincial and National (Macro) level:** Through its policy development, partnerships and research programmes, the NYDA facilitates the participation of youth in developing key policy inputs, which shape the socio-economic landscape of South Africa.

Initially the agency did policy, research, and designed programmes in education, health, and economic participation, including providing enterprise finance. In 2013 the strategy changed to provide micro-finance grants for survivalist youth entrepreneurs. It also provides co-operative grants. The grant finance starts from R1 000 to a maximum of R200 000 for any individual or youth co-operative, but for agriculture and technology-related projects, the maximum amount is R250 000.

Young people whose business ideas qualify for the Grant Programme, depending on their individual needs, also receive some of the NYDA's non-financial support services that include:

- Mentorship

- Business Consultancy Services
- Market Linkages
- Business Management Training Programme and Co-operative Governance training

In 2016, there was a scaling down on the policy and research function of the agency and gradually shifting the policy role to the executive authority. Currently, the agency focusses on coordination and programmes implementation with Grant Programme as a flagship.

2.3.1 Lessons Learned by the NYDA

As a coordinating and implementing agency, the NYDA has learned many lessons from its operations. Amongst the lessons is that the co-ordination role is hamstrung by limited powers provided by the legislation to enable coordinate. In other words, it is difficult to co-ordinate state organs if the existing legislation does not unequivocally empower the NYDA to do so. Now most of the co-ordination depend on the goodwill of the state organs. Secondly, implementation role is limited by small budget allocation and only a few youths can be reached through the NYDA programmes. The intention of the agency was to upscale the programmes through relevant department, which also depends on the positive response from the targeted department.

2.3.2 Amendment of the NYDA Act

The NYDA Act No.54 of 2008 is currently being amended. One of the important areas is the tagging of the act to Section 76, from Section 75, which will make the role of provinces in youth development more pronounced by increasing relations between NYDA and the provinces. Another important area of the amendment is the shared coordination responsibility between the NYDA and the Youth Branch in DWYPD.

2.4 NYDA and Department of Women, Youth and Persons with Disabilities (DWYPD)

NYDA and DWYPD have agreed on a shareholder's compact – a relationship mainly exists between the Youth Branch and NYDA. Youth Branch is responsible for Youth Policy while NYDA is responsible for policy implementation. To strengthen this relationship, the Youth Branch is invited to attend NYDA strategic sessions and Audit Committee meetings to provide input to the Annual Performance Plan and the Five-Year Strategic Plan. DWYPD is responsible for sharing policy information as it relates to all vulnerable groups so that such information can be used in the design of youth programs. In addition, the NYDA works with many government departments to scale up the implementation of youth programs. These programs include youth entrepreneurship, jobs and skills development programs and National Youth Service (NYS) programs.

The collaboration should be strengthened to ensure effective and efficient machinery for coordination by:

- i. Ensuring that the NYDA and DWYPD jointly develop interventions to combat gender base violence (GBV) and other social ills that impact negatively on the youth.
- ii. Ensuring public participation activities are implemented that included all sectors (women, youth, persons with disabilities). This is guided by a Standard Operation of Practice Document which outlines the value chain on DWYPD stakeholder coordination.

- iii. Identifying key joint priorities and plan collaboratively to implement related initiatives. For instance, upscaling existing programmes such as TECHNOGIRLS, which aims to improve the pass rate of girls studying Mathematics, Physical Science and Technology, and consider initiating new programmes.
- iv. Institutionalise and implement a youth responsive planning, budgeting, monitoring and evaluation across government departments.
- v. Strengthen the national youth machinery through encouraging the appointment of youth focal points in government departments.
- vi. Sharing good practices and expertise and to promote implementation of gender responsive programmes. Other areas of co-operation include:
 - Inter- Governmental Relations.
 - National Youth Services Programmes.
 - Integrated Youth Development Programmes.

2.5 Youth demographics

For youth development planning to be properly targeted and to have a desired impact, it is important that it is informed by an analysis of the population dynamics. This dictates that we look at the current population situation and the future population projections. South Africa, like many African countries, is a youthful country with about 65% of the population aged 35 years and below. This suggests that it is not too late for South Africa to benefit from a potential demographic dividend.

Currently, the South African population is estimated at 59,62 Million with females at 51,1% or (30 493 475) slightly higher than males (29 128 875)⁵. Out of the 59,62 Million about 20,66 Million or 34,7% are young people aged 15 to 34 years. It is projected that the South African population will reach about 62 Million by 2023 and then about 63,66 Million by 2025, a consideration that should be factored into our planning. Figure 1 below shows the 2020 population estimates spread by age categories and sex. It also shows that most of the youth are in the age categories 25-29 years and 30-34 years compared to ages 15-19 and 20-24 years. Those who are 15 years old and below constitutes about 29% of the current population estimates, which suggests that all things being equal, another youth bulge can be expected in the next few years. The key point here is that youth are at various stages of development in their lives and as such their needs cannot be and should not be treated as homogeneous.

⁵ StatsSA (2020) Mid-year Population Estimates

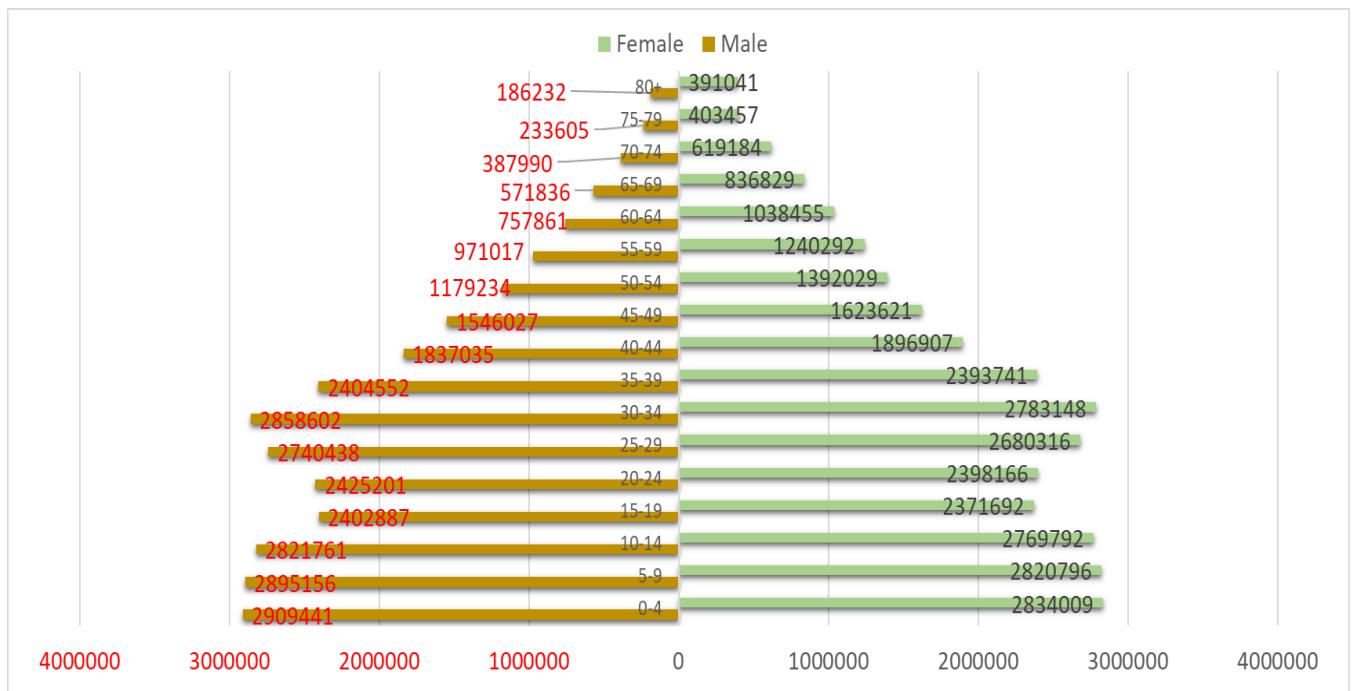


Figure 1: South African population estimates by age and gender (2020)

Source: Stats SA 2020 Mid-year population estimates

Figure 2 below shows the percentage distribution of people with disabilities by age categories – showing that 7,7% of the South African population is composed of persons with disabilities. Out of this total, 2,4% are youth aged 15-24 years and 3% of those aged between 25 and 34 years

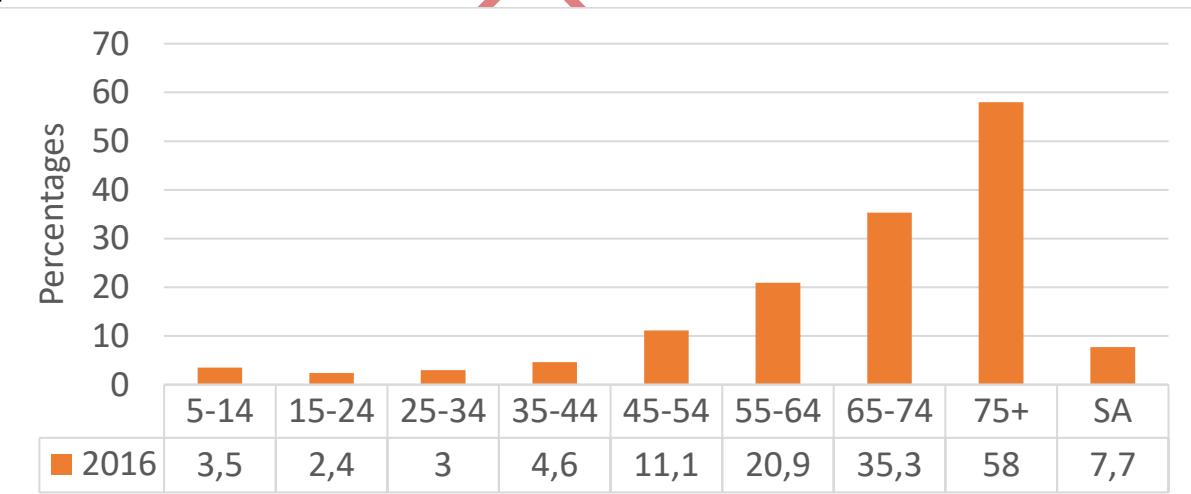


Figure 2: Distribution of people with disabilities by age groups, 2016

Source: Statssa (2016) Community Survey

Figure 3 below shows the youth population estimates by province, age, and sex. Over two-thirds of our youth live in Gauteng, Kwa-Zulu Natal, and the Western Cape. In line with provincial population distribution, the Northern Cape has the lowest number of youths and Gauteng has the highest number. Although for the youth, the total males are slightly more than the total females, the provincial distribution by sex do not show significant differences.

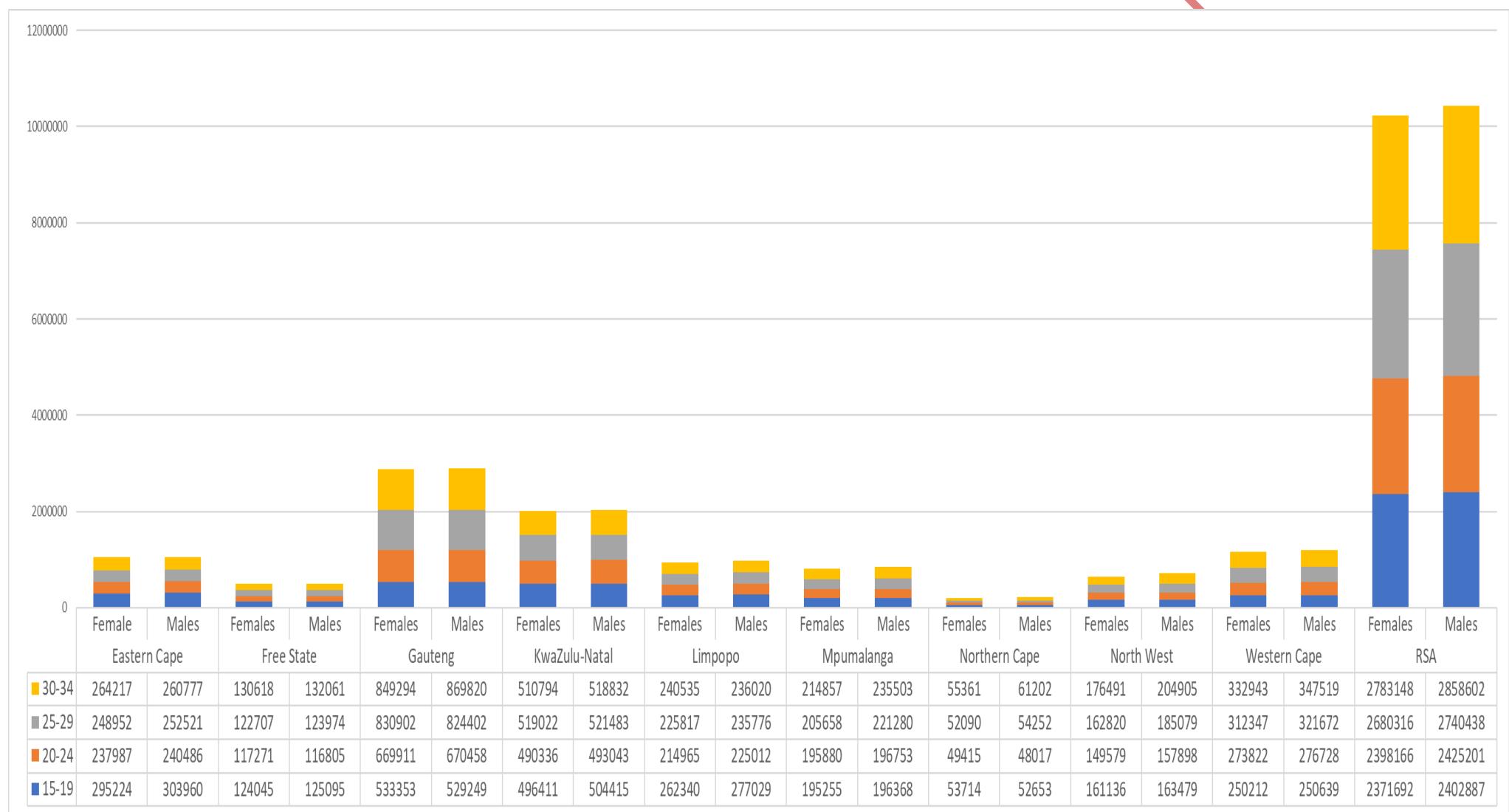


Figure 3: Youth population estimates by province, age and sex (2020)

Source: StatsSA 2020 Mid-year population estimates

Having outlined the legislative framework and the population structure of young people, the following section deals with challenges in each area identified under the NYP pillars to provide context to the programmes proposed in this document.

2.6 Current challenges: Pillar 1 Quality education, skills and second chances

Research has linked better education and better skills to better economic prospects, better health, and to better prospect of participation in civic matters. The Quarterly Labour Force Surveys and other studies show a clear correlation between the likelihood of being in employment and the level of education, whilst the GEM report 2017/18 shows a correlation between entrepreneurship participation and the level of education. The National Development Plan (NDP) also underscores the significance of education in development and in realising the developmental goals set in the plan.

Recognising the value of education, the democratic government has directed substantial resources to education. Since 1994, the budget allocation for both basic and postschool education has been hovering around 20% of the overall budget, which is an equivalent of just over 6% of Gross Domestic Product (GDP). However, data show that despite this substantial investment more still need to be done to get better outcomes. International studies have shown that even countries with less resources perform better than South Africa in international tests such as the Trends in International Mathematics and Science Study (TIMMS) and Southern and Eastern African Consortium for Monitoring Educational Quality (SACMEQ), though the country has shown improvement over the years.

Whilst access to education has improved at all levels of education, the system is still characterised by socio-economic inequalities – for instance, learners in the lower quintile schools are more likely to fail or to perform below par. This is corroborated by various studies. For instance, the 2017 SACMEQ IV tests, which showed that the mean score of the learners in top 25% of socio-economic status is 580,1 in Mathematics compared to the bottom 25% learners with a mean score of 526,8. In reading, the top 25% got a mean score of 569,3 compared to a mean score of 511,7 for the bottom 25%. To be noted is that the mean scores for the bottom 25% are considerably below national averages of 538,3 for reading and 551,5 for Mathematics. More substantial was the disparities between rural and urban learners – with reading mean score for rural learners at 490,9 compared to 585,8 for urban learners and with Mathematics mean score for rural learners of 512,4 compared to 590,7 for urban learners.

Whilst there is a link between better performance and attendance of early childhood education (ECD), a lot still need to be done to provide quality ECD for all the learners in South Africa. About 11% of 5-year-olds and close to 4% of 6-year-olds do not attend ECD (**See Appendix D**). SACMEQ scores have shown a strong correlation between ECD attendance and higher scores for the Grade 6 learners who participated in the 2017 study. The Department of Basic Education acknowledges the importance of ECD in preparing learners for higher grades. However, like at all levels of education, the provision of ECD is characterised by inequalities.

Learners with disabilities are more likely to find access to education difficult compare to learners without disabilities. It is estimated that 5,4% of children with special needs aged 7–15 years are not enrolled in any educational institution. This is often because of limited provision and/or discrimination. Provision speaks to properly equipped schools to support learners with special needs, while discrimination speaks to skewed allocation of resources and stigmatisation. Furthermore, learners with intellectual challenges are not given sufficient attention in the public schooling system.

Grade repetition and drop-out rates are a major challenge for the education system with learners with disabilities affected the most. In a study conducted by Stellenbosch University and the Bureau for Economic Research, it was estimated that 8% or about R20 Million of the Department of Education's budget is absorbed by grade repetition. The highest repetition rates are in Grade 10 and 11 at just over 20% compared to other grades at just below 10%. Evidence also suggest that repetition is linked to drop-out because learners who repeat grades are more likely to drop-out. It is estimated that only between 45% and 55% of learners who start school eventually end up in Matric. This means that although the Matric pass rate has been improving, it is only a reflection of performance by about half of the learners.

Socio-economic circumstances like poverty have been identified as some of the key drivers of repetitions and drop-outs. Despite the proliferation of no-fee schools (about 70,3% of schools are no-fee schools), about 21,6% of learners stated “no money for fees” as a reason for dropping out of school. Just over 63% learners in South African schools receive social grants, which reflects the extent of poverty in the country. The provincial spread of learners in schools receiving social grants show that except for Gauteng (46%) and the Western Cape (54,5%) over 60% of learners in other provinces receive social grants. Amongst female learners, pregnancy is estimated to contribute about 33% to the dropouts.

The learner: teacher ratio in South African primary schools is estimated at 1:30. This is on the high side and in some schools is much higher, which could make teaching and learning difficult. Evidence shows that outcomes in numeracy and reading in South Africa are very low compared to countries of similar income. Infrastructure in some township and rural schools still does not meet the minimum Norms and Standards set by the Department of Basic Education. It is important to deal with basic infrastructure as it has a major bearing on educational outcomes.

In terms of higher education, an Organisation for Economic Co-operation and Development (OECD) study ranked South Africa the lowest with only 7% of the population having obtained higher education qualification. The figure falls even lower at 6% for the 24 to 34 years population compared to the OECD average of almost 45%. Racial inequalities in accessing higher education and in outcomes are also manifested with only 4,6% of the Coloured and 4,3% of the black African population enrolled in higher education compared with 20,0% of White and 17,4% of Indian/Asian. Funding for high education is still a challenge despite the introduction of “free education” in 2016. The budget allocation for the National Student Financial Aid Scheme (NSFAS) is not sufficient and there is a persistent challenge of the “missing middle”. While the “missing middle” have a family income above the threshold for funding by NSFAS, but they are not able to afford high education because of a multiplicity of

reasons. Amongst the reasons being that NSFAS use total income as a key factor for assessing who qualifies. Exclusion of other factors result in many students excluded from NSFAS funding.

Despite improvements made to Technical and Vocational Education and Training (TVET) colleges and despite shortage of technical skills in the country, many students still see the colleges as a second option. The NDP emphasised improvement of both the participation rate to 25% and the graduation rates to 75% in TVET colleges. Furthermore, state owned enterprises are urged to provide skills development platform for TVET graduates. However, studies also show that learners from the TVET colleges are less likely to be employed compared to those with a bachelor's degree. Currently, TVET graduate have about 22% chances of being unemployed compared to university graduates at only 8,4%. Alternatively, TVET graduates should be supported towards self-employment.

The Covid-19 pandemic is threatening schooling and the entire education system. In 2020 learners and university students have lost many days of learning. Whilst affluent schools have responded by providing online tuition, poor schools could not provide online tuition potentially increasing skewed outcomes. Although not scientifically validated, indications are that the pandemic has increased drop-outs rates. It is estimated that close to 2000 teachers have lost their lives to Covid-19. The impact of the pandemic on the youth will be felt many years to come.

More work needs to be done to take advantage of new technologies brought about by the 4IR to enhance teaching and learning at all levels of education. Secondly, the education system must prepare young people for the new economic environment that is emerging with the 4IR.

2.6.1 Key Points for strategic consideration:

- The outcomes of our education system do not match the amount of resources invested in the education system
- Socio-economic status is still a big factor in school outcomes with poor schools likely to perform badly than the affluent ones
- ECD is an important component of improving educational quality and outcomes, but not all learners have access and those who have access it is characterised by inequalities.
- Grade repetition and drop-outs are big problem for the schooling system (Grade 10 and Grade 11 being the main problem areas) - repetition and drop-out are highest amongst youth with disability
- There is a considerable number of youth with special needs not attending any educational institution
- School infrastructure in certain areas is still below the desired level
- TVET colleges are still seen as second option despite shortage of technical skills
- Compared to similar countries participation rates in higher education are low in South Africa

- Funding for higher education is still a challenge because insufficient funding and exclusion of many factors that make student not be able to afford higher education when assess who qualifies
- Like in other areas of the South African life race, gender, and geographic location contribute to unequal educational access and outcomes
- Deliberate planning and action must be taken by the education system to constantly prepare young for the changing economic environment emerging with 4IR.
- Covid-19 pandemic caused disruption in schooling and postschool education

2.7 Current challenges: Pillar 2 Economic transformation, entrepreneurship, and job creation

The National Treasury observed that “the combination of low growth and rising unemployment means that South Africa’s economic trajectory is unsustainable”⁶. This statement does not only paint a bleak picture, but it also draws our attention to the urgency of the situation. Covid-19 has since made the economic situation even bleaker, by not only putting many of the economic interventions in disarray, but by also literally strangling the economy. Like blood gushing out of a stab wound, the bleeding economy is shedding jobs at an accelerated rate, as more businesses close because of falling revenues. Mindful that the youth are the first casualties in the event of an economic downturn, youth economic empowerment through implementing relevant programmes becomes essential.

One of the priorities of the MTSF (2019-2024) and the South African Economic Reconstruction and Recovery Plan is to foster “gender equality and economic inclusion of women and youth”⁷. It is not hard to fathom why the exclusion of certain portions of the population from the economy was detrimental to the whole society and to the economy, and why if not dealt with, will continue to be detrimental. The youth are one component of our population that has not been fully brought into the societal and economic mainstream. Placing the youth at the centre of development, is therefore necessary and should be supported by reliable and up-to-date information.

Slow economic growth is the first and an overarching hurdle that militates against youth economic participation and inclusion. Estimates suggest that for the South African economy to make any meaningful impact on youth unemployment, it needs to grow by about 5% or more per annum. Despite various macroeconomic interventions intended to increase growth, including Growth Employment and Redistribution (GEAR), New Growth Path (NGP) and the National Development Plan, the economy has not reached the required level of growth to deal convincingly with poverty and unemployment. Indications are that the required growth may not happen soon enough given the current situation which is characterised by global economic downturn mainly driven by Covid-19 pandemic. Statistics South Africa estimates that in 2020 there was about 7% decrease in economic activity as compared to 2019. What is even more concerning is that studies show that historically calamities such as Covid-19 pandemic tend to have negative long-term effect on youth development.

⁶ National Treasury (2019)

⁷ DPME (2019)

Poverty, which, has been shown to be more prevalent amongst the youth as compared to the adult population, is the second hurdle to economic inclusion of the youth. According to Statistics South Africa, poverty levels are highest among children aged 0-17 years at about 63% followed by the youths aged between 18 and 24 years at 58,6% and at 47,1% for those aged between 25 and 34 years. This is as compared to those aged 35 and above at an average poverty level of about 42%. In 2019, just over 24% of youth-headed households were classified as low-income households⁸. With youth unemployment rising rapidly and youth business ownership low, there is nothing to suggest that the poverty status of the youth has substantially changed in a positive way in the last four years. Furthermore, people living with disabilities are more vulnerable to poverty as they are often denied economic opportunities because of stigmatization and general discrimination. Despite South Africa ratifying the United Nations Convention on the Rights of People with Disabilities (UN CRPD) in 2007, a lot still need to be done to entrench the rights of people with disabilities.

Like many aspects of life in South Africa, race is also an important factor in poverty prevalence with Blacks more likely to be poor compared to Whites. Geographic location also has been shown to have a bearing on poverty prevalence with about 60% of the poor living in rural areas. The predominantly rural provinces of Eastern Cape (59,1%), KwaZulu Natal (26%), and Limpopo (57%) have a bigger share of the poverty. About 25,2% of South Africans lived below the food poverty line. For those in living in rural areas the figure for those living below food poverty line was at 45,6% compared to those in urban areas at 13,4%. Whilst social grants have played a critical role towards alleviating poverty, it is important that young people are empowered to generate their own income in the long run.

The 2019 General Household Survey (GHS) shows that about 18 % of the South African households experienced inadequate or severely inadequate food access. About 24,5% of youth-headed household are classified as low-income households. Limpopo shows the highest number of such households at 51,5 way above the national average of 24,5, whilst Gauteng (12,9%) and the Western Cape (15,5%) had the lowest numbers (**See Appendix G**).

Another problematic area that we need to grapple with is youth unemployment, which has the potential to worsen poverty levels and inequalities. With respect to employment, data from Stats SA show a positive correlation between age and employment. Despite data showing that just over 60% of the youth's main source of income is salaries, unemployment is increasing unabatedly with young people constituting just over 70% of the unemployed. The situation might become gloomier when we start to interrogate the nature of the jobs that those who are employed hold – what proportion of those jobs are decent?

Poor educational outcomes have also been identified as a contributory factor to the unequal labour market participation. Education level and gender have a significant influence on unemployment level with those with a bachelor level of education or equivalent having about 92% chance of being employed compared to about 66% for those with only secondary school education and 78% for those with other tertiary qualifications. A household headed by a person with tertiary education has 30% more chances of escaping poverty compared to those

⁸ StatsSA (2020) General Household Survey 2019

headed by individuals with less education. Females are more likely to be unemployed and/or to earn lower wages compared to males.

The legacy of apartheid is still manifested in the labour market with Whites and Indians least affected by unemployment and earning relatively high wages compared to Africans and Coloureds. In addition, Whites and Indians are more likely to have better education and the necessary social capital which puts them at an advantage to access employment opportunities. A 2017/2018 South African Human Rights Commission (SAHRC) report on economic equality found that the private sector is not doing enough to transform the labour markets. Youth with disabilities face unequal access to the labour market compared with youth without disabilities who are more likely to be employed. At a micro-level, socio-economic circumstances could also limit the ability of some young people to look for employment. Investing in support for jobseekers could improve the situation. Basic income grant (BIG) is one of the instruments that could be used to support jobseekers amongst other beneficiaries.

Figure 4 below shows narrow unemployment trends by age since 2016, which has been consistently high among the youth. Unemployment is even higher when expanded definition of unemployment is used to measure it. Of particular concern, is that there has not been any improvement in youth unemployment figures, instead the figures suggest that it has worsened in the last five years. Figure 4 also shows a significant rise in unemployment between the fourth quarter of 2019 and the fourth quarter of 2020, which could be a manifestation of the impact of the current global economic downturn and/or economic shock wave resulting from Covid-19 pandemic.

Labour absorption rates by age are captured in figure 5, which shows that the absorption rate is at its lowest for youth between ages of 15 and 24 years and at its highest for those aged between 35 years and 54 years. This is in line with international trends which show that globally young people aged 15-24 years are three times more likely to be unemployed compare to those over 25 years of age. Those aged 35-54 years are 12% more likely to be employed than those aged 25-34 years. Those aged between 15 and 24 years are more than 50% unlikely to be employed compared to those aged 35-54 years.

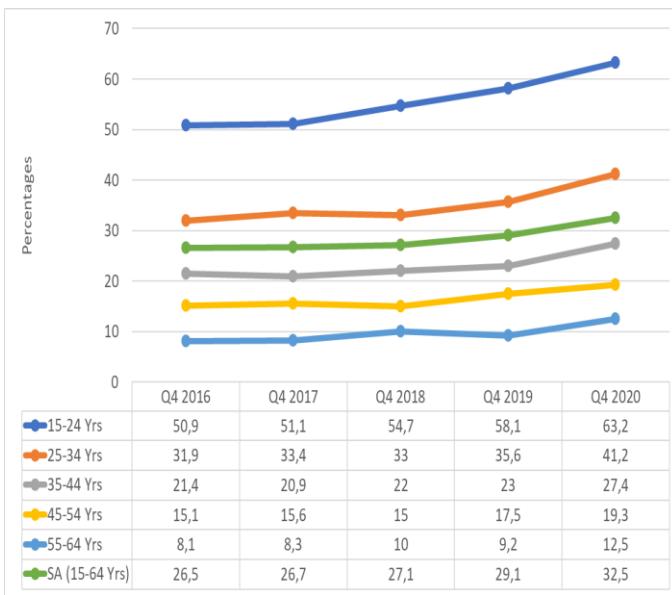


Figure 4: Unemployment trend by age (2016-2020)

Source: Stats SA QRLF Surveys Trends

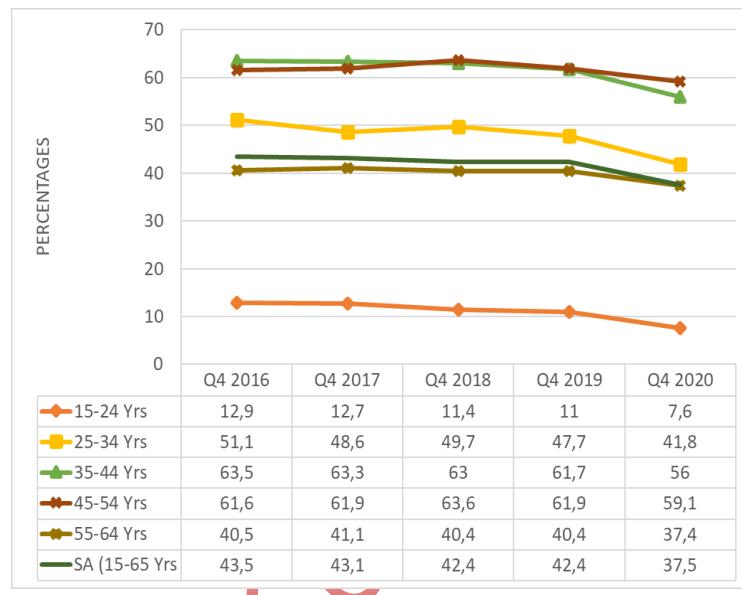


Figure 5: Labour absorption rate by age (2016-2020)

Source: Stats SA QRLF Surveys Trends

Whilst higher education makes it easier to find employment, the increasing unemployment rates are beginning to impact on graduates. The 2020 fourth quarter Labour Force Survey show a graduate unemployment rate of 8,4%, which is still considerably lower compared to national unemployment of 32,5% - and for those with only Matric (33,9%), for those with less than Matric (37,8%) and for those with other tertiary qualifications (21,8%). Graduates constitute only 1,8% of the overall unemployment compared to 52,3% contributed by those with less than Matric and about 38% by those with Matric. Of concern is the rising trend of unemployment amongst graduate cohort (from 5% in quarter 4 of 2015 to the current 8,4%), but overall a university degree is still one of the best ways to escape unemployment. During lockdown caused by Covid 19, only 10,2% of graduate got a salary cut compared to 20,7% of those with only high school education. Another positive for graduates is that the NDP advocates for the establishment of graduate recruitment schemes in the public sector, which create opportunities for graduates and at same time develop high quality skills for the public sector (See Appendix H for unemployment by level of education).

It is estimated that about 60% of the unemployed youth below 35 years have never worked, which suggests that they have not only missed out on income, but they have missed out on the opportunity to gain skills and experience. This makes it even harder for them to get employed in future. It also means that the economy has missed out from their productive capacity.

The 2020 fourth quarter Labour Force Survey found that about 8,6 Million of those aged between 15 and 34 years are not in education and not in employment (NEET) – which translates into about 3,2 Million or about 34% for those aged between 15 and 24 years, and about 5,6 Million for those aged between 25 and 34 years. Studies link NEETs to mental health challenges, anti-social and risky behaviour which in most cases lead to dependency on the

state⁹. Although there are multifaceted interventions to deal with education, skills development and youth economic participation, there is no focussed intervention to deal specifically with NEETs.

Many countries agree that nurturing youth entrepreneurship has a great potential to contribute to economic growth, poverty alleviation and employment opportunities. Various studies have corroborated this view. However, available evidence shows low levels of participation in entrepreneurship amongst the South African youth compared to those aged 35 years and above. The country also shows low entrepreneurship participation when compared to other countries. Many businesses owners are aged 35-39 years and 40-44 years compared to any other age group. Evidence shows that there was no significant change in the age patterns of business ownership.

Rated at -0.02 on GEM Entrepreneurship Spirit Index (GESI), South Africa is amongst the lowest. The index measures entrepreneurship spirit through the entrepreneurial awareness, opportunity perception, and entrepreneurial self-efficacy indicators. Given the contribution of the SMMEs to the GDP (estimated between 30% and 36%) and to employment, more needs to be done to entrench the culture of entrepreneurship. Our government's program to entrench entrepreneurship is rated very low at number 50 out of the 54 countries studied by GEM in the 2017/2018 report. The country rated below all the African countries included in the study – i.e. Morocco, Madagascar and Egypt. Figure 6 below shows Total Early-stage Entrepreneurial Activity (TEA) in South Africa by age comparing it to the African averages in 2017. South African entrepreneurship participation rate compares unfavourable with the rest of the continent, which suggests that there is still considerable room to improve. The figure also indicates a decline in TEA for all groups in 2016 followed by considerable increase in 2017. Only TEA for those aged 45-54 years increased between 2015 and 2016 and then declined between 2016 and 2017.

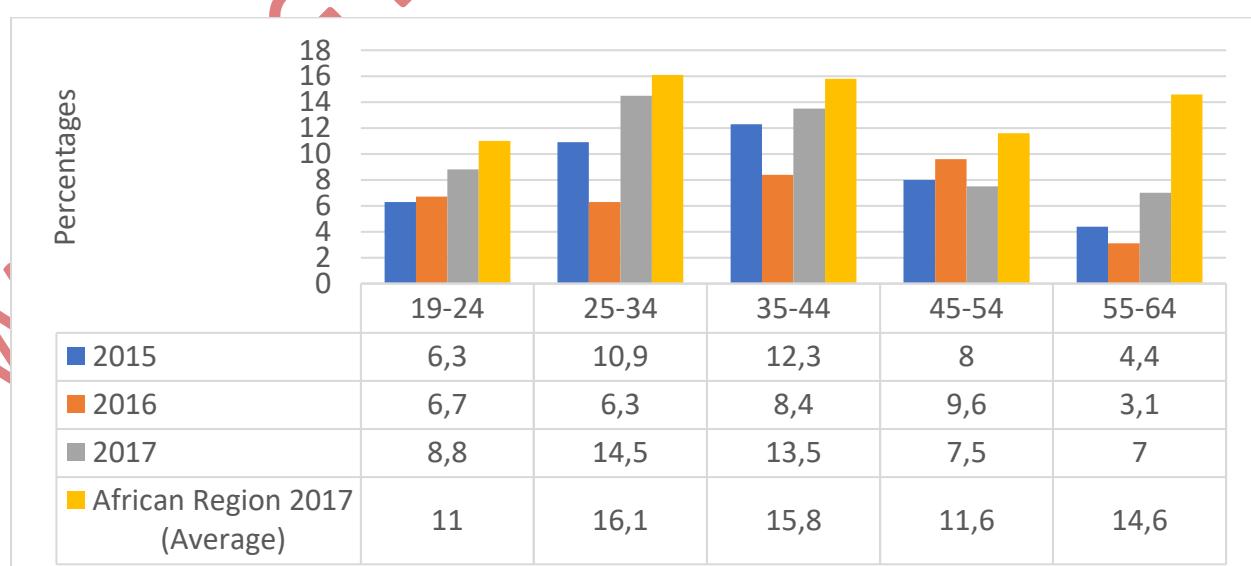


Figure 6: TEA by age group in South Africa, 2015 –2017

⁹ De Lannoy and Mudiriza (2019)

Source: GEM South African Report 2017/2018

Limited participation in entrepreneurship is further exacerbated by high failure rate of start-up businesses in South Africa. Just above 31% of entrepreneurs in South Africa cited fear of failure as a major concern. According to the 2017/2018 GEM Report, entrepreneurship finance is still a problem in South Africa – with the country rated number 31 for access to funding out of the 54 countries in the 2017/2018 GEM study. As a result of requirements such as collateral attached to funding application, many young people do not qualify for funding. Small Enterprise Finance Agency (SEFA) and other development funding institutions could make a positive change by exploring different funding models for the youth, who often do not meet the traditional funding requirements. In addition, many of the youth businesses are in the informal sector meaning that they cannot access funding and business opportunities because certain documentation is required to qualify. The consultations with the youth sector pointed out that whilst there are legal mechanisms to compel state organs to provide business opportunities for the youth, it is limited and weak when it comes to the private sector. However, procurement can be used to compel private businesses through set-asides. For instance, when the state procures goods and services from private businesses it could insist on business opportunities being set aside for the youth sector. In other words, it should be a condition that if the state procures from a business that business must set aside at least 30% of its business opportunities for the youth. However, the constitutional and legal implications of these would need to be investigated.

Whilst initiatives to deal with economic inequalities like the Promotion of Equality and Prevention of Unfair Discrimination Act, no.4 of 2000, Broad Based Black Economic Empowerment Act 53 of 2003, Employment Equity Act No. 55 Of 1998, and the Preferential Procurement Policy Framework Act 5 of 2000, have been put in place, their impact still leaves much to be desired. Moreover, they are less specific about youth development. Learnerships and internships have not had the desired impact in terms of reducing unemployment and increasing participation in entrepreneurship. The impact of Sector Education and Training Authorities (SETAs) on skills development still has room for improvement. More stringent monitoring of the implementation of these instruments is necessary to see better results.

An overarching area that needs intervention in youth economic empowerment is financial education. Without undermining other factors that makes accumulation of wealth by the youth difficult, it is important to recognise that financial literacy plays a big role in wealth accumulation. Financial education/literacy is defined by the Organisation for Economic Co-operation and Development (OECD) as “The process by which financial consumers/ investors improve their understanding of financial products, concepts and risks and, through information, instruction and/ or objective advice, develop the skills and confidence to become more aware of financial risks and opportunities, to make informed choices, to know where to go for help, and to take other effective actions to improve their financial well-being”¹⁰. Studies show that financial literacy in South Africa is amongst the lowest in the world with overall

¹⁰ Cited in HSRC (2018)

financial literacy at 54%¹¹. The high levels of indebtedness in South Africa are attributed to low levels of financial literacy. The World Bank has categorised South Africa as one of the countries with a high level of indebtedness – largely for consumption rather than for building assets.

New economic opportunities are created because of the changing economic environment driven by 4IR. It is important that young people are encouraged and supported to take up these opportunities. Although young people have individually began to take up the opportunities, there is a need for a national approach that could be factored into the recommendations of the Presidential Commission on 4IR.

Covid-19 is not only causing loss of lives, but it has also caused loss of livelihood, as businesses are forced to close, resulting in a sharp rise in unemployment. For instance, a 2020 global survey by International Labour Organisation (ILO) reports that about 17% of youth who were employed before the outbreak of Covid 19 lost their employment after the outbreak. The survey points out that impact was mainly felt by youth between 18 and 24 years. Furthermore, the likelihood is that this figure has since increased as the global economy deteriorates as more countries went into lockdown. Whilst the impact on youth business is still to be quantified, the likelihood is that they are the hardest hit given that most of them are start-ups. As such many of them do not have reserves to sustain their businesses during hard times.

2.7.1 Key points for strategic consideration:

- Slow economic growth is a major hurdle to youth economic inclusion – as it translates into less economic opportunities for the youth
- Poverty affects children and the youth more than the older population
- Social grants play an important role, but for sustainability young people must be empowered to generate their own income
- Youth unemployment has increased considerably over the last few years and it is considerably higher amongst the youth than the adult population
- Being unemployed does not only deprive the youth of income, but it also deprives them of experience, which could increase their employability – it also denies the economy of productive capacity of the unemployed youth
- It is hard for job seekers to look for employment as they often cannot afford the attached costs (printing, travel etc.)
- The level of education has a bearing in labour market access and on participation in entrepreneurship. Graduates are more likely to be employed than any other group and they have 30% more chances of escaping poverty as compared to those with only secondary education
- Currently there is limited formal way of making the private sector contribute to youth development – Largely it depends on the private sector's good will (set-asides of 30% from private sector doing business with the government is proposed for the youth)

¹¹ HSRC (2018)

- NEET has also increased substantially in the last few years and yet there is not clear response to the phenomenon
- Entrepreneurship participation is relatively low amongst the youth as measured by GESI, TEA, and the numbers of youth in business vis-à-vis adult above 35 years
- Youth businesses that are in operation face many challenges that including funding and lack of access to markets
- Access to funding and to markets is still a challenge for youth businesses
- The informal businesses or what others call survivalist business need to be supported as they provided livelihood to many young people
- Factors such as race, gender and geographic location contribute to who accesses economic opportunities and to who does not – and to what extent.
- Financial literacy has a bearing on reducing youth indebtedness, which is one of key factors preventing young people from building wealth and by extension perpetuates poverty
- A national approach to encourage and support young people taking-up new economic opportunities that come with 4IR is required
- Covid-19 is causing closures of businesses and loss of employment

2.8 Current challenges: Pillar 3 Physical and mental health promotion including pandemics

According to research education is not only a good predictor of economic prospects, but it is also a good predictor of good health. This is an indication that education and health are interwoven in positive way. Dropping out of school have been linked to psychological, social and economic challenges. Congruently, bad health impacts on access to education, participation in the economy, and the quality of life. The health of the nation is therefore important as it impacts on other areas of life and a healthy population is central to tackling poverty. It is estimated that 7% of young people suffer from an acute illness whilst 5,7% suffer from chronic diseases. A healthy youth population implies a better future for the nation.¹².

However, unequal access and unequal health outcomes are part of the South African health and wellbeing landscape with the youth hardest hit. The inequalities in the health system is more pronounced between the public and private provision of health. Most of the population do not have access to medical aid, as such they use the often under resourced and overburdened public health system. Only 17,3% of South Africans are covered by medical aid. In 2017, the Department of Health promulgated a National Health Insurance (NHI) Policy, which tries to entrench universal health coverage. The policy attempts to harness all resources in the health sector to provide quality health care for the benefit of all irrespective of their socio-economic status. Whilst the policy has great and benevolent intentions, its piloting has proven difficult, and its impact remain to be seen.

Another area of concern is the increasing mental health challenges amongst the youth. The socio-economic pressures amongst the youth exacerbates the already dire youth mental

¹² StatsaSA (2020)

health situation. For instance, a study by the International Labour organisation (ILO) found that youth (18-29 years) who lost their jobs during Covid-19 have 23% chances of being affected by anxiety or depression compared to those who are still employed at 14%. According to the South African Depression and Anxiety Group (SADAG) about 40% of suicides are committed by people with depression. Though not yet quantified, the loss of loved ones to Covid 19 is likely to result in increased mental health challenges.

South Africa shows the highest level of HIV infections in the world with about 7,2 Million people infected according to the 2017 figures¹³. The figure is corroborated by the 2020 Mid-year Population Estimates report, which estimates the infections at about 7,7 million. Young women are the most affected by the pandemic. Increase in tuberculosis (TB) cases has been linked to HIV infection and consequently, TB has become a leading cause of death. The national roll-out of the anti-retroviral therapy (ART) since 2005 has seen a decline in the percentage of AIDS related deaths from 39,2% in 2005 to 15,4% in 2020. Another positive development is that the Midyear Population Estimates approximate a decline in HIV prevalence amongst the youth aged 15 -24 years from 6,39% to 5,34% between 2002 and 2020 while all other age groups show an increase.

Non-use of condoms, multiple sexual partners, use of syringes for drugs, and alcohol abuse are some of the risk factors associated with the spread of HIV. According to the Demographic and Health Indicators, young males are more likely to have multiple partners with just over 26% of males aged 20-24 and about 20% of males aged 25-29 years indicating that they had multiple partners. Condom usage was particularly high in the male age group 15 to 19 at 87,9%, followed by males in the age category 25 to 29 years (66%). The highest condom usage among females was in the age group 20 to 24 years at 64%, followed by the age group 25 to 29 years at 63,3%. Low female condom usage could be linked to relationships power dynamics where in many cases males have the power to determine if protection will be used or not.

Despite high level of awareness about contraceptives – at 98,8 % awareness for those aged 15-19 years and 100% awareness for those aged 25-29 years, over the 2017 and 2019 period about 12% of young women under 20 years have terminated pregnancy. This figure excludes illegal terminations which are difficult to document give their clandestine nature. Illegal terminations are the riskiest given that oftentimes they are performed by people who are not medically qualified to do so or who do not follow proper medical procedures. This exposes young to possible grievous bodily harm or even death. It is therefore very important to escalate sexual reproductive rights education.

Obesity, which is linked to many life-threatening health conditions like diabetes, heart conditions, certain cancers, and now with Covid 19 mortality, is increasing exponentially amongst young people. Poor nutrition and sedentary lifestyle are the major contributors to obesity. About 17,3% of young women in the age category 25-34 years are severely obese compared to young men in the same age categories at 2,3%. In general, the likelihood of obesity increases with age, and women are more likely to be obese than men.

¹³ Simbayi et.al. (2019) South African National HIV Prevalence, Incidence, Behaviour and Communication Survey, 2017

About 48% of deaths of young people result from unnatural causes such as car accidents and violence, most of which are linked to risky lifestyles. For instance, in 2019 about 4 255 youth were fatalities from car crashes. Tuberculosis (TB) followed by HIV are two leading natural causes of death amongst young people. Youth in the age categories 25-29 and 30-34 are more likely to die from TB or HIV than youth in the age category 15-19 and 20-24. Furthermore, females are more likely to die from tuberculosis (13,6%) and HIV (12,3) compared to males at 8,5% for TB and at 6,7% for HIV (See appendix F).

Substance abuse is another area of concern for youth development. The phenomenon is further complicated by the difficulty in compiling data on the extent of the problem. According to South African Community Epidemiology Network on Drug Use (SACENDU) 2019 report, about 35% of people in treatment for drug use in the Western Cape were under 25 years, in Gauteng the mean age of people treated for drug abuse was 26 years. The mean age of those treated for drug abuse range from 25 to 30 years depending on which province one is looking at. While this is based on data of people in treatment and not a representative sample, it still provides useful insight into drug abuse. Available statistics suggest that drug abuse is a major challenge amongst the youth compared to amongst adults. The Department of Social Development develops Master Drug Plans through the Central Drug Authority (CDA) to fight the substance abuse sketch, but to date the results are minimal. Despite young people being the main substance abusers, the NYDA's role in the formulation of the Drug Master plan has been minimal.

Alcohol abuse is on the upward trajectory amongst the youth and it is becoming a major problem in the country. The Demography and Health Survey shows that youths in the age category 20 to 34 are more likely to drink than any of the other age categories. About 21% of male in the age category 20-24 showed signs of drinking problem by cut-annoyed-guilty- eye-opener (CAGE)¹⁴ test and about 22% of males aged between 25 and 29 years showed signs of drinking problems by the same test. Alcohol abuse is linked to violence, reckless driving, and risky behaviour.

The health care system has been stretched to its limitations and exposed in many ways by the impact of Covid-19 pandemic. Limited infrastructure, limited health care workers, limited medical equipment, unequal access to medical care were some of issues highlighted by the pandemic. In addition to lives lost and economic opportunities lost, mental health challenges are on the rise because of the pandemic. The devastating impact of Covid-19 suggests that the country need to be better prepared for pandemics in future.

2.8.1 Key points for strategic consideration:

- Mental health problems are increasing amongst the youth because of increasing socio-economic pressures
- Slow implementation of the NHI is a cause for concern
- Poor nutrition and obesity threaten youth well-being
- HIV and AIDS infections are still highest amongst the youth – particularly young women

¹⁴ A test that uses a questionnaire to assess if one has alcohol problem

- Tuberculosis and HIV are the top two leading causes of death amongst young people
- There is a huge number of young people who are still not using condoms - usage is higher amongst males than females (probably because of power relations)
- Unnatural causes of death are highest amongst the youth because of violence and risky behaviour
- Alcohol consumption is high and on the increase amongst young people. Young males in the age category 20 to 34 are more likely to drink alcohol than many of the other age categories
- Substance abuse is an area of concern and is difficult to obtain national statistics – the mean age of those treated for drug abuse range from 25 to 30 years for all the provinces
- Covid 19 has not only taken lives, it has also shown the many limitations of our health system including unequal access, limited infrastructure and limited personnel

2.9 Current challenges: Pillar 4 Social cohesion and nation building

South Africa is still a very divided society despite efforts to entrench social cohesion. The divisions are exacerbated by inequalities currently estimated at a Gini-Coefficient of 0,68. Furthermore, research show that about 25% of the South African households own about 71% of the wealth of the country, while the bottom 60% owns only 7%. For historical reasons inequalities manifest in racial and gender terms. In 2016, the average annual household income for whites was R621,307 compared to that of black households at R123 265. Given the scant change reflected in the employment and business ownership data, there is no reason to conclude that income inequalities have changed substantially. Cognisant of the unequal and racialised ownership of the economy, the NDP asserts that these ownership patterns need to be corrected. Amongst the youth inequality has manifested in unequal access and unequal outcomes in:

- i. economic opportunities
- ii. education and skills
- iii. health and well-being
- iv. Living conditions
- v. Democratic and justice institutions

The South African Reconciliation Barometer (SARB) surveys have consistently rated inequality as the major stumbling block to reconciliation. This suggests that the key to reconciliation and social cohesion is dealing with inequalities at all levels of society. According to studies, common basis for discrimination that still need to be tackled includes class, race, gender, nationalism, ethnicity, and sexual orientation. Prejudice and stigmatisation based on the identities above are still prevalent against certain groups. These areas of discrimination also tend to work against social cohesion, and they are mainly driven by economic circumstances. For example, the youth show a high mean score for xenophobia with those aged 18-24 years at 3.13 and those aged 25–34 years at 3.03 compared age groups of 35 years and above at mean scores of below 3, meaning that the youth are more xenophobic compared to the adult population. This is linked to unfavourable socio-economic conditions that many young people are likely to find themselves in.

Youth participation in civic matters is low, though other studies point out that youth are use alternative platforms, like service delivery protests, social media, for participation. This could imply that platforms provided for youth participation are either irrelevant or inadequate or both. In fact, according to one study about that 55% of South African young people have an interest in public affairs, which is amongst the highest in Africa. However, measured in terms of traditional indicators such participation in elections, youth participation is low. For instance, nine million South Africans eligible to vote have not registered to vote, most of them young people, 46% of this group are aged 20 to 29, according to the Independent Electoral Commission (IEC). As we rapidly move towards the 4IR, it is important to exploit digital platforms to encourage youth participation.

Nation-building requires both the understanding of the democratic institutions and the participation of the youth in civic matters. The National Youth Development Agency Act asserts that one of the principles of youth development is the promotion of youth participation in:

- (i) democratic processes;
- (ii) community and civic decision-making; and
- (iii) development at all levels¹⁵

To achieve participation, educating and engaging the youth in ways that resonate with them becomes very important.

Arts and sports are some of the avenues that have a potential to contribute to social cohesion and open career avenues for young people. Improving the provision of sporting facilities and supporting art in schools and in communities.

Covid-19 has not only resulted in increased economic hardship and mental health challenges, but it has limited young people's ability to participate in public affairs and their freedom to participate in community and religious activities.

2.9.1 Key Points for strategic consideration:

- Evidence suggest that it will be difficult to engender social cohesion without dealing with inequalities
- Youth are more likely to be prejudicial (e.g. xenophobic) because of their socio-economic circumstances
- There is huge youth appetite for participation in civic matters as manifested in other platforms such as social media and service delivery protests
- There is limited exploitation of digital platforms to facilitated youth participation
- Racism, sexism, tribalism, nationalism, regionalism and ableism are still big problems that militate against social cohesion in South Africa
- Stigmatisation of youth with disabilities (including youth with Albinism) is also a challenge
- Support for sports and art still has room for improvement

¹⁵ Republic of South Africa (2009: 6).

- Covid-19 has curtailed the opportunities for the youth to participate in public affairs and any community or religious organisations

2.10 Current challenges: Pillar 5 Effective and responsive youth development machinery

One of the priorities of the current administration, reiterated over and over is ‘building a capable state’. This implies amongst others, strengthening all state entities’ abilities to execute their mandates and to deliver the national priorities. Secondly, it is important that youth development machinery talks to the broader policy framework to deal with poverty, inequality and unemployment. The pillar of “effective and responsive youth development machinery” speaks to the policy imperative of strengthening capabilities and alignment as it pertains to youth development. Previous NYPs have recognised the myriad of policy instruments available to facilitate youth development and their limitations. However, the implementation of the recommended policy and programmatic interventions has been very slow. For instance, the proposal that all state organs should have a resourced youth focal point started in 2006, but to date few state organs have such. Part of the challenge in the strengthening the youth development machinery is that whilst state organs are required to factor youth development in their planning, ensuring that this happens has been a challenge. Partly because as the legislation stands the roles of different spheres of government, the roles of civil society and the private sector are not clear.

2.10.1 Key institution in the youth development machinery

Youth development by its very nature requires involvement of multiple players including all levels of government, the private sector, and civil society. Involvement of multiple stakeholders also makes co-ordination an important requirement.

2.10.2 National Youth Development Agency (NYDA)

Jointly with the youth branch located in the Department of Women, Youth and Persons with Disabilities (DWPD), the NYDA is responsible for co-ordination of youth programmes. This includes joint convening of state organs. The co-ordination role puts the agency in a position to harness resources from all state organs. One of the limitations of the current NYDA Act is that is tagged as a section 75, which limits the NYDA’s dealings with the provinces.

It is important that NYDA participate in cluster and Forum of South African Directors-General (FOSAD) meetings to facilitate constant communication with other state organs through their executive authorities and their accounting officers to make co-ordination easier.

2.10.3 Youth directorates/ Focal points

The youth sector led by the NYDA has advocated for the youth focal points at all levels of government, the private sector and civil society. Within state organs, the youth sector advocated for these structures which are to be located in the accounting officers’ offices. The rationale for this being that the youth focal points are less likely to be ignored when they are in those offices.

2.10.4 National Government

The IYDS will be largely driven through the national departments. Outcome facilitators are important in the crafting of the IYDS to ensure that it is in concord with planning of the state

organs. The national organs of the state are also expected to provide resources for the IYDS programmes based on agreement with the NYDA and in line with IYDS.

2.10.5 National Treasury

The National Treasury is an important player in the development of the country as it makes sure that resources are made available for the various programmes proposed by state organs. Required resources are raised through the South African Revenue Services (SARS) and allocated in line with development priorities of the country.

2.10.5 Provincial government

The proposed amendment NYDA Act will enable the NYDA to establish provincial structures. This will increase the role of provincial government in youth development. In addition, the new act will be tagged as section 76 legislation from section 75, which limited provincial role in youth development. As with other state organs, the youth focal points are intended to be in all provincial departments to champion youth development.

2.10.6 Local government

Local government is expected to localize the IYDS to meet their youth development challenges. This means creating their own targets in line with their resources and needs. Furthermore, the NYDA has together with local government created local youth offices to roll out NYDA programmes and to provide information services.

2.10.7 Civil society

The biggest value of this sector is that they have a wealth of knowledge and experience about the needs of young people. Many civil society organisations are not only constituted by the youth, but they also implement various youth programmes. These programmes could be implemented in partnership with the NYDA and other state organs to increase their reach and efficacy. In addition, as a youth voice civil society also plays an important role in holding the NYDA and other stakeholders accountable in the implementation of IYDS.

2.10.8 Private sector

Whilst the private sector is not legally obliged to implement youth development programmes, they have an important role in youth development. It is important that the sector is continually lobbied to play a prominent role in youth development. The sector as an important employment creator and business opportunity creator is important for youth development. Its role in the IYDS could include amongst others, partnerships on programmes, funding programmes, and implementing their own inhouse youth programmes. In addition to lobby and advocacy of the sector, the private sector could be incentivised to participate in youth development through procurement. For instance, businesses that procure from the state could be asked to set-asides opportunities for young people.

2.10.9 Professionalization of youth work

The recognition of youth work through professionalization has potential to improve the quality of youth work by being attractive to talented professionals. Professionalising youth work has a huge potential to impact positively on youth development. However, despite numerous attempts since 2010 to professionalise youth work not much can be shown in terms of concrete achievements towards professionalisation.

2.10.2 Key points for strategic consideration

- Follow-up on recommendations has been very poor (e.g., professionalizing youth work)
- The amendment of the NYDA ACT, which is currently underway, will deal with some of the limitation of the youth development machinery.
- Many state organs have not fully played their role in youth development
- Lack of clarity on the roles of state organs, beyond factoring youth development priorities in their planning
- The legislation is not enough to empower NYDA to co-ordinate youth development programmes and as a result the agency depend on the good will of the state organs

2.11 Overarching themes in youth development

This section deals with themes that are cross-cutting and overlapping therefore could not fit neatly in any one category. These include the fourth industrial revolution (4IR) and ICTs, Gender discrimination, and youth research.

2.11.1 Gender

Despite the constitutional and legislative provisions to deal with gender discrimination, South Africa like many countries still discriminates based on gender to a large extent. The transformational agenda for women in South Africa is hindered by challenges that include patriarchal practices, the violation of women's rights, sex stereotyping and the gendered nature of women's roles, responsibilities, and work. All these elements continue to impede women's full enjoyment of freedom. The success of national efforts to build a united, prosperous and a non-sexist society is predicated upon confronting the culture of toxic masculinity, misogyny, hierarchies, and sexist languages that permeates society at all levels. Inadequate resourcing and budgetary allocations to the institutions and programmes that champion the gender agenda in the country limit interventions. Whilst women experience multiple challenges, two aspect will be discussed below to illustrate the point, which does not in any way suggest that the two are the only challenges.

2.11.2 Gender-based violence and femicide

Aspects of gender discrimination that are most problematic are gender-based violence and femicide. Gender-based violence and femicide have escalated to an epidemic level in South Africa. About 5,2% of young women aged between 18 and 24 have experienced violence by a sexual partner, while the figure of those aged 25-34 years is at 6,7%. Gender-based violence has increased by about 37% between 2019 and 2020. In the 2018/2019 reported cases report, 52420 cases of sexual offences were reported, and 41583 cases of rape were reported. The figures for these offences are likely to be much higher than the reported cases, as studies have shown that many victims still do not report sexual violation because of fear of secondary victimisation. Given the magnitude of GDV amongst women, GBV amongst men does not receive enough attention. Femicide has in the last five years increased exponentially.

2.11.3 Young women in business

Whilst all young people in business experience challenges that include limited access to funding, limited access to markets, young women feel the impact of these challenges

disproportionately. Part of the oppression of young women emanates from unequal economic power between men and women. Supporting young women's businesses and other economic opportunities will contribute to disrupting these power relations. Interventions aimed at enabling youth businesses should factor gender inequalities.

2.11.1.1 Key points for strategic consideration:

- Gender-based violence and femicide are on the increase
- Unequal access to economic opportunities between men and women is a big contributor to women abuse
- Figures for GBV are much high than reported - Fear of secondary victimization is a major factor contributing to under reporting

2.12 Youth with disabilities

Persons with disabilities constitute the world's largest minority which continues to experience barriers to participation in all aspects of life including the economy. These barriers take a variety of forms, including those relating to the physical environment or to information and communications technology (ICT), or those resulting from legislation or policy, or from societal attitudes and discrimination. The result is that persons with disabilities do not have equal access to socio-economic rights and services, including education, employment, health care, transportation, political and economic participation, or justice. The UN Convention on Rights of Persons with Disabilities use an encompassing definition of persons with disabilities, who are defined in Article 1 as including "... those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.". This UN definition is applicable in this strategic approach.

Youth with disabilities are an integral part of the South African society. Therefore, youth programmes must speak to their needs to correctly fulfil the principle of economic justice when dealing with opportunities that are intended to benefit young people across South Africa. It is critically that NYDA create an environment that will pursue reasonable accommodation for the youth with disabilities in all sectors within the society.

The following should be the strategic objectives as seen by the disability sector:

- To create an enabling environment that would promote the full participation of youth with disabilities in the youth development programmes generally and the NYDA programmes in particular;
- To develop proper mechanisms and capacities that would facilitate the integration of youth with disabilities in the programmes of the society;
- To identify and eliminate barriers to participation in economic opportunities;
- To optimize the use of special ICT in order to enhance active participation of youth with disabilities in the academic programmes;
- To establish and maintain partnerships with relevant internal and external stakeholders that are capable and qualified to advance the development of youth with disabilities in the society.

2.12.1 Employment:

The Constitution of South Africa protects the rights of people with disabilities. Using the Constitution as a foundation, the South African government introduced the Employment Equity Act, 1998 to redress inequalities and discrimination in the workplace. Under this law all employers are required to incorporate at least 2% disabled people in their workforce and regularly report to the Department of Employment and Labour (DEL) regarding their employment equity status. The government and private sector are currently well below this target and need to take serious action to rectify the situation.

The Employment Equity Act (no. 55 of 1998) defines persons with disabilities as follows: people who have a long-term or recurring, physical or mental impairment which substantially limits their prospects of entry into, or advancement in employment. The failure to implement a programme of employment for youth with disabilities, is a lack of consequence management in both the public and private sector. There are many qualified young persons with disabilities who are not employed because some institutions and companies are not implementing the legislation and policies that are in place to promote employment of people with disabilities. To increase the required percentage of persons with disabilities, the required strategic approach would be to absorb any young person with disability who would have been recruited under an internship or learnership programme. The government and private institutions must have a permanent plan for any young person with disability who would have been recruited in an internship and learnership programme. It is unfair to train youth with disabilities through an internship and learnership programme and fail to secure their employment interests whereas the percentage of disability employment in South Africa is very low.

2.12.2 Economic Participation

Young people with disabilities are struggling to access economic opportunities because of lack of support from the relevant stakeholders. It is important that youth with disabilities are prioritised in tender opportunities through set-asides for young people. Although legislation makes provision for business opportunities for people with disabilities, there are no tangible outcomes from government business opportunities set aside for persons with disabilities. In most institutions there are no business opportunities set aside for persons with disabilities. The improvement in the implementation of legislation could ensure accommodation of youth with disabilities. It would ensure that there are programmes wherein both the private and public sector set aside business opportunities for youth with disabilities. Effective monitoring mechanism should be put in place to ensure that programmes supporting youth with disabilities are realised.

2.12.3 Academic opportunities:

Education is one of the fundamental resources in transforming the lives of youth with disabilities. In terms of the higher education sector, students are not capacitated with adequate resources to perform their academic responsibilities. Most of the TVET colleges are neglected when it comes to capacitating youth with disabilities. For instance, students with disabilities are finding it difficult to cope under COVID19 circumstances due to lack of adequate resources. Consultation with persons with disabilities recommended that a

national structure of students should be established in order to hold all institutions of higher education to account.

Young people with disabilities are not homogenous as there are different disabilities that require different interventions. The sector representing youth with disabilities proposes the establishment of a disability unit within NYDA to undertake to facilitate of all programmes aimed at transforming the lives of youth with disabilities.

2.12.1 Key strategic points for consideration

- Discrimination and stigmatisation of people with disabilities
- Limited economic opportunities for people with disability
- Access to education limited and where there is access, it is inadequate
- There is also a tendency to lump people with disabilities together despite their different needs

2.13 The fourth industrial revolution, ICTs and youth development

At the core of the fourth Industrial Revolution (4IR) is the Internet of Things (IoT), biotechnology, and Artificial Intelligence (AI). These elements have changed the way production and business are done. For the youth to survive in this new environment they need the necessary technological skills. Many analysts foresee the major breakthroughs of this revolution being made in the fields of autonomous vehicles, nanotechnology, quantum computing, 3D printing, artificial intelligence (AI) and robotics. South Africa has a potential to play a leading role in the development of new technologies that will be part of the Fourth Industrial Revolution if young people are appropriately skilled and prepared. It is contemplated that 4IR will come with new opportunities for young people.

To a large extent the fourth industrial revolution is driven by ICTs. In 2019, the President constituted a Presidential 4IR Commission, which is tasked with advising on policy and strategic matters related to 4IR. This include policies and strategies around skills gaps and youth unemployment as they relate to 4IR. Overall the intention is to formulate a proper response that will position South Africa to be prepared, including skilling and protecting jobs that are likely to be impacted adversely by 4IR.

Information and communication technologies (ICTs) is a cross-cutting area, which has huge potential to contribute to economic growth. Given that the enthusiastic youth uptake of ICTs, it is also a low hanging fruit. However, access to ICTs is still a problem with only 22,7% of South Africans owning a computer and only 9,1% with access to the internet at home¹⁶. Digital inequalities also manifest in geographic terms with 15,4% of those in metros, 7,2% of those in urban having access to internet at home as compared to only 1,2 % of those living in rural areas. The other barrier to digital access is high costs of data in South Africa.

2.13.1 Key points for strategic consideration:

- Access to ICTs infrastructure (hardware and software) is still very low

¹⁶ StatsSA (2020) GHS 2019

- The high uptake of technologies by the youth could be harnessed for the benefit of the country
- There is a huge backlog of service delivery on the part of government and ICT provides an opportunity for government to look for innovative ways of delivering service to citizens whose majority are youth
- The print media sector remains one of the most untransformed sectors and therefore needs urgent attention for transformation. The barriers for transformation are numerous ranging from policy and regulatory frameworks to difficulties in implementing the current policy and its regulatory provisions
- Lack of access to information - there is a general lack of awareness, amongst the youth, on career and entrepreneurial opportunities that come with 4IR.
- High data costs in South Africa's mobile network operators are hindering young people from adequately accessing information. The network operators are not only charging more for data relative to the other countries in which they operate, but the gap between those prices keeps widening as data costs fall faster in other countries
- The nature of work is changing implying a risk of youth who are not technologically savvy to be locked out of economic opportunities
- Access is still largely determined by class, geographic location, race and gender

2.14 Youth research

One area that does not receive enough attention in this country is youth research. Whilst institutions like Statistics South Africa and the Human Sciences Research Council (HSRC) have generated useful studies on the youth, there are still many gaps. Many questions regarding youth development are still not answered, e.g.:

- How effective is our youth development model and how does it compare with other models?
- What happens to the youth who drop-out of school?
- Why is youth participation in entrepreneurship still very low despite all the institutions established to support entrepreneurship?
- What are the best ways of harnessing youth energies for participation in civic matters?
- It is one thing to say that a certain percentage of the youth is employed and it another thing to investigate the nature of those jobs – how decent are those jobs?

Secondly, the key players in youth development rely on other institutions for research, which may not necessarily answer questions that the key players want answered. Even the NYP is silent on youth research as an important and overarching aspect of youth development. Given the integrated and mainstreamed approach to youth development in South Africa, there is a huge potential for the NYDA to work with other institutions to generate relevant research.

2.14.1 Key points for strategic consideration

- There are still many areas of youth development that still need research
- Key players in youth development rely on other institutions for research on young people
- Mainstreamed approach makes it easier to collaborate and to harness resources from other institutions

2.15 The impact of Covid-19 pandemic on the youth

The coronavirus (COVID-19) pandemic has had severe global health and socio-economic impact. Latest statistics indicate that while the number youth and children killed by COVID-19 is relatively small compared to adults, measures to curb the spread of the virus, will impact the youth severely. According to the United Nations Children's Fund (UNICEF), 99% of the children and youth under 18 years worldwide (2.34 billion) were impacted by lockdown restrictions to curb COVID-19. Furthermore, studies show that most of the businesses that closed because of Covid-19 were youth owned. Most people who lost employment were young people as reflected in the sharp spike in youth unemployment between quarter 4 in 2019 and quarter 4 in 2020. The loss of livelihood and the loss of loved ones has also increased mental health challenges amongst the youth – notably increase in depression.

The Presidential Employment Stimulus seeks to directly confront the impact of Covid-19, as part of government's broader economic recovery agenda. These stimulus are intended to use direct public investment to support employment opportunities.

If not addressed, the impact of the COVID-19 on the youth will perpetuate socio-economic problems of the youth, and ultimately undermine development prospects for South Africa. The youth should be at the centre of the post-COVID-19 recovery plans. Sectors like tourism, agribusiness, information and communication technology, and other services show potential for large scale productivity growth and job creation.

2.16 Presidential Initiative for Youth Employment

Presidential Youth Employment Intervention is designed to transition young people along multiple pathways into the economy and to make government's support for young people more visible and effective by:

- Accelerating delivery by coordinating and streamlining government's response to youth unemployment
- Allow firms to expand and employ more young people
- Address the current cohort of young people that remains unemployed

To achieve these imperatives, the following table with 5 key interventions will be implemented and prioritized with a view to maximizing the impact of the different initiatives already underway.



1. **Pathway Management Network:** to view and access available learning and work opportunities and providing a range of support services.
2. **Workforce Solutions for Growing Jobs:** Implementing demand-led skills development programmes that allows 500 000 young people to develop the capabilities in growth sectors.
3. **Enabled Youth Self-employment and Township Enterprise:** stimulate economic activity in marginalised communities.
4. **Workplace-Based Experience:** Providing opportunities for workplace experience through the Youth Employment Service.
5. **Opportunity to do Service:** Expanding a Presidential Youth Service to provide 250 000 young people over five years with publicly funded opportunities to engage in service.
6. JOBS programmes
7. Partner with different sectors for training
8. Grant programme aligned to specific sectors
9. Unlocking opportunities for SETA Learnerships
10. Co-ordination of NYS programmes with key stakeholders

3. Summary of the socio-economic context

Recognising the linkages between all areas of youth development should be central to any intervention. Class, gender, geographic location, living with disabilities underpin many of the challenges noted in this document. Youth with disabilities are often the most discriminated against as seen above that access to education, the labour market, and quality health often favour youth who do not have disabilities. Economic disparities are also a thread that runs through many of the challenges, which suggests that dealing with poverty and inequalities

should be prioritised. Investing in economic opportunities, education, research, improve access to ICTs, and dealing gender inequalities have a great potential of improving the lives of young people. Covid-19 has impacted negatively on all aspects of life, threatening lives and livelihoods. Because of these diverse socio-economic conditions that different young people face, youth development interventions should put youth into different sectors e.g.:

- Youth heading households
- Youth in business
- Youth with disabilities
- Youth out-of-school
- Unemployed youth
- Youth abusing substance

However, these sectors are not necessarily exhaustive and mutually exclusive, so the importance of segmentation is to craft specific intervention for each cohort, not to compartmentalise youth cohorts. An important point about developing intervention is to constantly look at what exists? What works rather than start from scratch every time. In other words, evaluation and impact studies are necessary.

4. Limitations

The development of the IYDS happens in the context of NYDA Act being amended, which might necessitate changes of the IYDS to be in line with the amendments to the act.

Consultations with stakeholders, particularly young people were limited because of restriction of movement occasioned by Covid-19 pandemic. The bulk of the consultations were conducted on-line, which has its limitations like unequal access to digital resources.

The youth sector relies on data collected by other institutions, which means that availability of data depends on those institutions. The age categories used to collect data in South Africa tend to be incongruent with the legal definition of youth resulting in the exclusion of age 14 and 35 years. So, many studies used in the youth sector do not necessarily provide a complete picture of youth.

The following section outlines the proposed programmes to deal with the challenges flagged above.

5. Implementation Plan

This implementation plan is intended to translate the challenges identified in NYP and in this document into a national programmes with budgets, time frameworks, and lead implementors. Information-sharing, avoiding duplication and maximising impact are at the core of this plan. In the short term, government can immediately identify the youth-focused programmes it has established using this plan. Within the first year of IYDS being endorsed, the NYDA will establish the mechanisms to gather information on youth-focused initiatives managed by business and civil society. In each of the five strategic focus areas, all related programmes will be documented, and the information made accessible to supportive stakeholders. Linkages and opportunities for collaboration can be more easily identified and put into action, both with the involvement of the NYDA and through stakeholders working together directly.

5.1 PILLAR 1: Quality education, skills and second chances

Education and skills development are essential to improve the lives of young people and the nation. The positive link between economic performance, and educated and skilled labour has been thoroughly documented. This part of the implementation plan is intended to formulate interventions responding to challenges documented earlier in this document. Amongst the proposed solutions are:

- Develop an intervention to mitigate high drop-out rates (especially from Grade 10) and Grade repetition
- Improving educational outcomes through improving quality
- Deal with socio-economic challenges that impact negatively on outcomes
- Improving access to ECD, which is still not universal despite studies showing that it impacts positively on later learning
- Improving access to post-school education and training is still low compared to similar countries
- Deal with higher education funding
- Deal with school infrastructure backlog in poor areas
- Prepare young people for 4IR
- Deal with barriers that militate against access to education by learners with disabilities

Strategic Outcome	Interventions	Lead Implementation Agent	Indicators	2024
Youths better prepared for further studies and the world of work beyond Grade 9	Promote more effective approaches to teacher development, such as Professional Communities of Learning (PLCs) and technology-enhanced in-service training	DBE, PEDs, SACE	Number of districts in which teacher development has been conducted as per district improvement plan	2024: all districts
	Introduce the new sample-based Systemic Evaluation programme, in part to monitor progress against the Sustainable Development Goals (SDGs)	DBE, PEDs	New Systematic Evaluation is operational	In all Provinces by 2024
	Build on past successes in improving learner access to textbooks and	SACE, PEDS, DBE	Percentage of learners with access to required maths and EFAL textbooks in Grades 6 and 9	2024: 100%

	workbooks with a view to ensuring that no learners are without the books they need			
	Introduction of Coding and Robotics curriculum	SACE, PEDS, DBE	Coding and Robotics curriculum implemented	Coding and Robotics curriculum in place by 2023
	Provision of training in specific sectors	DOT	Youth enrolled in the Sommelier Training Course	300 Wine Service Training Programme (Sommelier) with training on norms and standards for safe tourism operations, including COVID-19 Protocols implemented in two provinces for 252 unemployed and retrenched youth.
	DSBD	Percentage representation of youth.	≥ 30% representation of youth.	
	DOT	Youth were enrolled in the Hospitality Service Training Programme.	2 000 Hospitality Youth Programme (HYP) Food and Beverage with training on norms and standards for safe tourism operations, including COVID-19 Protocols implemented in all nine provinces targeting 1000 unemployed and retrenched youth.	

		DOT	500 learners were enrolled in the Food Safety Programme	Food Safety Quality Assurer Programme with training on norms and standards for safe tourism operations, including COVID-19 Protocols implemented in the three provinces targeting 300 unemployed and retrenched youth.
	Through improved collaboration with universities, and the Funza Lushaka bursary programme, ensure that enough young teachers with the right skills join the teaching profession	DBE	Percentage of Funza Lushaka bursary holders placed in schools within 6 months upon completion	90% by 2024
	Through improved collaboration with universities, and the Funza Lushaka bursary programme, ensure that enough young teachers with the right skills join the teaching profession	DBE	Percentage of Funza Lushaka bursary holders placed in schools within 6 months upon completion	90% by 2024

	Introduce a better accountability system for principals, which should be fair, based on appropriate data, and consider the socio-economic context of schools	DBE	A better accountability system for district and school management agreed	A fully functional system in place by 2024
	Introduce the General Education Certificate (GC) in Grade 9, in part to facilitate movement between schools and TVET colleges	DBE & UMalusi	A policy pertaining to the Conduct, administration and management of General Education Certificate ready in Grade 9	First GEC examinations piloted by 2022
Youths leaving the schooling system more prepared to contribute to a prosperous and equitable South Africa	Increase access among historically disadvantaged learners to "niche" subjects such as those focusing on engineering and computing	DBE	Skills subjects introduced that are relevant to 4IR (robotics, coding and digital learning)	Coding, robotics and other 4IR subjects in place by 2024
	Programmes for improvement of teacher subject knowledge and	PEDs	Number of teachers trained in maths and language content and methodology	All teachers qualifying for training trained by 2024

	teaching skills			
	Better opportunities for second chance NSC (improved) Pass	PEDs	Programmes implemented to enhance performance in second chance NSC pass	All programmes fully functional
	Three Stream Model introduced to cater differently talented learners	DBE, PEDs	Three Stream model fully implemented	Model fully implemented by 2024
	Focus Schools introduced to nurture talent across different disciplines	DBE, PEDs	Number of Focus Schools for high-tech, maritime, aviation, arts and science	5 Focus Schools rolled out by 2024
School physical infrastructure and environment that inspires learners to learn and teachers to teach	Build schools through ASIDI completed and handed over for use by 2024	DBE, PEDs, NECT, implementing agents	Number of ASIDI schools completed and handed over for use	122 additional ASIDI schools completed and handed over for use (cumulatively 337 by 2024)
	Proportion of schools identified through the SAFE project provided with appropriate sanitation facilities	DBE, PEDs, DPWI, NECT, private sector	Number of schools identified through SAFE programme have sanitation meeting minimum infrastructure norms	All schools identified through SAFE programme have sanitation meeting minimum infrastructure norms by 2024

	Leverage ICT related programmes to support learning	DBE, PEDs	Number of special and multi-grade schools with access to electronic devices (including tablets)	Target to be determined after the survey
	Develop provincial infrastructure planning and monitoring capacity (including the Education Facility Management System or EFMS)	PEDs	Schools with access to ICT devices	All provinces meet their targets for ICT devices including tablets
	Connect all schools working with DCDT using different forms of connectivity	DBE	Education faculty management system is developed at Provincial level	System will be operational by 2021
	Digitised text books	DBE, DCDT	Number of schools connected for teaching and learning	All schools connection by 2024
Expanded access to PSET opportunities	Implement enrolment plans for universities, TVET, CET colleges and training (2020-2024)	DHET(lead), DSI, NSA DEL, DALRRD NSF, SETAs, FBOs, DBE, DSD, PEDs, Provincial DPW, NYDA, QCTO, Third stream income university	Enrolment plans in place for universities, TVET and CET colleges are developed and implemented	Five-year enrolment plans approved and all institutions enrol students accordingly,

	Establish centres of specialisation to support students with disabilities in TVET colleges	DHET (lead), DSI, NSA DEL, DALRRD NSF, SETAs, FBOs, DBE, DSD, PEDs, Provincial DPWI, NYDA, QCTO, Third stream income university	Number of centres of specialisation to support students with disabilities in TVET Colleges established	4 by 2024
	Develop sustainable CETs funding model, including norms and standards	DHET (lead), DSI, NSA DEL, DALRRD NSF, SETAs, FBOs, DBE, DSD, PEDs, Provincial DPW, NYDA, QCTO, Third stream income university	New CET funding model, norms and standards in place	New CET funding model, norms and standards approved by 2021
	SETAs identify increasing number of workplace-based opportunities and make information of work based learning known to the public	DHET (lead), DSI, NSA DEL, DALRRD NSF, SETAs, FBOs, DBE, DSD, PEDs, Provincial DPW, NYDA, QCTO, Third stream income university	Targets in the SLA between DHET and SETAs to improve performance are met	100%
	Implement required agreements, financing systems, infrastructure	DHET Private Sector	NSFAS Policy in place for sustainable funding of students from poor background and from the 'missing middle'(guidelines,	Sustainable policy on the missing middle adopted and implemented

	frameworks and disability support to realise enrolment growth.		legislative review, effective oversight by DHET)	
	DHET Private Sector	Efficient NSFAS IT system in place	Elimination of delays in disbursement of NSFAS funds	
	Promote the take up of artisanal trades as career choices among youth	DHET	Number of learners entering artisanal programmes annually	Artisan registrations: 36 375
	Ensure eligible students receive funding through NSFAS bursaries (through guidelines, policy legislative review, effective oversight of NSFAS by DHET and improve management	DHET (lead), DSI, NSA DEL, DALRRD NSF, SETAs, FBOs, DBE, DSD, PEDs, Provincial DPW, NYDA, QCTO, Third stream income university	Guidelines for the DHET bursary scheme for students at public universities in place annually	Guidelines for the DHET bursary scheme for students at public universities approved by the Minister in December annually for the following academic year
		DHET DEL DSI		400 000 TVET
				450 000 University

WORKING

			Not <24 400 (Cumulative)
			116 000
			18 000
			150 000
			9 016
			80 000
<p>Attract, recruit and train young people to pursue careers in the agricultural sector value chain by enrolling them into applicable programs</p> <p>DHET</p>		Number of students enrolled in diploma in agriculture at agricultural colleges	Cumulative enrolment target for 2024 is 4 327 (DALRRD)

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	Implement macro infrastructure framework at universities, TVET and CET colleges	DHET	Program to build, refurbish, maintain and expand universities, TVET and CET colleges is implemented on time	All budgeted infrastructure projects are completed on time
Improved success and efficiency of the PSET system	Advocate the use of Open Access LTSM in TVET Colleges	DHET	Advocacy campaign on the use of Open Access LTSM is undertaken	Advocacy campaigns on the use of Open Access LTSM conducted annually
	Implement capacity building programmes and interventions at universities	DHET	Evaluations of student support services at TVET colleges universities	Lessons implemented in revamping student services
	Increase the number of TVET students attending foundation courses	DHET	Number of TVET students enrolled in the prevocational learning programme (PLP) annually	7 000
	Eradicate NATED and NCV certification backlog	DHET	Percentage improvement in the eradication of certification backlog	100% by 2024
	Implement IT examination system for TVET Colleges	DHET	New IT examination system is implemented	New IT system in place and implemented by 2021
		DHET	Policy on number of national assessment for TVET in place	New policy in place by 2021

WOR

		DHET		13 000
				26 500
				55 000
				53 000
				11 000
				128 000
				1584 (2023) (cumulative)
				63%
				45% TVET (NCV)

Improved quality of PSET provisioning	Increase the number of universities offering accredited TVET college lecturer qualifications	DHET DSI	Number of universities offering accredited TVET college lecturer Qualifications	10 universities
	Implement the New Generation of Academic Programme (nGAP)	DHET DSI	Number of lecturers from HDIs through nGAP	Determine target from analysing HDIs and UoT trend
	Develop standards for good governance in public TVET Colleges, CETCs, Universities and SETA	DHET DSI	Good governance standards for all institutional types are in place	Good governance standards for all institutional types approved and implemented by 2021
	Articulation policy effectively implemented	DHET	Allocated grants paid on time to employers	100% allocation disbursed on time
			Percentage of universities that have signed agreements with TVET to recognise their qualifications	Effective NSFAS administration in place adhering to policy. 95% of the institutions

	Improved institutional governance (Universities, TVETs, CETCs, NSFAS and SETAs) through standards, monitoring and reporting, and, through building management capacity	DHET	Percentage of PSET institutions (universities, TVET, SETAs that meet standard of good governance	95% of PSET institutions (universities, TVET, SETAs that meet standard of good governance
		DHET		51%
		DHET		3000 (DSI)
A responsive PSET system	Industry exposure for TVET College lecturers and students	DHET	Number of protocols signed with industry to place TVET College students and lecturers for workplace experience	All TVET colleges sign protocols with industry and place learners for workplace experience accordingly
	Review TVET Colleges curriculum to align with industry needs	DHET	TVET Colleges Community Colleges curriculum aligned with industry needs	5 subject curricula for TVET Colleges reviewed
	Promote entrepreneurship in TVET colleges through the	DHET	Number of hubs established to promote entrepreneurship	9 hubs

	establishment of hubs			
	Introduce compulsory digital skills training specific to programme offerings at TVET colleges	DHET	Number of TVET colleges with compulsory digital skills training	25
	Train young artisans through the centres of specialisation at TVET colleges	DHET		
	Strengthen skills Planning	DHET	SETAs develop credible sector plans, which include forecasting	SETAs fund programs identified through research that meet the needs of emerging and small enterprises in TVET and CETC
	CET college skills programme piloted around community needs	DHET	Percentage of NEET taking part in CETC occupational skills programs becoming economically active	90% NEET taking part in CETCs becoming economically active
	Support universities to implement student-focussed entrepreneurship programmes	DHET	Number of PSET institutions that are implementing student-focussed	All PSET institutions

			entrepreneurship development activities	
	Conduct IP awareness sessions (IP Wise) at TVET colleges (at least two per annum)	DSI	<p>Number of IP awareness sessions in TVET colleges conducted</p> <p>Number of people reached through outreach, awareness and training programmes in Space Science</p>	<p>At least two per Annum</p> <p>600 000 (cumulative) (120 000 people per year)</p>
Improved educational and health outcomes and skills development for all women, girls, youth and persons with disabilities	Targeted programmes to up-scale existing campaigns and programmes on new HIV infections among youth, women and persons with disabilities	NDOH DBE DHE DWYPD	HIV prevalence rate by gender, age and disability	Half the HIV prevalence by 2024
	Targeted programme on adolescent sexual and reproductive health and rights, including addressing	NDOH DBE DSD DHET DWYPD	Percentage of teenagers reached through intervention programs by gender age and disability	100% reached

	teenage pregnancies and risky behaviour			
	Mainstream gender, youth and disability issues in programs on access to universal education, life skills, skills development and training and in different field of study, including STEM	DBE DHET DWYPD	Level of mainstreaming in targeted programmes	100% compliance

5.2 PILLAR 2: Economic transformation, entrepreneurship, and job creation

The NDP provides a long-term vision through 2030 for accelerating GDP growth so that unemployment and inequality can be reduced, thereby creating a more inclusive society. This will be achieved through the implementation plans and programmes, in particular the Industrial Policy Action Plan (IPAP) and the National Infrastructure Plan to reindustrialise and support economic diversification. Reducing South Africa's high levels of youth unemployment requires the economy to be on a labour-absorbing growth path. This will require a balance between creating a stable and supportive environment for growth and investment while at the same time addressing the many structural challenges our economy and society face. In addition to long-standing regulatory, infrastructure and skills weaknesses, inequality in itself has become a core obstacle to investment and growth. By extension, efforts to support growth must simultaneously ensure more equitable distribution of ownership and income with a greater focus on supporting young people into productive economic activity. Specific measures to support growth include:

- Stimulating economic growth through supporting entrepreneurship, improve energy generation capacity
- Tackle poverty and inequalities,

- Taking steps to address skills shortage among young people including preparing for the 4IR
- Support industries that are labour-intensive
- Develop an intervention to deal with NEET
- Ensuring that the regulatory framework avoids unnecessary costs to producers and supports sustainable investment. Simultaneously, it must encourage employment creation and economic inclusion of young people into mainstream economic activity.

Priority will be given to employment-intensive programmes and initiatives, especially those that target the youth and women. Investment in new sources of growth will be encouraged and incentivised. Achieving this aim will depend crucially on the implementation of the National Infrastructure Plan. This should be done in ways that gather in productive investment both by users of the infrastructure and suppliers of inputs, driving growth in order to support:

- productive sectors and exports;
- African regional development;
- ability of the education and skills systems to meet economic needs;
- expanding public employment schemes, including the proposed youth brigades;
- empowered communities;
- youth involvement in serving communities;
- rural development;
- agricultural production and employment.

Achieving significantly higher growth is necessary, although not sufficient, to address these core socio-economic challenges. The NYP 2020 states as the first priority, support for active economic participation and the transformation of the youth. The table below outlines the action that will be undertaken towards youth economic participation.

Strategic Outcome	Interventions	Lead Implementation Agent	Indicators	2024
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More decent jobs created and sustained, with youth, women and persons with disabilities prioritised	Create jobs through Job Summit Commitments Operation Phakisa and other public sector employment programmes	DLE	Number of jobs created per year through Job Summit initiatives	275 000 jobs created per year until 2024
		DPME	Number of Jobs created through Operation Phakisa	402 950 jobs created by 2024
		DPWI	Number of work opportunities reported through other public employment programmes	5 million work opportunities created by 2024
		Department of Justice	Number of jobs opportunities created	Youth Employment – 30%
	Implement Presidential comprehensive youth employment intervention	DEL Presidency	Number of youth NEET absorbed in employment	1 million youth jobs by 2024
	Create an enabling environment for employment through policy and regulations	DEL	Draft employment policy developed, consulted, piloted and implemented	Employment policy drafted and implemented by 2024

		DHA	Revise the visa regime to support importation of critical skills, and improve processing turnaround time	Implementation of revised visa regime 95% of visa applications adjudicated in 4 weeks by 2022
Investing for accelerated inclusive growth	Improve the ease of doing business	DTIC NT	World Bank Ease of Doing Business ranking	Improve overall ranking to within the top 50 countries by 2024. Achieve top 50 ranking on indicators such as Starting a Business, Trading Across Borders, Registering Property, Construction Permits, and top 25 ranking on Paying Taxes
	Demand skills planning to support growth	DHET DEL	Skills Priority Plan developed	Skills Priority Plan developed by 2020

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	Ensure the macroeconomic policy alignment and coherence	NT DTIC	Macroeconomic policy reviewed to support growth	Macroeconomic policy framework reviewed by 2022
	Review B-BBEE to support worker empowerment and establish legislation for worker, community and HDI ownership	NT DEFF DPME DMRE	Framework for a just transition to a low carbon economy developed and implemented	Framework for a just transition to a low carbon economy developed and implemented by 2022
	Ensure the implementation of the Employment Equity Act (EEA) to eliminate gender and race wage disparity	DTIC	Legislation to establish threshold and conditions	Percentage of B-BBEE transactions with worker and community ownership
		DTIC	Percentage of B-BBEE transactions with worker and community ownership	3% of transaction value accrue to workers and communities
Industrialisation, localisation and exports	Create a conducive environment that enables national priority sectors to support industrialisation and localisation, leading to increased exports, employment, and youth- and	DEL All Departments identified as national priority sectors	Number of EEA inspections Masterplans developed National priority sectors grow contribution to GDP	1 640 EEA inspections conducted per year All master plans developed by end of 2021 Exports for national priority

	women-owned SMME participation	DTIC	growth of 3% and exports increase by 4% Complete the revitalisation of industrialisation parks	sectors increased by 4%
	Support localisation and industrialisation through government procurement	DTIC NT	Percentage compliance of government spend on designated products and services	100% compliance
Improve competitiveness through ICT adoption	Spectrum licensing, broadband rollout and reducing the cost of communications	DCDT	High demand spectrum allocated	4G coverage of high demand spectrum allocated by end of 2020 Inquiry into the licensing framework for 5G within 6 months after the World Radio Communications Conference 2019

		DCDT	Percentage increase in broadband penetration.	80% of population have access to the internet by 2024
		DCDT	Competitive reduction in data cost and the eradication of skewed price setting by dominant players	South Africa will be the cheapest in Africa for 1G data by 2024
		DSI	Gross expenditure on research and development as a percentage of GDP	1.1% of GDP by 2024
	Commercialisation of Public Sector funded IP	DSI	No. of disclosures which are licensed annually	35
Reduced concentration and monopolies and expanded small business sector	Reduce high levels of economic concentration through rigorous implementation of the Competition Act and other regulations	DTIC	Number of market inquiries into historically concentrated priority sectors	Initiate one new market inquiry and implementation of recommendations of one concluded market inquiry per annum
	Facilitate the increase in number of competitive small businesses with a focus on township economies and rural development	DSBD	Number of competitive small businesses and cooperatives supported	200 000 competitive small businesses and cooperatives supported
	Strengthen development finance towards SMME development	DSBD DTIC	Improved access to affordable finance for SMMEs and cooperatives	At least 50% of national and provincial DFI financing to

		NT		SMMEs and cooperatives
	SMME development through incubation centres and digital hubs	DSBD	Number of incubation centres and digital hubs established	270 established by 2024
	Ensure inclusion of SMMEs in localisation and buy local campaigns	DSBD DTIC	Provisions made in accords and interventions for SMMEs	Localisation policy paper on SMMEs development and adopted by 2021
	Explore the introduction of measures (such as tax breaks) to support the establishment of new, youth owned start-ups	DSBS NT DTIC	Number of youth business start-ups	100 000 youth business start-ups per annum
Quality and quantum of investment to support growth and job creation improved	Improve the quality and rate of infrastructure investment	NT Presidency DPWI	Infrastructure Fund established and operationalised	R100 billion Infrastructure Fund established and operationalised, with R5 billion leveraged by 2020
		NT	Infrastructure expenditure	R1 trillion invested by 2024
Supply of energy secured	Improve energy availability factor to ensure constant supply of electricity	DPME DMRE	Increased energy availability factor	Above 80% by 2024

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	Increase reserve margin to counter load shedding	DPME DMRE	Increased electricity reserve margin	15% by 2024
	Explore embedded generation options to augment Eskom capacity	DMRE DPME	Additional megawatts commissioned	1000 MW by 2024
	Separation and unbundling of Eskom to eliminate cross-subsidisation and improve efficiency	DPME DMRE	Independent transmission company under Eskom Holdings established	Transmission company established by 2024
	Diversify energy sources by implementing the approved Integrated Resource Plan 2019	DMRE	Share of alternative energy sources	Share of alternative energy sources at 11 % by 2024
	Strengthen NERSA's regulatory oversight of Eskom and relevant municipalities	DMRE	Regulator's role and responsibility reviewed	NERSA review completed with recommendations adopted by Cabinet and implemented by the end of 2020
	Security of supply and diversify liquid fuels	DMRE	Strategy and plan on liquid fuels reviewed and updated	Updated strategy and plan for liquid fuels by 2022
		DMRE	Feasibility study completed	Feasibility study on new oil refinery completed by 2021 and final

				investment decision made
Increased economic participation, ownership, access to resources, opportunities and wage equality for women, youth and persons with disabilities	Develop, implement, support and monitor programmes for equitable job creation, representation and ownership by women, youth and persons with disabilities	DSBD DTIC DWYPD DPWI DEL	Proportion of youth, women and persons with disabilities	Minimum targets as defined for women, youth and persons with disabilities
	Expand government spend on women, youth and persons with disabilities through preferential procurement	NT DSBD DTIC DWYPD	Percentage preferential procurement spend by sex/gender, age and disability	Minimum 40% target for Women, 30% for Youth and 7% for persons with disabilities
	Programmes to expand access to finance, incentives and opportunities for women, youth and persons with disabilities-led and owned businesses	DSBD DTIC SARS DALRRD NT DWYP	Percentage funding by sex/gender, age and disability, industry/sector	Minimum targets as defined for women, youth and persons with disabilities
	Programmes to expand access to and ownership of land by women, youth and persons with disabilities	DHS DWYPD DALRRD	Percentage hectares of land by sex/gender, age and disability	(Land Audit Report)

	Support young people in high-risk businesses, such as technology, innovation and digital	NYDA DSBD	Number of businesses supported	15 000 Youth Start-ups supported
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5.3 PILLAR 3: Physical and mental health promotion including mitigating against pandemics

Health and well-being are the central pillars of youth development. Healthy youth are more likely to participate and contribute meaningfully to society. However, our health system is characterised by unequal access and unequal outcomes. In response to unequal access to health, the government has formulated the National Health Insurance (NHI). The insurance is a key national intervention to ensure universal access to quality health care, social solidarity through cross subsidisation, and equity. Areas that need attention include:

- Deal with the increasing mental health issues amongst the youth
- Supporting healthy lifestyles
- Promotion of sexual and reproductive rights
- Combating substance abuse.
- High prevalence of HIV and AIDS amongst young people
- Find ways to mitigate risky behaviour amongst the youth
- The threat of Covid-19

Strategic Outcome	Interventions	Lead Implementation Agent	Indicators	2024
Universal health coverage for all South Africans achieved by 2030	Enabling legal framework created for the implementation of NHI Bill	NDOH	NHI Fund established and purchasing services operational	NHI Fund operational by December 2020 NHI Fund purchasing services by 2022/23
	Roll out a quality health improvement programme in public health facilities to ensure that they meet the quality standards required for certification and accreditation for NHI	NDOH	Proportion of public sector facilities implementing the National Quality Improvement Programme	80% by 2022/23 100% by 2024/25
	Develop a comprehensive policy and legislative framework to mitigate the risks related to medical litigation	NDOH	Total rand value of medico-legal claims in the public sector	Contingent liability of medico-legal cases reduced by 80% (under R18 billion) in 2024
	Improved quality of primary healthcare services through expansion of the Ideal Clinic Programme	NDOH	Number of clinics attaining Ideal Clinic status	3 467 by 2024 100% PHC facilities maintain their Ideal Clinic status by 2024

	Develop and implement a HRH strategy 2030 and HRH plan 2020/21- 2024/25 to address the human resources requirements, including filling critical vacant posts for full implementation of universal healthcare	NDOH	Human Resources for Health (HRH) Plan 2020/21 - 2024/25 completed	Human Resources for Health (HRH) Plan 2020/21- 2024/25 completed by March 2020
	Establish provincial nursing colleges with satellite campuses in all 9 provinces	NDOH	HRH Strategy 2030 completed	HRH Strategy 2030 produced by March 2020
	Expand the primary healthcare system by absorbing over 50 000 community health workers (CHWs) into the public health system. Within five years, the number of community health workers will be doubled and deployed in our villages, townships and informal settlements to serve our people	NDOH	Number of nursing colleges established	One nursing college per province (with satellite campuses) established by 2020 and fully operational in all nine provinces by 2022
	Drive national health wellness and healthy lifestyle campaigns to reduce the burden of disease and ill health	NDOH	Number of Community Health Workers (CHWs) integrated into the health system	50 000 CHWs by March 2024
Progressive improvement in the total life expectancy of South Africans			Number of people screened for TB	2 million additional people screened for TB by 2020 and eligible people initiated on treatment

			TB treatment successrate	90% by 2022 95% by 2024
			Proportion of people living with HIV who know their status	90% by 2020 95% by 2024
			Proportion of HIV positive people who are initiated on ART	90% by 2020 95% by 2024
Total life expectancy of South Africans improved	Drive national health wellness and healthy lifestyle campaigns to reduce the burden of disease and ill health	NDOH	Proportion of people on ART that are virally suppressed	90% by 2020 95% by 2024/25
			HIV tests conducted annually	30 million tests annually by 2024
Reduce maternal and child mortality	Provide good quality antenatal care	NDOH	Antenatal first visit before 20 weeks' rate	75% by 2024
	Drive national health wellness and healthy lifestyle campaigns to reduce the burden of disease and ill-health.	NDOH	Antenatal clients initiated on ART rate	98% by 2024
			Number of people screened for high blood pressure	25 million by 2024
			Number of people screened for elevated blood glucose levels	25 million annually by 2024

Improved educational and health outcomes and skills development for all women, girls, youth and persons with disabilities	Targeted programmes to upscale existing campaigns and programmes on new HIV infections among youth, women and persons with disabilities	NDOH DBE DHE DWYPD	HIV prevalence rate by gender, age and disability	Half HIV prevalence by 2024
	Targeted programme on adolescent sexual and reproductive health and rights, including addressing teenage pregnancies and risky behavior	NDOH DBE DSD DHET DWYPD	Percentage of teenagers reached through intervention programs by gender age and disability	100% reached
	Mainstream gender, youth and disability issues in programs on access to universal education, life skills, skills development and training and in different field of study, including STEM	DBE DHET DWYPD	Level of mainstreaming in targeted programmes	100% compliance

5.4 PILLAR 4 Social cohesion and nation-building

The IYDS 2024 places young people at the centre of creating unity of purpose because it is needed to overcome obstacles that prevent prosperity and equity. Young people must take the lead in realising the constitutional dream of a united, non-sexist, non-racial democratic, prosperous and equal society. The IYDS 2024 period must be characterised by universal knowledge of the Constitution and the values enshrined therein as well as national symbols which condense the knowledge, values, history and memories associated with one's nation. The period will be characterised by young people driving transformation while confronting racism, sexism, and being at the forefront of cultural, economic, social and spatial redress initiatives. The IYDS 2024 focuses on:

- Dealing with poverty and inequalities
- Knowledge of the Constitution and fostering constitutional values;
- Confronting discrimination and systematic racism; and
- Fostering leadership and active citizenry
- Harness the alternative ways that youth use to participate - e.g. digital platforms

Strategic Outcome	Interventions	Lead Implementation Agent	Indicators	2020/
				2024
Fostering constitutional values	Enact Hate Speech and Hate Crimes Bill	DOJ CD	Hate Speech and Hate Crimes Bill enacted	Hate Speech and Hate Crimes Bill enacted by 2020
	Promote Constitution and its values in schools, awareness campaigns (print & electronic media), public	DBE	% of public schools reciting the Constitution in school assemblies and DBE organised events	100% of public schools reciting the Constitution in the School Assemblies by 2024

	engagements and dialogues	Brand SA	Number of constitutional awareness activations (dialogues, theatre, public engagement) focusing in constitutional awareness	10 activations utilised to promote constitutional awareness per annum
		Brand SA	Number of marketing platforms (radio/digital/outdoor/TV/print) utilised to promote constitutional awareness	16 marketing platforms utilised to promote constitutional awareness per annum
		DBE	Number of programmes implemented to promote Rights and Responsibilities and to teach learners on common citizenship and nation building	2 programmes to Promote Rights and Responsibilities through various programmes to teach learners on common citizenship and nation building Programme 1: Using the National Symbols to shape social bonds by allowing the learners to engage in a dialogue on the meaning attached to them. Programme 2: Dialogues and debates on rights

Equal opportunities, inclusion and redress	Promotion of national identity utilising the flag at national days, major cultural and sporting events in schools, the Monument Flag Project and "I am the Flag Campaign".	DSAC	Number of Public awareness activations on the "I am the Flag Campaign"	100 public awareness activations on the "I am the Flag" campaign by 2024
		DSAC	Number of SA flag infrastructure installed in schools	1 000 SA flags to be installed in schools by 2024
		DSAC	Monumental flag installed	1 Monumental flag installed by 2024
		DSAC	Workshops to advance knowledge on National Symbols, including the Flag	32 Workshops to advance knowledge of National Symbols, including the Flag by 2024
WORKING DP	Improve the enforcement of the Employment Equity Act	DEL	Amendment of the Employment Equity Act	Employment Equity Act amended and enacted by 2024
		DEL	Number of designated employers subject to the DG review process in order to enforce compliance with the Employment Equity Act	1 812 by 2024

	Improve representation of the designated groups across occupational levels	DEL	At least 2% annual increase in the representation of Africans in senior and middle management levels by 2024	At least 50% of middle and senior management are African by 2024
Equal opportunities, inclusion and redress	Improve representation of the designated groups across occupational levels	DPSA DEL	Development of Income differential data collection tool (EEA4 form) for designated employers	Income differential data collection tool (EEA4 form) for designated employers developed by 2022
	Outreach initiatives to change behaviour in relation to gender and xenophobia	DWYPD	Number of sustained and visible initiatives campaigns throughout the year on gender and anti-xenophobia	30 sustained and visible initiatives campaigns throughout the year on gender and anti-xenophobia per annum.
		DoJCD	Number of sustained and visible anti-xenophobia campaigns conducted with departments and role players	30 sustained and visible campaigns by 2024
	Coordinate the implementation of the NAP Action Plan to combat racism,	DoJCD	Effective governance structure to lead and co-ordinate	Governance structure established by 2021

	racial discrimination, xenophobia and related intolerance		the overall implementation of the NAP	
		DoJCD	Funding model for the implementation of the NAP	Funding model developed by 2022
	Coordinate the implementation of the NAP Action Plan to combat racism, racial discrimination, xenophobia and related intolerance	DoJ&CD	<p>Rapid response mechanism to respond to incidents of racist and xenophobic offences/hate crimes</p> <p>Data collection of disaggregated statistical data for measurement of racism, racial discrimination, xenophobia and related intolerance</p>	Rapid response mechanism institutionalised by 2022
	Increase support in the creative industry through the Mzansi Golden Economy project	DoJ&CD	Number of projects in the creative industry supported through the Mzansi Golden Economy programme	Virtual data repository on disaggregated statistical data by 2024
	Implement heritage legacy projects to transform the national heritage landscape	DSAC	Number of heritage legacy projects (including resistance of liberation	264 projects to be supported (54 flagship cultural events, 60 cultural

			heritage remote sites implemented)	events, 90 touring ventures, 60 public art projects)
	Promote the study of history in schools	DSAC	Number of programmes introduced to promote the study of history in schools	6 heritage legacy projects implemented to transform the national heritage landscape (1. Khananda site, 2. OR Tambo Garden of Remembrance, 3. Winnie Mandela site in Brandfort, 4. Archie Gumede statue, 5. Statue and memorial of King Cetshwayo), 6. Enyokeni
	DBE	DBE	Revised and reformed History curriculum	
	DBE		Number of curriculum specialist, teachers, examiners and moderators trained on the revised History Curriculum Policy documents	programme to promote the study of History in schools. Revised History Curriculum Policy/ Documents for Grades 4-12. 400 Curriculum specialists and teachers trained 400 Examiners and moderators for (Grade 12) training

				Development of exemplar question papers for the revised History curriculum trained
	Promotion and implementation of indigenous languages	DBE	Number of schools that have introduced South African languages	80% of public schools have introduced African languages in public schools
		DBE	Number of programmes introduced to promote Mother Tongue Based Multilingual Education (MTBME)	One programme introduced to promote Mother Tongue Based Multilingual Education
		DBE	Number of schools that have introduced Kiswahili as Second Additional Language	50 schools introduced Kiswahili as Second Additional Language in the National Curriculum Statement
	Monitor the implementation of the Use of Official Languages Act	DSAC, PansALB	Number of Government departments and public entities monitored to implement the Use of Official Languages Act	36 government departments, public national entities & enterprises have language policy by 2024
	Promotion and development of official languages	DSAC	% of documents received that are translated and edited	100% of received documents translated and edited annually
	WORK	DSAC	Number of multi-year human language technology projects supported	30 (6 x 5 starting from 2019/20 – 2023/24) multi-year human

				language technology projects supported
	Support the increase of qualified language practitioners through language bursaries	DSAC	Number of language practice bursaries awarded per year	2019/20- 2023/24) bursaries awarded
	Introduce compulsory module for public servants on diversity (gender, race and disability)	NSG	% of public servants trained how to deal with all forms of discrimination	95% of public servants trained how to deal with all forms of discrimination by 2024
		DBE NSG	Number of in-service teachers and School Management trained on anti-discrimination	60% in-service teachers and School Management Teams trained on handling diversity and how to deal with: - Infusing the classroom with a culture of human Rights Classroom diversity Multi Culturalism and Multilingualism Dealing with signs of Racism and Discrimination
	Advocate for transformation in sport and recreation	DSAC	% of sport and recreation bodies meeting 50% or more of all prescribed Charter transformation targets	100% of sport and recreation bodies meeting 50% or more of all prescribed Charter targets

				transformation targets by 2024
	Produce / support the production films and documentaries telling the South African story, including the history of liberation	DSAC DTI	Number of films and documentaries produced/ supported telling the SA story, including the history of liberation	2019/20 - 89 2020/21 - 100 2021/22 - 110 2022/23 - 105 2023/24 - 110 (The decline is due to the introduction of the revised incentive scheme guidelines in 2018)
	National archives infrastructure upgrades	DSAC	National archive infrastructure upgraded	100% infrastructure upgrade of national archives by 2024
	Development and management of Provincial Resistance Liberation Heritage Route (RLHR) Sites	DSAC NHRC Provinces	Number of Provincial Resistance and Liberation Heritage Route (RLHR) Sites developed and managed.	27 Provincial Resistance and Liberation Heritage Route (RLHR) Sites developed and managed
Promoting social cohesion through increased interaction across space and class	Promote the celebration of national days on an intercultural basis, fully inclusive of all South Africans	Brand SA DCDT SABC	Number of digital campaigns showcasing significance of national days	12 digital campaigns showcasing the significance of national days
		Brand SA DCDT SABC	Number of programming on television and radio showcasing national days and constitutional values	7 national days celebrated on SABC platforms

	Promote access to cultural facilities/community arts centres and participation in arts, culture and heritage programmes	DSAC	Number of Provincial Community Arts Development Programmes implemented per year	9 Provincial Community Arts Development programmes implemented per year
	Implement the community conversations / dialogue programme	DSAC	Number of community conversations / dialogues held to foster social interaction	20 dialogues to be organised annually and 100 over the MTSF period to foster social interaction
	Implement advocacy platforms on social cohesion by Social Cohesion Advocates	DSAC	Number of advocacy platforms on social cohesion by social cohesion advocates	20 annually and 100 for the MTSF period
	Media digital campaigns to contribute towards social cohesion by promoting pride and patriotism	DSAC	Number of digital campaigns showcasing national days	12 digital media campaigns showcasing national days annually
	Use international events to promote advocacy amongst South Africans living abroad	DSAC	Number of Global South Africans (GSA) activations implemented	19 GSA Activations annually
	Greening of public spaces through the Community Works Programme	DCOG	Number of greening projects per district and maintained as part of the Community Works Programme	88 CWP sites where greening done through implementation and maintenance of vegetable gardens and parks annually

Promoting active citizenship and leadership	Promote participation in sport and recreation by facilitating opportunities for people to share space and by providing equipment and/ or attire to schools, hubs and clubs	DSAC	Number of people actively participating in organised sport and active recreation events	2 034 820 by March 2024
		DSAC	Number of sport and recreation promotion campaigns and events implemented	40 by 2024
	Develop talented athletes by providing them with opportunities to excel at the national school sport championships and by supporting athletes through the sports academies	DSAC	Number of learners in the national school sport Championships per year.	25 000 by 2024
		DSAC	Number of athletes supported by the sports academies	18 500 by 2024
	Support high performance athletes to achieve success in international sport	DSAC	Number of athletes supported through the scientific support programme per year	400 by 2024
	Conduct continuous Civic and Democracy Education (CDE) campaigns to improve participation in elections	IEC	Number of face to face to face CDE events held per annum	80, 000 by March 2024

	Maintain an accurate national common voters' roll to ensure the credibility of elections	IEC	Number of registered voters reflected on the voters' roll as at 31 March each year	2023/2024 27,756,831 voters
	Successful delivery of a general election for local government in 2021 as required by the Constitution of the Republic of South Africa	IEC	Election results declared within 7 days after Election Day	Election to be delivered within 90 days from 2 August 2021, which signifies the end of the 5-year term of municipal councils elected in 2016
	Improve participation in general elections (both National and Municipal elections	IEC	% of voters who turn out in local government elections, as a percentage of registered voters in years when applicable. Reporting period – per general electoral event	LGE 2021 - 58%
	Promote participation in community-based governance processes (Active citizenship bodies	DCOG	Number of provinces implementing the Gov Chat programme for community engagement and service delivery improvement	9 by 2024
		DCOG	% of municipalities supported to establish and maintain functional and effective community engagement	50%

			structures, systems and processes	
		BRAND SA	<p>Number of Play Your Part (PYP) activities that promote nation brand values implemented to encourage South Africans to use their time, money, skills or goods to contribute to a better future for all</p>	9 PYP Provincial activities implemented per annum
	DBE		<p>% of SGBs trained on school Policies and code of conduct.</p>	<p>80% Training of SGB members on school policies and code of conduct to reflect on the following:</p> <p>Democratic values Inclusive Approach Social Justice Code of Conduct on Integration and Racism</p>
Fostering a social compact	National summit on social cohesion and nation building for the development of social compact(s) to foster partnerships with civil society, private sector and citizens	DSAC	Overarching social compact	social compact by 2024 on social cohesion and nation building

5.5 PILLAR 5: Effective and responsive youth development machinery

In line with the NDP's goal of creating a capable state through professionalising the public service, in the youth sector, building capacity for the youth sector entails strengthening key institutions dedicated to deliver services to the youth and ensuring that youth development practitioners as primary providers of services are adequately skilled and competent. As described in the NDP, there is unevenness in capacity that leads to uneven performance in the public service. This is also the case with the youth sector. There are challenges in achieving effective mainstreaming of youth development interventions across all spheres of government. Therefore, steps are needed to strengthen the entire youth development machinery, enhance youth workers' morale, and clarify lines of accountability. These steps should be guided by the need for long-term policy stability and maximised impact within the youth sector. The actions contained here are not merely about technical solutions, but also about creating the conditions for a professional ethos within the youth sector, founded on a strong developmental commitment. The core objective is to put in place the youth development mechanisms and structures that can support departments in developing their capacity and professional ethos. This requires a more proactive role in supporting departments to build their own capacity; fulfil regulatory requirements; and improve service delivery. This strategy, therefore, focuses on providing more effective support to the youth sector to ensure an optimised youth development machinery. The following have been identified as critical priorities to be pursued by the work stream on optimising youth development machinery:

- A well-co-ordinated youth sector;
- Increased responsiveness of the NYDA;
- Improved inter-departmental collaboration and institutionalisation of youth work;
- Increased mainstreaming of youth development;
- Better conceptualisation of youth development interventions;
- Improved inter-sectoral collaboration and consolidated voice of the youth;

- Capable youth workforce and regulated youth-focused sector; and
- Co-ordinated international relations engagements.

Strategic Outcome	Actions	Lead Implementation Agent	Indicators	2020/ 2024
Improved leadership, governance and accountability	Coordinate engagements between leadership of the executive, legislature and judiciary on strengthening state governance and public accountability	DOJ Presidency DPME	Social compact between the Executive, Judiciary and Legislative tiers of Government	A social compact developed by 2021 and implemented by 2024
	Rationalise governance system in the public sector	DPME DCOG DPSA	Institutional model for intergovernmental and interdepartmental coordination developed	National cluster system, IMCs and implementation forums reviewed by March 2020
	Enable leadership in national and provincial departments to build capacity and also intervene to resolve blockages in government bodies and administrations	DPME	Sections 100 & 139 Monitoring and Intervention Bill drafted and approved by Parliament	Sections 100 & 139 Monitoring and Intervention Act in place by 2022
		Lead: DPME, Contributing: DCOG, DPSA, NT	Develop programme by national and provincial departments to capacitate and intervene in state institutions with challenges	Programme by national and provincial departments to capacitate and intervene in challenged state institutions developed by 2022

Functional, Efficient and Integrated Government	Modernise business processes in the public Sector	DPSA/DCDT/ DPW	Business Processes Modernisation Programme in the Public Sector approved and implemented	Business Processes Modernisation Programme in the public sector approved by 2020 and implemented by 2023
	Improve financial management capability in the public sector	NT	Strengthen Municipal Financial System	Strengthen Municipal Financial System by 2023
	Measures taken to eliminate wasteful, fruitless and irregular expenditure in the public sector	NT	Percentage elimination of wasteful and fruitless expenditure in public sector institutions	100% elimination of wasteful and fruitless expenditure in the public sector institutions incrementally from baseline of 2019 by 2024
	Improve coordination between national, provincial and local government to improve service delivery	DCOG/ DPME/ Presidency	Clarification of institutional arrangements for the District Development Model	Institutional arrangements for the District Development Model clarified by March 2020.
Functional, Efficient and Integrated Government	Enhance productivity and functionality of public sector institutions in supporting people-centred service delivery	Lead: DPSA, Contributing: DCOG, DPME	Implement Organisational Functionality Assessment Framework as a mechanism to measure the levels of productivity and functionality (efficiency and effectiveness) of	Organisational Functionality Assessment Framework implemented by 2022

			departments in supporting service delivery objectives	
Professional, meritocratic and ethical public administration	Programme for building a professional public administration	DCOG	Job competency framework for public sector	Job Competency Framework for public sector implemented by 2023
		Lead: NSG, Contributing: DPSA, NT	Develop and implement mandatory in-service training for public sector	Mandatory in-service training framework approved by 2020 and 8 mandatory programmes rolled out by 2022

5.6 Recommendations

This section makes recommendations on the inputs that should be considered for incorporation in the IYDS upon consultation with the relevant state organs. Given that government planning is concluded in March, some of the proposals may have to be advocated for in the next financial as we review the IYDS. This view arises from the understanding that the NYDA implements most of the programmes through budgets from other state organs. The proposals may have to be renegotiated as the current legislation does not grant the NYDA power to tell state organs to implement programmes. The proposals made during consultations include amongst others:

1. Introduce Basic Universal Income (BIG) for the unemployed Youth
2. Develop programmes to support informal sector/survivalist entrepreneurs

3. The establishment of youth quotas for the public sector framework aimed at mandating government to adopt clear targets to ensure improved and evident representation of young people in leadership and executive positions within its departments, ensure reflective youth representation in public service Boards and Boards of State-Owned Enterprises and other key public service leadership structures
4. Consider a German-like dual-system which brings business and colleges to plan together, develop curriculum and the fields of study
5. Active participation of the NYDA in sector-specific youth strategies developed by other state organs
6. The Commission for the Promotion and Protection of the Rights of Cultural, Religious and Linguistic Communities must be evaluated by an external peer commission knowledgeable on South Africa's religious environment
7. Representation of all genders and sexualities in all three tiers of government, especially in executive spaces like the Office of the Presidency, should be increased
8. Establishment and development of a National Guideline on Meaningful Youth Engagement, for government, business, and civil society sector stakeholders to engage on best practices
9. Proposed youth Implementation Framework National Working Team to monitor and advocate for the implantation of NYP

4. Institutional Arrangements

The critical success factor for the implementation of the IYDS is the proper design and deployment of effective and efficient institutional arrangements model. Institutional arrangements are the policies, systems, and processes that organisations use to legislate, plan, manage and coordinate their activities in order to fulfil their mandate. Although the NYDA is tasked with the development of the IYDS, its implementation is not the sole responsibility of the agency. As a countrywide strategy, collective responsibility by the youth sector is required to implement the IYDS. The document is deliberately structured to make it easy for the public and private sector organisations to participate. Once the areas of intervention have been identified, the role of each stakeholders will be clearer. The main role of the NYDA is to act as a catalyst.

6.1. Financial Investment support from National Treasury

National Treasury is prescriptive about the process to be followed for the development of programmes and project budgets. The Medium-Term Expenditure Framework (MTEF) provides detailed budget projections for the next three financial years with all budgetary allocations linked to specific programmes. Projects and all budgetary expenditure must be linked back to programme and project delivery. Budget programme structures provide the key link between an institution's objectives and its detailed operational budgets. To provide this link, the budget programme structure (programmes and sub-programmes) should reflect the main areas of responsibility or service delivery within an institution's mandate. The framework for engagement, interactions and delivery of programmes being delivered through the IYDS, will require the National Treasury department to be involved. It is presently not possible to identify exactly what changes will be required, but some of the principles being considered are:

Private sector to easily invest: there may be instances where private sector organisations may want to make financial contributions directly to identified programmes and projects. Should a treasury mechanism not exist for this to be done, then one will need to be introduced. Once the funding (co-funding either match or other) has been received, the necessary systems and structures need to be established to make certain that the funds are managed correctly. Decisions need to be made on who will manage this budget, either by the line department or by treasury directly. The requirement is, therefore, for responsive, flexible, innovative methods to be employed.

Structural reorientation: there is a need for the NYDA to have structural representation on all planning committees. Where there is no committee in place, the NYDA must, at the very least, be an integral part of the planning processes (particularly where the youth issues are discussed).

Opportunities for investment to be published (easy access point): Once programme and project budgets have been developed, it will be necessary to publish all opportunities for private sector investment and involvement. The national treasury department will provide assistance on calculating the budget requirements/shortfall. This shortfall could then be met by partnering with a private sector or civil society organisations. There is a need to make the

opportunities easily visible and accessible. The mechanism for access could take on a number of forms, with contact centers or discipline-specific desks being set up in the Presidency. The specific selection will be made once the volume of requests is better understood.

Joint internal funding: there may be instances where the budgets of two departments will be combined in order to realize optimal budget utilization. The existing treasury regulations will have to be reviewed to ascertain if this is possible through the “merging” of two “line departments” budgets in project-specific areas.

6.2. Catalytic Role of the NYDA

The IYDS has been designed as a strategy that any role-player could get involved in at any point in time. The primary role of the NYDA within this strategy is to act as a catalyst. Support of the Office of the Presidency, the NYDA is able to create the political will and momentum within Government. This could allow the IYDS to gain the traction that is required for successful implementation. The opportunity to influence other Departments’ youth development programmes, must be driven by both the NYDA and the Presidency. Interactions and consultations with the youth sector suggest that the current institutional arrangements are weak and need to be revisited. The main aim is to make youth development part and parcel of what other line departments are delivering, to the point where organisational and individual performance agreements include youth development. The role is, therefore, to remove barriers to success and to assist with the development and delivery of critical success factor. Their role can broadly be described as to:

- provide planning and decision-making information for projects
- coordinate key engagements
- facilitate critical discussions and to ease projects through conceptualisation into design and ultimately implementation
- establish key partnerships with private sector organisations at national, provincial and local levels
- monitoring, evaluation and reporting requirements of the liaison function

Intergated

Treasury Advisory Support Services (Treasury)

National Treasury engagement was touched on briefly above, but it is envisaged that there will be high levels of involvement from the Department, since some of the major considerations will be about how they provide innovative solutions for utilizing private sector funding. Public and Private Partnerships (PPP) are already a model that is used by the Department. The suitability of this mechanism needs to be investigated. Should it not be possible to deliver through the PPP model, then alternatives will have to be designed, considered and implemented.

Inter-governmental Liaison (IGL) (from within NYDA) Many of the social, health, and education service delivery challenges being faced by the national government cut across departmental mandates. For example, both the Department of Health (DoH) and the Department Social Development (DSD) are responding to substance abuse. The role of the IGL is to collect, collate and present information on all departments (and organs of state) and

the projects they are running with the aim of presenting opportunities for collaboration. In addition, the IGL role include all monitoring, evaluation and reporting requirements.

NYDA Private Sector Liaison

The role of the private sector liaison desk is to act as a single point of entry into the IYDS and related programmes/projects. Project information is important to identify when, where and how private sector companies can get involved. Essentially it presents a point of entry into any programme or project focused on youth development run by Government. The IGL role also includes all monitoring, evaluation and reporting requirements of the liaison function.

Knowledge Advisory Services

A vast body of knowledge and information on youth development resides outside of the NYDA. With the National Treasury's emphasis on results-based management and evidence-based planning, it is very important that the NYDA form strategic partnerships that will provide them with access to these bodies of knowledge. The main targets for these partnerships are public and private research institutes as well as universities.

Marketing, Communication and Public Relations (multiple locations driven by NYDA)

The IYDS represents a considerable departure from how the nation traditionally organised its response to youth development. Currently, the approach is thoroughly integrated and requires coordination and collaboration between the public, the private sectors and the civil society. The role-players are still the same, but the 'rules of engagement' have changed. In order to ensure that everybody understands how the landscape has changed, it will be necessary to have a strong marketing, communications and media campaign.

Civil Society Liaison

The civil society liaison is the same as the private sector liaison. The only difference being the 'customer' base that they service.

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WORKING DRAFT FOR DISCUSSION

APPENDIX A: Overview of legislation that impacts on youth development

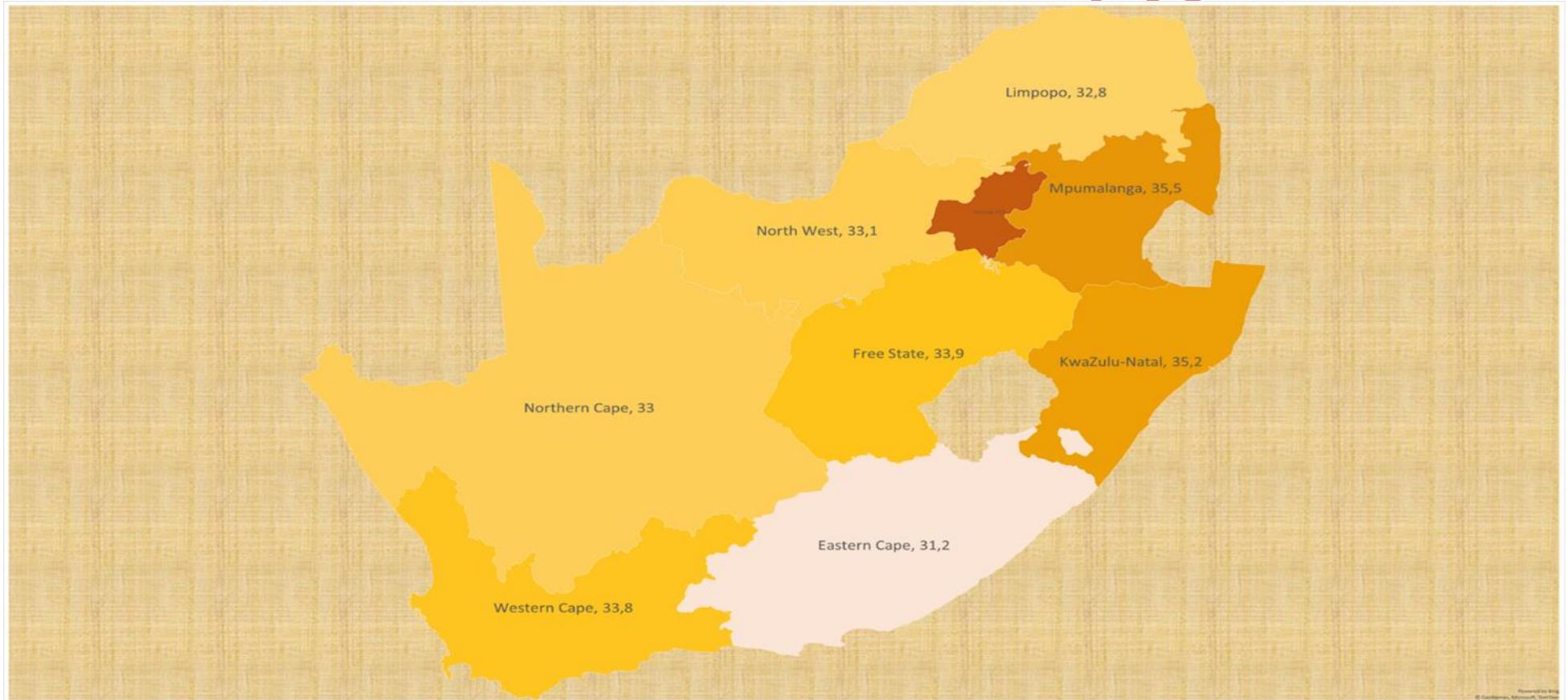
Legislation	Brief Description
Policy Mandate	
The Constitution of the Republic of South Africa (Act 108 of 1996)	<p>The Constitution is the supreme law of the country that entrenches specific rights, responsibilities and an ethos that everyone in South Africa must uphold. In the Bill of Rights, specific human rights are guaranteed and these rights and responsibilities guide the inherent rights and responsibilities of everyone, including youth. Socio-economic rights like the right to education, to health, and to livelihood are entrenched.</p>
The National Development Plan (NDP)	<p>The NDP is a plan to unite South Africans, unleash the energies of its citizens, grow an inclusive economy, build capabilities, and enhance the capability of the state and leaders working together to solve complex problems.</p> <p>The National Development Plan (NDP) offers a long-term perspective. It defines a desired destination and identifies the role different sectors of society need to play to reach that goal.</p> <p>As a long-term strategic plan, it serves four broad objectives:</p> <ul style="list-style-type: none"> • Providing overarching goals for what we want to achieve by 2030. • Building consensus on the key obstacles to us achieving these goals and what needs to be done to overcome those obstacles. • Providing a shared long-term strategic framework within which more detailed planning can take place in order to advance the long-term goals set out in the NDP. • Creating a basis for making choices about how best to use limited resources. <p>The Plan aims to ensure that all South Africans attain a decent standard of living through the elimination of poverty and reduction of inequality. The core elements of a decent standard of living identified in the Plan are:</p> <ul style="list-style-type: none"> • Housing, water, electricity and sanitation

Legislation	Brief Description
Policy Mandate	
	<ul style="list-style-type: none"> • Safe and reliable public transport • Quality education and skills development • Safety and security • Quality health care • Social protection • Employment • Recreation and leisure • Clean environment • Adequate nutrition
Preferential Procurement Policy Framework Act (2000)/Preferential Procurement Regulation (2017)	<p>Preferential procurement in South Africa is not only about proper financial management of public monies, it also presents an opportunity for government to correct the socio-economic imbalances of the past by awarding government work to individuals or institutions disadvantaged by historical practices.</p> <p>The purpose of this act is to enhance the participation of historically disadvantaged Individuals (HDIs) and the small, medium and micro enterprises (SMMEs) in the public sector procurement system.</p> <p>Procurement is regulated in the South African Constitution in the provisions dealing with general financial matters, imposing certain obligations on government entities to ensure the proper and responsible expenditure of public funds. The South African Constitution requires that when government entities engage in any</p>

Legislation	Brief Description
Policy Mandate	
	<p>procurement they must comply with five key principles set out in the Constitution. These five pillars stipulate that the procurement process must be equitable, transparent, fair, competitive and also result in cost-effectiveness for that public institution.</p>
<p>The New Growth Path (2011)</p>	<p>This emphasises the need for the state to create jobs through:</p> <ul style="list-style-type: none"> • direct employment schemes • targeted subsidies and an • expansionary macro-economic package • supporting labour absorption activities • generate large-scale employment • create of incentives and support mechanisms to encourage the private sector to invest in new ventures • extend existing operations and concentrating resources in areas that yield the most jobs will ensure the greatest impact
<p>National Youth Development Agency (NYDA), Act Number 54 of 2008</p>	<p>NYDA to develop an integrated youth development plan and strategy for South Africa.</p> <p>It must initiate, design, coordinate, design, evaluate and monitor all programmes aimed at integrating the youth in the economy and society in general</p>

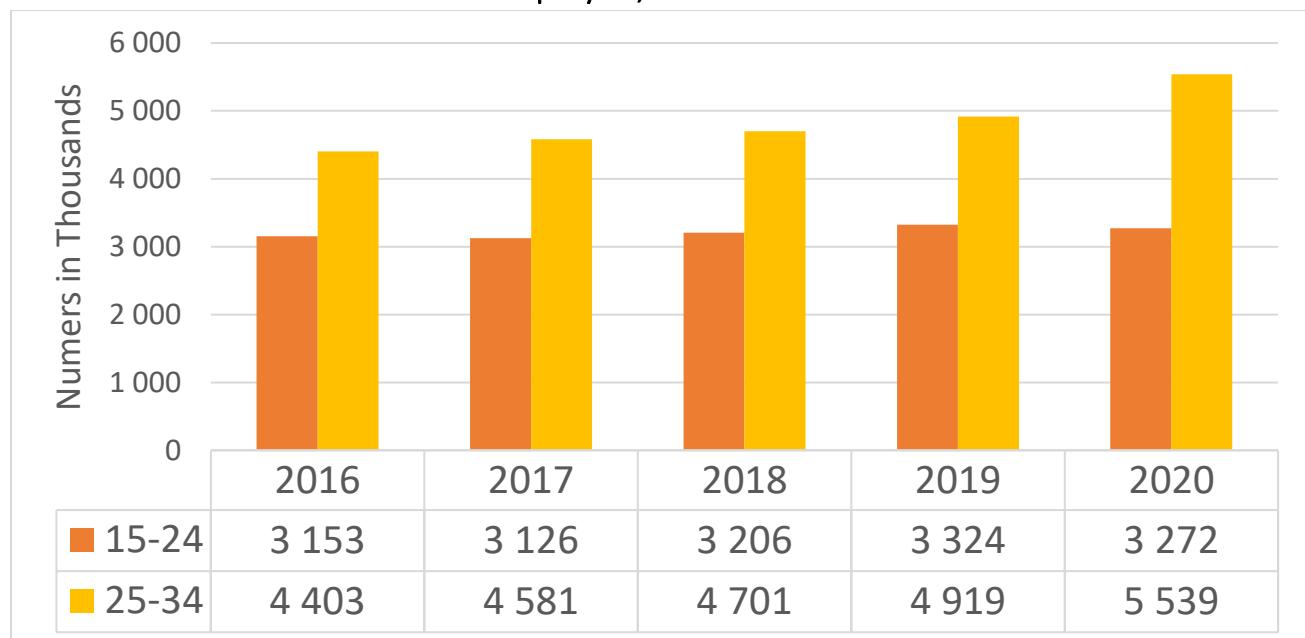
Legislation	Brief Description
Policy Mandate	
Broad Based Black Economic Empowerment Act 53 of 2003	<p>Promotes achievement of constitutional right to:</p> <ul style="list-style-type: none"> • equality through redress • increase in broad based and effective participation of black people in the economy <p>promote equal opportunity and equal access to government services</p>
Skills Development Act of 1998 (as Amended in 2010)	<p>This emphasises the state to promote the following amongst others:</p> <ul style="list-style-type: none"> • to improve the quality of life of workers, their prospects of work and labour mobility; • to improve productivity in the workplace and the competitiveness of employers; • Establishment of national Skills authority • Establishment of SETAs • to improve self-empowerment; and • to improve the delivery of social services

APPENDIX B: Percentage distribution of youth in each province, 2020



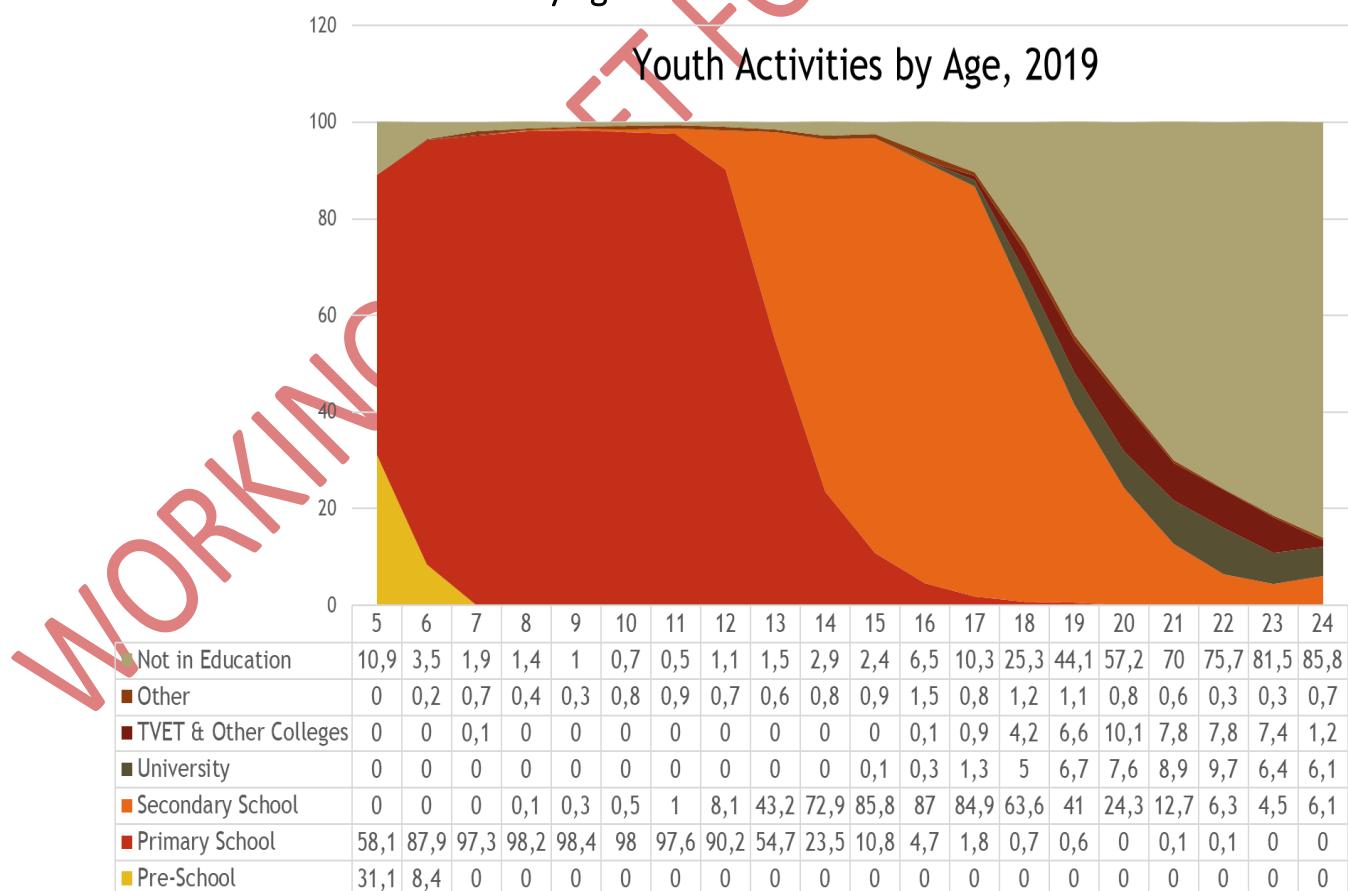
Source: StatsSA (2020) Mid -year Population Estimates

APPENDIX C: Number of Youth (15-24 & 25-34) in '000', Not Attending Any Educational Institution and Not Employed, 2016-2020

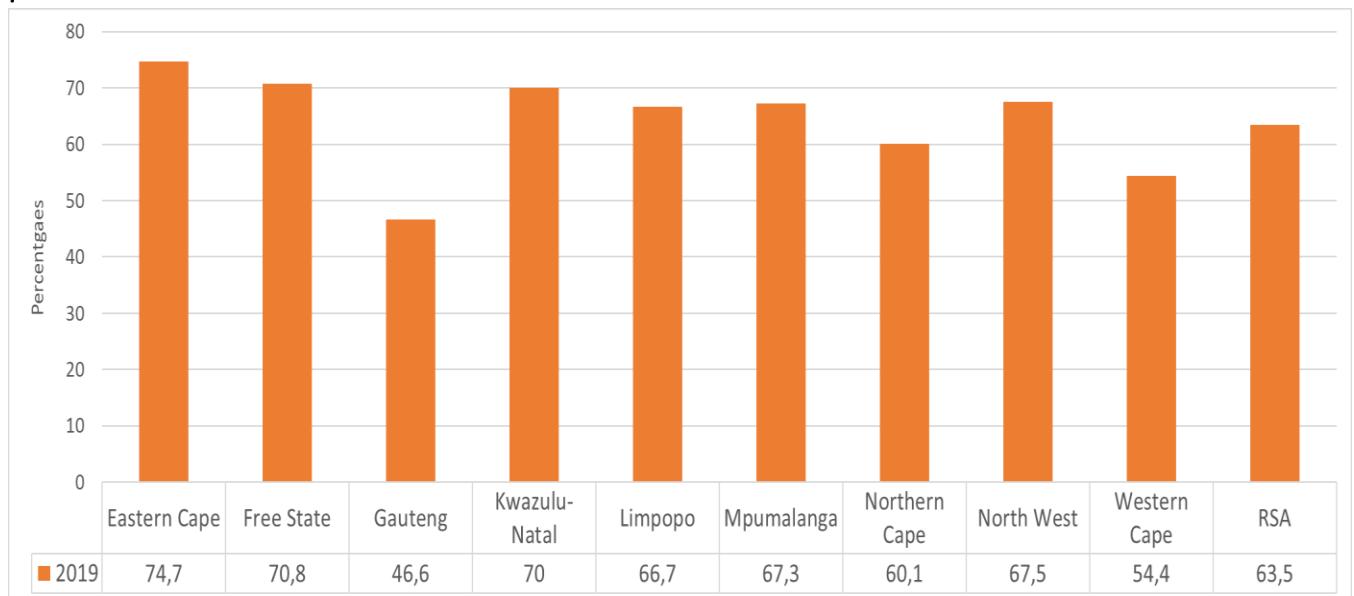


Source: Stats SA (2016 -2010) Datasets

APPENDIX D: Youth Activities by age

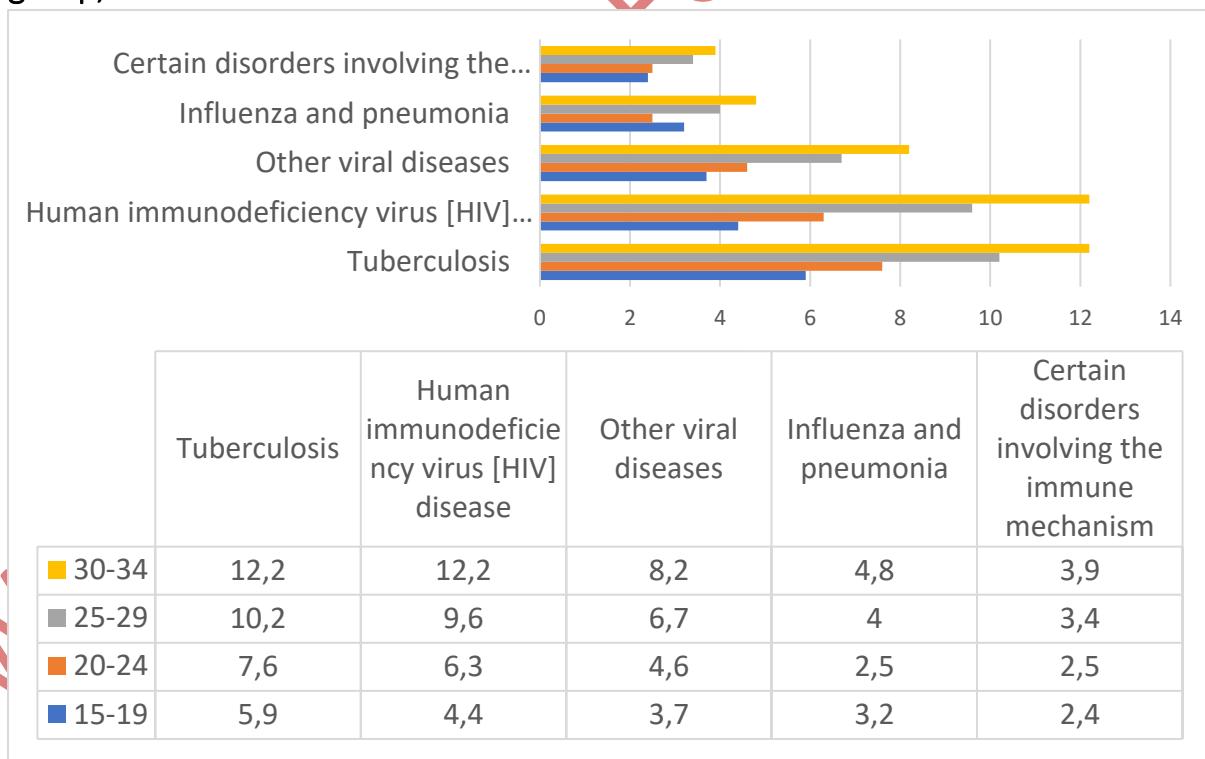


APPENDIX E Percentage of learners in schools receiving social grants by province



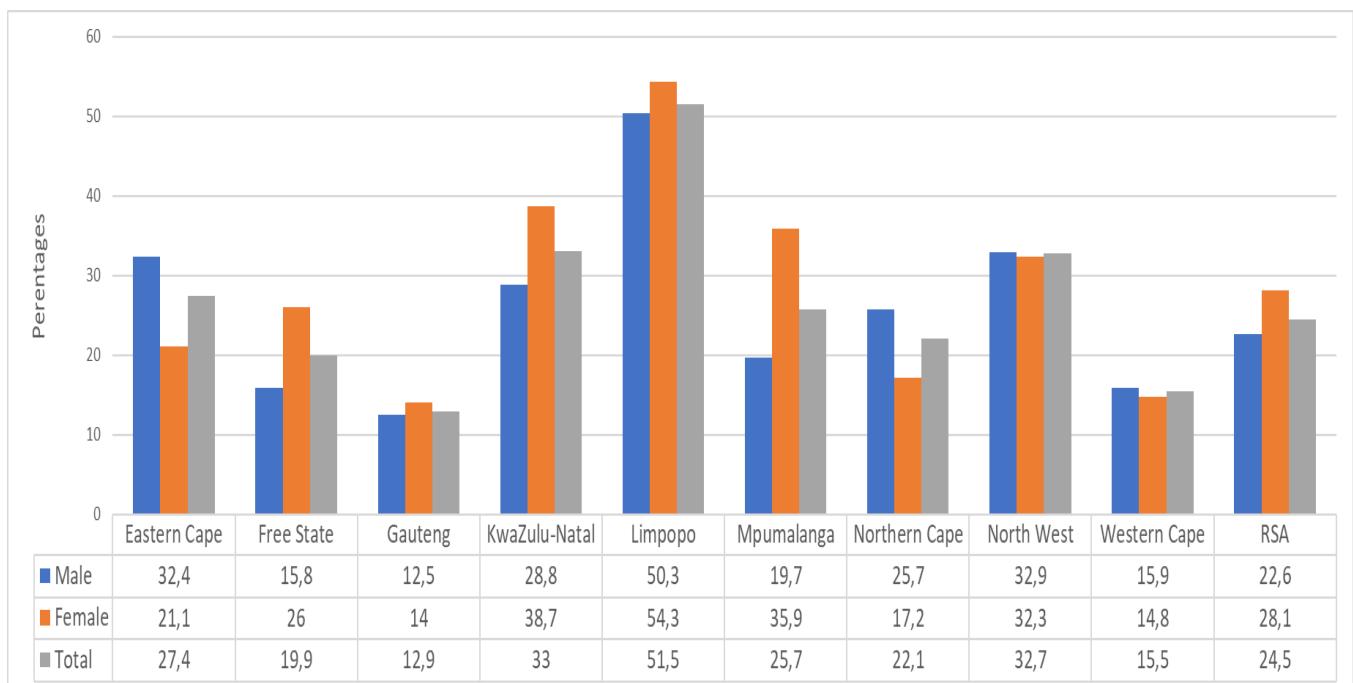
Source: StatsSA (2020) GHS 2019

APPENDIX F: Top five leading natural causes of death among the youth by age group, 2017



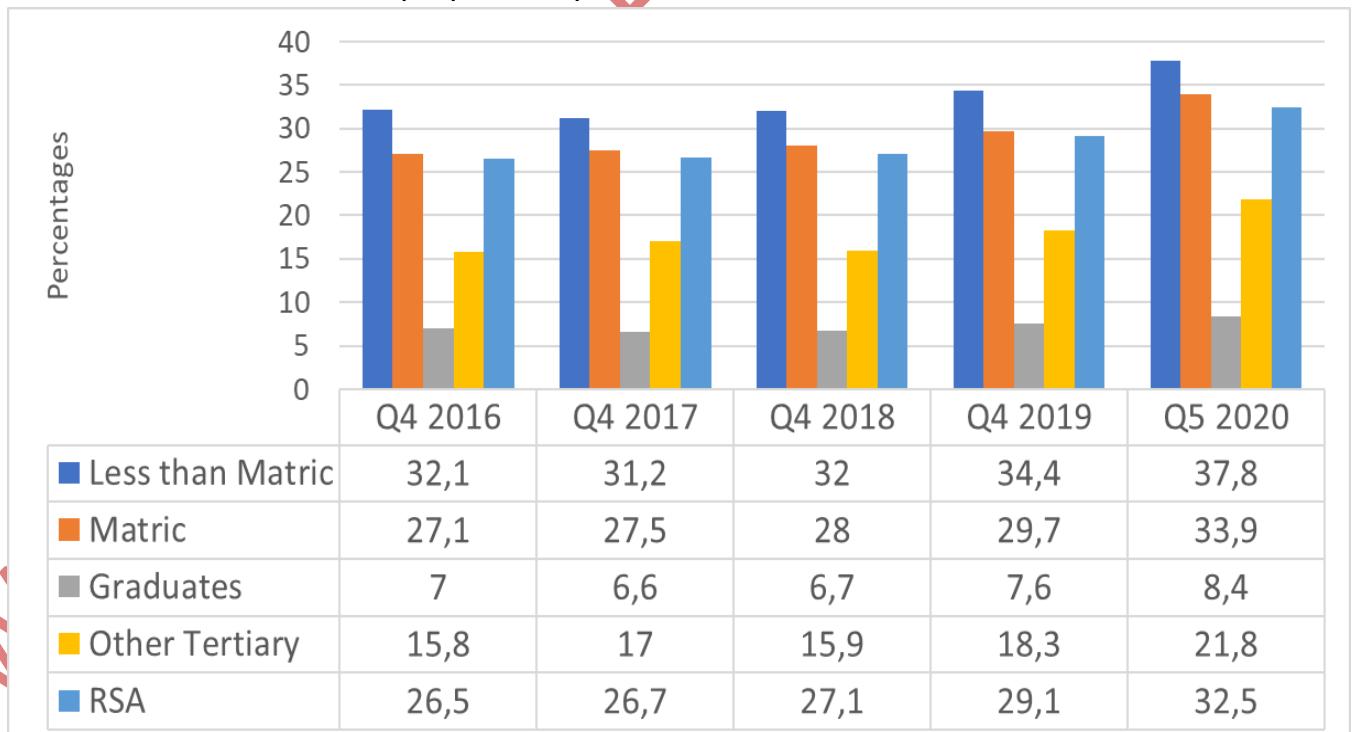
Source: StatsSA (2020) Determinants of health among the youth aged 15–34 years in South Africa

APPENDIX G: Youth-headed households classified as low-income households, 2018



Source: StatsSA (2020) Marginalised Groups Indicator Report 2018

APPENDIX H: Table: Unemployment by level of education, 2016-2020



Source: StatsSA (2016-2020) Quarterly Labour Force Surveys datasets