

DEPARTMENT OF PLANNING, MONITORING AND EVALUATION
NOTICE 48 OF 2020

DRAFT NATIONAL YOUTH POLICY 2030



Draft National Youth Policy 2020 -2030

A decade to accelerate a positive
youth development impact

#NYP2030



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Women, Youth and Persons with Disabilities
REPUBLIC OF SOUTH AFRICA



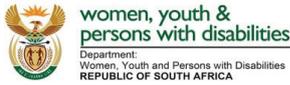
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CONTENTS

1. BACKGROUND	3
2. INTRODUCTION	3
3. RATIONALE	4
3.1. Impact of the previous policy and general government policies	5
4. CONTEXT AND LEGISLATION	4
4.1. Vision	11
4.2. Goal	11
4.3. Objectives	11
4.4. Desired policy outcome	12
4.5. Legislative and policy frameworks	13
4.6. Values and principles	14
4.7. Youth development institutions	14
5. DEFINING OF YOUTH IN A SOUTH AFRICAN CONTEXT	18
6. SITUATION ANALYSES AND CHALLENGES	10
6.1. Unemployment and joblessness	18
6.2. High drop-out rates and inadequate skills development	19
6.3. Inadequate framework for youth work	21
6.4. Poor health, high HIV/AIDS prevalence, and high rates of violence and substance abuse	21
6.5. Lack of access to sporting and cultural opportunities	22
6.6. Lack of social cohesion and volunteerism	22
6.7. Disability and exclusion	23
6.8. Policy priorities	23
7. POLICY PROPOSALS	16
7.1. Quality Education, skills and second chances	23
7.2. Economic transformation, entrepreneurship and job creation	27
7.3. Health care and combating substance abuse	34
7.4. Nation-building and social cohesion	36
7.5. Effective and responsive youth development institutions	39
8. Accelerating services and programmes to young people/ What makes this policy different	41
9. CONCLUSION	41

DRAFT NATIONAL YOUTH POLICY 2030



1. BACKGROUND

The National Youth Policy (NYP) for 2020-2030 (NYP 2030) is a cross-sectoral policy aimed at effecting positive youth development efforts from local, provincial and national levels in South Africa. It is developed by young people, for all young people in South Africa, with the intent to redress the wrongs and injustices of the past and to deal decisively with new and emerging challenges and needs of the country's youth.

This strategic document 2030 builds on South Africa's first and second NYPs, which covered the period 2009–2014 and 2015–2020 respectively. It improves upon and updates the previous policies by speaking to the new challenges that South Africa's youth face, while acknowledging that there is more to be done to address the challenges identified in the previous NYP. It takes into cognisance the realities that face the country's economy and indeed that of Africa and the rest of the developing world, and places the potential inherent within young people (human capital) as an untapped potential that should be harnessed and employed for the benefit of society as a whole.

The policy outlines interventions to enable the optimal development of young people, both as individuals and as members of South African society, enhancing their capabilities to transform the economy and the country. The integrated youth development strategy, which will articulate in detail how the implementation of the interventions should be carried out, will be reviewed in the months following government's adoption of the policy. This policy can only be successful through intentional efforts and coordination among different government and public bodies, civil society actors including the private sector. The Monitoring and Evaluation Framework, containing high level indicators will be revised and adopted in order to improve accountability through monitoring, evaluation and auditing.

2. INTRODUCTION

The policy is informed by the South African Constitution, the National Development Plan (NDP), the twenty-five (25) year review recommendations, mid-term assessment report on the implementation of NYP 2020, the African Youth Charter (2006), the United Nations World Programme of Action for Youth to the Year 2000 and Beyond (1995), and various other policies.

The NDP is anchored on the Constitution's vision of a prosperous, democratic, non-sexist, non-racist and equal society. By 2030, the plan seeks to create an inclusive society that builds the capability of its active citizenry. The NYP 2030 shares this vision, built on the belief that South Africa has the potential and capacity to eliminate poverty and reduce inequality over the next decade. This requires a new approach – one that moves away from passive citizenry towards a socially and economically included society in which people are active champions of their own development, supported by an effective government.

This policy places young people as key players in the development of their lives, communities, nations, the continent and indeed the globe. They possess skills, knowledge, attitudes and capacities that, if well harnessed, can lift South Africa out of this current quagmire of high unemployment, poverty, inequality, negative health outcomes and underdevelopment. South Africa needs consistent, well planned and executed processes and opportunities that allow young people to develop and realise their potential. This policy avoids quick fixes that divert attention from the complex institutional and systematic issues that need to be addressed. It should thus not be seen as a panacea for all youth development challenges. It is an advocacy tool that aims to ensure that all levels of society see youth development as a key to the development of the country, and make the necessary investments for long term sustainability. Talking about the centrality of youth development alone is not enough. Tangible commitments, resourcing and action by all stakeholders working in partnership with young people themselves is more vital. We need to develop capabilities as part of a long-term solution, which will open opportunities for the youth to participate in and take advantage of what South Africa has to offer.

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3. RATIONALE

According to Statistics South Africa (2019), young people aged 15-34 constitute 37 percent of the country's population (20 640 722). This presents a powerful resource for the country, provided the youth are supported and able to become active members of society. The NDP states that: "Having a relatively young population can be advantageous, provided the majority of working-age individuals are gainfully employed...The challenge is to convert this into a demographic dividend. This will only be possible if the number of working-age individuals can be employed in productive activities" (2012: 98). Yet social norms continue to sideline young South Africans, treating political and economic participation as the prerogative of older people, which is why there is a continued need for policies and implementation frameworks that pay deliberate attention to youth concerns.

Youth-targeted interventions are needed to enable young South Africans to actively participate and engage in society and the economy. The marginalisation of young people is primarily manifested in high youth unemployment. In a job-scarce environment, joining the world of work is particularly difficult for young people. Unemployment, specifically amongst the youth, has been declared a national crisis by the 6th Administration. This indicates the seriousness of the issue, but also indicates the political will to deal decisively with the issue, through economic and other reforms, which we expect to bear fruit in the short, medium and long term.

High youth unemployment is not a uniquely South African problem. In 2019 the International Labour Organisation (ILO) indicated that, at a global level, youth labour force participation rates are falling as educational enrolment rises. The global labour force participation rate for young people aged 15 to 24 declined significantly between 1993 and 2018, falling by 15 percentage points to reach 42 per cent at the end of that period. This trend can be ascribed mainly to the rising rate of educational enrolment among young people. Globally, the gross enrolment ratio in secondary education rose from 55 per cent in 1993 to 77 per cent in 2017; in tertiary education, it increased from 14 per cent to 38 per cent over the same period (UIS, 2018). In 2018, the youth labour force participation rate was highest, at 57 per cent, in low-income countries; the lowest value (36 per cent) was observed in lower-middle-income countries. In upper-middle-income countries, the youth participation rate has declined by more than 20 percentage points since 1993, reaching 44 per cent in 2018, a level similar to that recorded in high-income countries (45 per cent). However, the gross enrolment ratio in tertiary education in upper-middle-income countries (52 per cent in 2017) is still significantly lower than in high-income countries (77 per cent).

Locally, according to the results of the Quarterly Labour Force Survey (QLFS) for the third quarter of 2019 released by Statistics South Africa, the official unemployment rate stood at 29.1%, which is the highest joblessness rate since 2008. In general, youth unemployment has remained stubbornly high. More worryingly, the unemployment rate of youth aged 25-34 was more than double that of the age group 45-54 (35.6% vs 17.2%). In the same period, unemployment rate for youth aged 15-24 stood at almost 58%.

In terms of NEET, the percentage of young persons aged 15-24 years who were not in employment, education or training (NEET) decreased slightly by 0,9 of a percentage point to 32,3% (or 3,3 million) in quarter 2 of 2019, compared to quarter 1 of 2019. Of the 20,4 million young people aged 15-34 years, 40,3% were not in employment, education or training, which was a decrease of 0,3 percentage points compared to quarter 1 of 2019. According to Stats SA, the majority of South Africa's youth often falls within one of three categories: uneducated, unemployed, and unemployable.

Although young people are less likely to be employed than older people, they typically have more years of schooling. Those with a tertiary degree have a significantly better chance of finding employment.

A youth-specific policy that focuses on increasing employment chances for young people is needed to prevent the profound personal and social effects of unemployment. Young people who cannot earn their own living find it difficult to move out of their parents' homes and be self-sustainable. They are often marginalised by their communities, unable to find a way to engage meaningfully with society. Young people generally do not qualify for the Unemployment Insurance Fund because

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it only covers those who have previously held a job. The social wage is also not available to help youth cover the cost of seeking work.

This policy acknowledges the many young people who drive community and youth development initiatives and are committed to transforming the lives of others.

However, it is also true that young people are both the victims and perpetrators of crime. Research by the Institute for Security Studies (2003) indicates that the 12 to 21 age group has the largest number of offenders and victims compared to other age groups in South Africa. Young people's risky behaviour leads to high morbidity and mortality rates – they face the highest HIV/AIDS infection rates. HIV prevalence peaks in women aged between 30 and 34 years (36.8 percent). In 2013, 2 515 of the total 5 698 transport-related deaths in South Africa were young people. Similarly, 69 percent of deaths due to assault and 59 percent due to intentional self-harm occurred among those aged between 15 and 34 years.

A recent study¹ found that generally females had higher rates of HIV prevalence than males. HIV prevalence among adults aged 15 to 49 years in South Africa was at 20.6%, 26.3% among females and 14.8% among males in 2018. According to the study, the disparity in HIV prevalence by sex was more pronounced among young adults aged 20 to 24 years, and was three times higher among females than males.

3.1. Impact of the previous policy and general government policies

This section will be informed mainly by the 25-year review report, NYP midterm review and the quarterly reports on the implementation of the NYP 2020.

Youth development and empowerment forms a key focus of government's interventions. This review highlights the major achievements against the five (5) prioritised strategic focus areas of the 2009-2014 and 2015-2020 youth policies, namely: (i) Education, skills and second chances; (ii) Economic Participation and Transformation; (iii) Health and well-being; (iv) Social Cohesion and nation building; and (v) Effective and responsive youth development machinery.

When assessing progress against prioritised areas of the NYP 2020, in the area of Education, Skills and Second chances, the intention is to improve access to quality education, to unlock the potential of young people by building their capabilities. South Africa made gains in promoting access to education and training. This is evidenced by educational attainment outcomes, which continue to improve, resulting in improved access to educational facilities and services. From 1994 to 2016, there was increase in the number of learners with post school qualifications from 1.7million to 3.6million. Furthermore, since 1994 to 2016, enrolments in Universities almost doubled, with an increase from 495 356 to 975 837. There was also increased participation by historically disadvantaged youth groups in education at all levels over the past two decades, particularly in primary and lower secondary education.

The above increased enrolments are due to an increasing number of students who are financially supported, mainly through no-fee schools and the National Student Financial Aid Scheme (NSFAS), addressing socio-economic inequalities often manifesting in racial terms, with black people being the most disadvantaged. The #FeesMustFall movement, which demanded that decolonised education be made freely available to all students, also resulted in the government's announcement of an allocation of R57-billion over the next three years (2018/19-2020/21), to fund free education for students who come from poor or working-class families, with a combined income of up to R350 000.

It is important to note the advent of the Fourth Industrial Revolution (4IR) demands that the youth be equipped with specific skills sets because on average, a third of the skills sets required to perform today's jobs will be wholly new by 2020. In this instance, digital inclusion of South Africa's youth is also one of the major success stories, showing effective implementation of the recommendations of the Industrial Policy Action Plan (IPAP). The IPAP recommendations, which promoted digital

¹ South African National HIV Prevalence, Incidence, Behaviour and Communication Survey, 2018

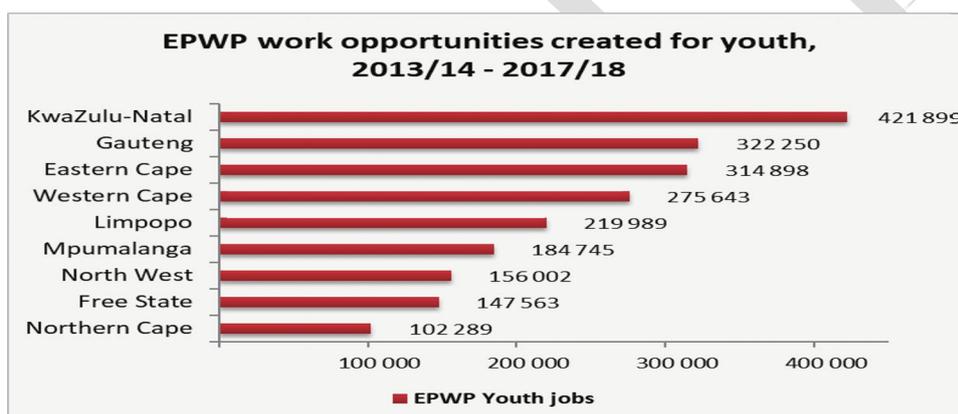
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growth and creating 'digital' society, were very effective in ensuring that there was (i) an enabling framework to ensure digital growth; (ii) that the necessary infrastructure was created to host a 'digital' society; (iii) that universal access to digital hardware and software become available; and (iv) that digital innovation is being encouraged. It is expected that the National E-Strategy published in 2017 will build further on the successes of IPAP.

To ensure Economic Participation and Transformation, the central goal of the RDP was to create a strong, dynamic and balanced economy in order to address socio-economic imbalances. In this case, the government has implemented several public employment programmes, which primarily targeted youth, including: Community Works Programme (CWP); Expanded Public Works Programme (EPWP); National Rural Youth Service Corps (NARYSEC); youth cooperatives and youth entrepreneurs (e.g. NYDA funded); (v) skills training (e.g. learnerships funded by SETAs); Jobs Fund; Employment Tax Incentive (ETI); and Youth Employment Service (YES).

As of December 2018, of the 4.3 EPWP million work opportunities created, 2 million targeted the youth. Figure 2 below illustrates EPWP opportunities created per province.



Source - Economic Development Department, 2018

Another example is the Youth Employment Service (YES), an initiative formed through partnership by public, private and civil society aimed at increasing youth employability. The scheme provides quality, one-year work experience, that comes with training (both technical and emotional), to equip the young person to succeed beyond the programme. Its recorded achievement is that 13 593 work opportunities were created from 191 businesses, which signed up with the programme by March 2019. Another example of progress is the Employment Tax Incentive (ETI), which came into effect on 1 January 2014. The ETI has had a positive impact on youth employment numbers, supporting 645 973 youth jobs by March 2017. It is a useful policy initiative that can be used to advance youth employment. The ETI should enjoy greater profiling amongst employers to encourage uptake of young people.

Furthermore, there has been an increase in youth owned businesses, from 595 000 in 2015 to 641 000 in 2016. Overall, youth owned businesses, have increased by 7.7%, with Gauteng accounting for approximately a quarter (26%) of all youth businesses in South Africa. Pertinent growth on age distribution of small businesses is also notable in the 20-24 (15.9%) and 30-34 (7.6%) age groups.

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Lastly, with regard to access to land, statistics show that between April 1994 to March 2018, 4 903 030 hectares were redistributed, through the Land Redistribution Programme and that benefitted 306 610 beneficiaries (less than 10%), of which 35 615 are youth and 775 are people with disabilities.

There were also several interventions aimed at improving the Health and well-being of youth, inclusive of the following: (i) Promulgation of the 1996 Choice of Termination Pregnancy Act 92; (iii) Prevention of and Treatment for Substance Abuse Act, Act No. 70 of 2008 (iv) Integrated School Health Policy (ISHP); (v) Child Support Grants; (vi) the 'She Conquers Campaign'; (vii) national campaigns such as 'Love Life' and 'Khomani'; (viii) the National Drug Master Plan 2013 – 2017; (ix) the 'Ke Moja' (I'm fine without drugs) campaign; and (x) Thuthuzela Care Centres. National Adolescent and Youth Health Policy 2016-2020;

In the first decade of democracy, successful HIV prevention programmes campaigns such as Khomanani and Lovelife, which have amongst others, contributed to this decline, with their programmes reaching a staggering 1.5 million young people annually. Subsequently, adolescent and youth focuses policies were developed focusing on innovative, youth-oriented programmes and technologies to promote the mental health and wellbeing of adolescents and youth; providing comprehensive, integrated sexual and reproductive health services; testing and treating young people for HIV and TB, and retaining patients within healthcare services through supporting better adherence to medicines; preventing violence and substance abuse; promoting healthy nutrition and reduce obesity and empowering adolescents and youth to engage with policy and programming on youth health. The health sector's B'WISE Mobisite was launched in 2017, which is a social media platform that provides young people with information on a diversity of health issues. This site is interactive and young people are able to enquire about health issues and receive responses.

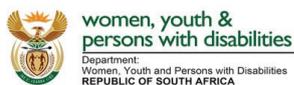
However, other campaigns addressing health related problems such as HIV infections, teenage pregnancy, education, sexual and gender based violence, drugs as well as employment have evidently had limited impact, given that many social challenges are still prevalent and continue to intensify.

The focus of Social Cohesion and Nation Building is on creating unity of purpose to overcome the obstacles preventing prosperity and equity. Government conceptualised and implemented the National Youth Service (NYS) Programme in partnership with the civil society organisations. The aim of the programme is to instil a culture of service, inculcate patriotic citizenship, we find that civic education changed the structure of students' orientations: a "democratic values" dimension coalesces more strongly, and in greater distinction, from a "political competence" dimension among students exposed to civic education than among those with no such training. through civic education so that young people can understand their civic duty as responsible contributing citizens. For unemployed and unskilled youth, the programme provides participants with an opportunity to learn technical skills necessary to enable them to enter the world of work. In the past 3 years between 2016/17 and 2018/19, the programme reached more than 127 000 young people. To improve coordination, resourcing and increase reach of the NYS, a National Youth Service Framework was developed and approved by Cabinet.

In addition, with regard to young people's participation in the elections, there has been increase in voter registration across all youth age groups in the municipal elections held between 2006 and 2016, and the general elections held between 2009 and 2014. Encouragingly, the latest Independent Electoral Commission (IEC) figures recorded over 500 000 new registered voters, of which over 81% are under the age of 30 years. To make sure the youth take leadership in the realisation of the Constitutional vision, the workbooks and booklets on the Bill of Responsibility; African Union (AU) flag; South African Flag; and national symbols were produced and distributed to schools. The Department of Sports, Arts and Culture remains at the forefront of efforts to building a national identity and to foster unity.

To ensure Effective and Responsive Youth Development Machinery, youth development was institutionalized in line with the NDP's provision for the well-run and effectively coordinated state institutions. In the youth sector, the dedicated institutions which primarily deliver services to young people in support of holistic, integrated and sustainable development, were established since 1994, namely: National Youth Commission (NYC); Provincial Youth Commissions; South African Youth Council (SAYC); Umsobomvu Youth Fund (UYF); Youth Unit in the DWYPD; Youth units/desks across the three spheres of government; National Youth Development Agency (NYDA); and the Presidential Youth Working Group (PYWG).

DRAFT NATIONAL YOUTH POLICY 2030



The progress made by the established youth development institutions entails development of national and provincial youth policies and strategies; advocacy; lobbying; providing a platform for youth participation in development processes; job creation; skills development; monitor and evaluate implementation of youth programmes; joint planning. The key milestone was development of the National Youth Policies 2009-2014 and 2015 to 2020, which guide youth development stakeholders on policy priorities within the sector. Again, the Monitoring and Evaluation framework provides for a set of measures used to assess if youth development activities are achieving the desired results.

4. CONTEXT AND LEGISLATION

In an effort to entrench holistic, integrated and sustainable youth development in South Africa, the government has from the dawn of democracy initiated and developed several legislation, policies, programmes and plans. Principal among these is the Constitution of the Republic of South Africa (1996), which entrenches the rights, responsibilities and principles, which all South Africans must uphold. It lays the foundation for youth economic empowerment in the Bill of Rights and affirms the values of human dignity, equality and freedom. Since the dawn of democracy, there were several key legislation, policies and programmes which primarily advanced youth development. The key legislation, policies and programmes underpinning youth development include:

- **Reconstruction and Development - RDP (1994)** The RDP integrates growth, development, reconstruction and redistribution into a unified programme and prioritised education and social development to respond to the dire social conditions that affected young South Africans during Apartheid. However, the RDP mainly failed to deliver in terms of economic growth;
- **Probation Services Act (1994)** as amended, emphasises the importance of assessing all arrested children in conflict with the law within a stipulated time frame and ensures that probation officers, who are social workers, are appointed by the Minister to provide psycho-social services and support to those children;
- **Growth, Employment and Redistribution (GEAR) strategy** was introduced in 1996 to stimulate faster economic growth. However, there is no specific mention of youth in South Africa's GEAR policy. This is not surprising as GEAR was a macroeconomic strategy (Department of Finance, undated). Under the GEAR strategy, low levels of economic growth and private investment were still insufficient to contribute to the reduction in unemployment, and the policy achieved limited success with the distribution of wealth. While the GEAR strategy was adequate for the achievement of macroeconomic objectives, it clearly fell short with regard to the social challenges of the country, most notably poverty reduction and employment creation.
- **White Paper for Social Welfare (1997)** places emphasis on the needs and challenges of the youth as well as the specific interventions that ensure development of young people. It was the first government policy document to articulate the need to professionalise youth work in an effort to build capacity for those responsible for providing youth development services;
- **National Youth Commission Act, Act No. 19 of 1996** establishes the National Youth Commission (NYC) – a statutory national body for youth development responsible for policy making, advocacy, lobbying and coordination. At provincial level, the Provincial Youth Commissions were also established through province-specific legislations;
- **Accelerated and Shared Growth Initiative for South (ASGISA)** replaced GEAR in 2005 with the aim of decreasing poverty and halving unemployment by 2014. ASGISA highlighted the importance of the youth and in particular targeted unemployed graduates for jobs or learnerships (O'Malley, 1994). Despite several measures to promote youth development (i.e. youth advisory centres, enrolment of young people in the National Youth Service, expanding

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the reach of business support system to young people, intensifying the Youth Co-operative Programme and close monitoring of the impact of programmes on youth skills training and business empowerment),

- **National Development Plan - NDP (2012)** is the country's vision 2030 that adopted a 'youth lens' approach and promotes service linked scholarships and the idea of social partnership with employers. As South Africa's long-term socio-economic development roadmap (NPC, 2012), the NDP was adopted as the cornerstone and blueprint for a future economic and socio-economic development strategy. Generally, it is regarded as a policy blueprint for eliminating poverty and reducing inequality and unemployment in South Africa by 2030. Therefore, the commitment to empower and develop young South Africans is prominently engrained in the 2030 National Development Plan;
- **National Youth Policy (NYP) 2009-2014** and the current 2015-2020 policy intentionally enhance the capacities of young people through policy priorities that address their needs; promote positive outcomes; and provide an integrated, coordinated package of services, opportunities, choices, relationships and support necessary for young people's holistic development, particularly those outside the social, political and economic mainstream;
- **African Youth Charter (AYC)** was ratified and signed by South Africa in 2008. It is a legal document that provides for youth empowerment and development at continental, regional and national levels. It prioritises promotion of: education, skills, competence development, employment, sustainable livelihoods, youth leadership and participation, health, welfare, peace, security, environmental protection, cultural and moral values;
- **National Youth Development Agency Act no. 54 of 2008** is the founding legislation for the National Youth Development Agency (NYDA), an entity of government established through the merger of the NYC and UYF to intensify implementation of youth development interventions. The Act provides for its establishment; functions and objectives; management and governance; financing; and administration of the agency;
- **New Growth Path Framework (2010)** asserts that in order to achieve its employment-related objectives, young people need to be exposed to work experiences through education, skills development, and internships that need to be stepped up (Economic Development Department, 2011). The NGP recognised that structural unemployment remained extremely high, poverty continued to affect millions, oppression of workers continued, and inequalities were deeper than ever before. It was envisioned to accelerate growth in the South African economy, and to do so in ways that rapidly reduce poverty, unemployment and inequality. To help overcome these structural challenges and contribute to the achievement of higher levels of economic growth, the NGP was seen as a necessary policy;
- **Youth Employment Accord (2013)** signed by government, organised businesses, organised labour, and youth formations, seeks to improve education and skilling of young people by assisting them in finding jobs or start their own businesses. As part of the Accord, government commits itself to increasing the number of people employed in the public sector, while other sectors have also set their own youth development targets;
- The **Employment Services Act** was passed in April 2014 by the Department of Labour. It aims at creating an enabling environment for job creation through employment promotion to improve the prospects of those looking for work by training and job matching. In terms of youth, it aims at providing specialised services to access work with government requiring registration of job seekers as well as job vacancies and other placement opportunities, and acting as an intermediary. Given very high cellular telephony penetration rates in the South African market, there seems to be extensive scope to explore available technologies to improve the accessibility and, indeed, the evaluation of such services.

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- **National Youth Service (NYS) Framework (2017)** is a national flagship project that aimed at engaging young people in a disciplined process of a valued and necessary service to the communities in which they live, while increasing their skills and providing them with access to opportunities;
- **Monitoring and Evaluation (M&E) Framework for the National Youth Policy (2018)** provides for a set of measures used to assess if youth development activities are achieving the desired results. It guides all stakeholders, as the implementing agents, on what to report on or against, while providing aggregated reliable data and information on key indicators; and
- **Integrated Youth Development Strategy (2019)** is a framework within which all youth-related work in South Africa would be coordinated in order to build relationships, foster information sharing, avoid duplication, and ultimately maximise impact.

Collectively, the above legislation, policies, programmes and plans were intended to illustrate commitment to youth development by promoting social justice for the youth by ensuring that young people's rights to equity and economic participation (inclusive of employment and equitable income distribution) are upheld. They also established primary youth development institutions and provided for young people's access to services, social integration, and inclusion in communities and society at large.

Legislative and policy frameworks

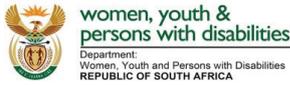
The NYP 2030 is part of a rich legislative and policy framework that is defined by the South African Constitution (1996) and guided by an internationally informed rights-based approach to growth and development. The policy is informed by, and interacts with, various pieces of legislation and policies in an integrated manner. The most influential of these are discussed below.

The Constitution of the Republic of South Africa entrenches specific rights, responsibilities and principles that all South Africans must uphold. It lays the foundation for youth economic empowerment and, in the Bill of Rights, enshrines the rights of people (including the youth) and affirms the values of human dignity, equality and freedom.

The National Development Plan provides an aspirational vision of South Africa in 2030 and the context within which all youth oriented programmes should be located. Through its "youth lens", the NDP highlights the following proposals:

- Provide nutrition intervention for pregnant women and young children, ensure universal access to two years of early childhood development and improve the school system, including increasing the number of students achieving above 50 percent in literacy and mathematics, increasing learner retention rates to 90 percent and bolstering teacher training.
- Strengthen youth service programmes and introduce new community-based programmes to offer young people life-skills training, entrepreneurship training and opportunities to participate in community development programmes.
- Strengthen and expand the number of further education and training (FET) colleges to increase the participation ratio to 25 percent, increase the graduation rate of FET colleges to 75 percent, provide full funding assistance to students from poor families and develop community safety centres to prevent crime.
- Create a tax incentive for employers to reduce the initial cost of hiring young labour-market entrants, provide a subsidy to the placement sector to identify, prepare and place matric graduates into work; expand learnerships and make training vouchers directly available to job-seekers; introduce a formalised graduate recruitment scheme for the public service to attract highly skilled people; and expand the role of state-owned enterprises in training artisans and technical professionals.
- Capacitate school and community sports and recreation and encourage healthy and active lifestyles.

DRAFT NATIONAL YOUTH POLICY 2030



International frameworks that inform the NYP 2030 are discussed below.

The African Youth Charter (2006) is a political and legal document that serves as a strategic framework that gives direction to youth empowerment and development at continental, regional and national levels. The charter was adopted in May 2006 and endorsed by African Union heads of state in July 2006, including South Africa. It has identified the following priorities: education, skills and competence development, employment and sustainable livelihoods, youth leadership and participation, health and welfare, peace and security, environmental protection, and cultural and moral values.

The African Youth Charter is consistent with the South African Constitution and almost all its provisions are in line with the country's current and envisaged socio-economic programmes. The NYP 2030 shares the charter's aim to holistically develop young people by supporting actions and processes that bring the youth into the mainstream of the economy and society.

The NYP is also informed by the following Sustainable Development Goals (SDGs):

- End poverty in all its forms everywhere (SDG1)
- Ensure healthy lives and promote well-being for all ages (SDG3)
- Ensure inclusive and equitable education and promote lifelong learning opportunities for all (SDG4)
- Promote sustained inclusive and sustainable economic growth, full and productive employment and decent work for all (SDGs 8)
- Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation (SDG9)
- Reduced inequality within and among countries (SDG10)
- Strengthen the means of implementation and revitalize the global partnership for sustainable development (SDG17)

The NYP 2030 is located within the United Nations World Programme of Action for the Youth to the Year 2000 and Beyond (United Nations Department of Public Information 1997) and the United Nations World Programme of Action for the Youth to the Year (United Nations Department of Public Information 2005). The United Nations has identified 15 priorities to address challenges faced by the youth, including education, employment, hunger and poverty, health, the environment, drug abuse, juvenile delinquency, leisure, girls and young women, participation, globalisation, information and communication technologies, HIV/AIDS, youth and conflict, and intergenerational relationships. Each of these priority areas are presented in terms of principal issues, specific objectives and the actions proposed to be taken by various actors to achieve those objectives.

The Programme of Action focuses in particular on measures to strengthen capacity and increase the quality and quantity of opportunities available to young people for full, effective and constructive participation in society. It is drawn from numerous international instruments, providing a cross-sector standard relating to both policy-making and programme design and delivery.

The Commonwealth Youth Charter (2005) provides the parameters within which youth policies in all Commonwealth countries should be developed. It aims to empower young people to develop their creativity, skills and potential as productive and dynamic members of society. The charter highlights the importance of full participation of young women and men at every level of decision-making and development. It identifies the following principles and values for youth development: gender inclusivity, empowerment and social equity, human rights, and sustainability and integration or mainstreaming of youth issues across all levels of government.

DRAFT NATIONAL YOUTH POLICY 2030



4.1. Vision

The vision of the NYP 2030 is:

“an integrated, holistic and sustainable youth development, conscious of the historical imbalances and current realities, in building capacities of young people and their organisations, so that they can in turn contribute their full potential in building a better life for all.”

4.2. Goal

The goal of the NYP 2030 is to enhance the capabilities of young people so that they are responsible contributing members of their communities and society. This will be achieved by addressing their needs; promoting positive youth development outcomes, opportunities, choices and relationships; and providing the support necessary to develop all young people, particularly those outside the social, political and economic mainstream. This policy emphasises the need for various youth development efforts and interventions that holistically respond to all aspects or spheres of young people's lives.

4.3. Objectives

The objectives of the NYP 2030 are to:

- Consolidate and integrate youth development into the mainstream of government policies, programmes and the national budget.
- Build the capacity of young people to enable them to take charge of their own well-being by building their assets and realising their potential.
- To contribute to faster economic growth to ensure that two million more young people will be in employment by 2030.
- Foster a sense of national cohesion, while acknowledging the country's diversity, and inculcate a spirit of patriotism by encouraging visible and active participation in different youth initiatives, projects and nation-building activities towards a better South Africa, Africa and a better world.
- Strengthen a culture of patriotic citizenship among young people and to help them become responsible adults who care for their families and communities
- Strengthen the capacity of key youth development institutions for improved integration and coordination in the delivery of youth services.

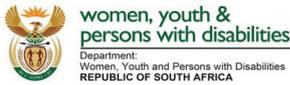
4.4. Desired policy outcome

The desired outcome is empowered young people who are able to realise their full potential and understand their roles and responsibilities in making a meaningful contribution to the development of a non-racial, equal, democratic and prosperous South Africa.

4.5 Values and principles

Youth development in South Africa has been shaped by the long history of struggle against apartheid. Throughout our history, young people have acted as a collective conscience and drivers of transformation, actively participating in the development of a socially inclusive and economically empowered society. Youth development is guided by the vision of a

DRAFT NATIONAL YOUTH POLICY 2030



non-racial and non-sexist democracy that is being built through transformation, reconstruction and development. This has shaped the following values and principles that underpin the NYP 2030.

Values

The policy promotes the following values:

- The inherent worth and dignity of youth. The provision of services should reflect respect for the worth and dignity of young people. They should be supported to develop their inherent strengths and potential.
- 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 broader society.
- 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. The shaping of young people as active and productive citizens is critical for reaping the benefits of the demographic dividend – an increase in economic growth due to a rising share of working-age people in a population.
- Young people are social, belonging to family and community networks that are essential to their development. It is critical that these support systems are strengthened and interventions are intentionally youth-focused to address their needs effectively.
- The promotion of moral and spiritual regeneration in line with the values of *Ubuntu*.

Principles

The policy is underpinned by the following principles:

- **Youth Empowerment.** Young people need to be exposed to opportunities that are empowering, and be taught how to empower themselves so that they can be able to fulfil their aspirations and make a positive impact in society and the world at large.
- Responsiveness. All youth development service providers should respond to the needs and concerns of young people and act in their best interests.
- Accessibility. Young women and men of diverse backgrounds should have access to resources and services crucial to their total development.
- Assets-based sustainable development. Young people's assets, potential, capacity and capability must be maximised so that they can respond effectively and efficiently to challenges, without compromising the ability of future generations to meet their own needs.
- Holistic. Youth development initiatives should encompass all aspects of a young person's life and respond to their physical, psychological, social, economic and spiritual needs within the socio-political environment, ensuring that they gain the necessary knowledge, skills and experience required to ensure a smooth transition into adult life.
- Non-discriminatory. Youth development initiatives should not discriminate against young people on the basis of age, gender, race, sexual orientation, disability or any other form of discrimination as enshrined in the Constitution.
- Integration. Various role players, such as government, civil society and the private sector, need to coordinate their efforts to ensure greater impact in developing young people.
- Diversity. Interventions must recognise and acknowledge the diverse backgrounds from which young people come and celebrate the roles played by different agents of socialisation, tradition, culture and spirituality in the development of young women and men.
- Transparency. Institutions and organisations involved in youth development should operate in a transparent and accountable manner.
- Gender-responsiveness. Implement specific actions to promote gender equality and ensure young women are equal partners to young men, and to address gender-based disparities in all settings, from political to socio-economic and cultural.
- Participation and inclusion. Service providers must design policies, strategies and programmes for and with young people by sharing information, creating opportunities and involving them in decision-making as active participants in

DRAFT NATIONAL YOUTH POLICY 2030



their own development. Young people should own the outcomes of the development process and view human rights as fundamental to development. Government will provide the enabling environment.

- Social cohesion. Youth development interventions should promote the inclusion of young people as a significant part of societal structures by involving them in democratic and nation-building activities.
- Youth service. Young people should be involved in meaningful activities which benefit communities, while developing their sense of patriotism and their abilities through learning and service.
- Redress. It is important to recognise the different ways in which young people have been affected and continue to be affected by the injustices and address these injustices through equitable policies, programmes and resource allocation.

4.7. Youth development institutions

The Department of Women, Youth and Persons with Disabilities

The 6th administration centrally placed youth development as a focus of the national agenda by transferring the National Youth Development Branch from the Department of Planning, Monitoring and Evaluation and placing it as one of the key functions in the Department of Women, Youth and Persons with Disabilities (DWYPD) located in the Presidency. Acknowledging the fact that government renders youth development in partnership with private and civil society sectors, the branch's mandate is to provide technical support to the political principals in overseeing youth development in the country. The specific functions of the branch entails coordinating country-wide youth development efforts; supporting the principals in performing oversight of the National Youth Development Agency (NYDA); developing and reviewing policy and legislation; monitoring, evaluating and reporting on implementation; undertaking research that is cross-cutting as well as engaging and supporting stakeholders nationally and internationally.

South African Youth Council

The South African Youth Council (SAYC) is a voluntary civil society youth council that represents the interests and aspirations of its various affiliated organisations. It aims to mobilise youth organisations to ensure their participation in the broader societal affairs of the country. Its affiliates are drawn from political youth organisations and issue-based organisations. Its diverse membership gives it a competitive advantage in serving as the "voice of the youth" and unifying divergent views into a common agenda for youth development.

National Youth Development Agency

The promulgation of the NYDA Act established the National Youth Development Agency through a merger of the National Youth Commission and the Umsobomvu Youth Fund. The agency aims to:

- Initiate, design, coordinate, evaluate and monitor all programmes working to integrate young people into the economy and society in general.
- Promote a uniform approach by all organs of state, private sector and NGOs to youth development.
- Establish annual national priority programmes for youth development.
- Promote the interest of the youth, particularly young people with disabilities.
- Guide efforts and facilitate economic participation and empowerment, and the achievement of excellence in education and training.

The NYDA Act is designated to Section 75 of the Constitution, which means it is unable to execute the above-mentioned mandate at a provincial level. This leaves the youth directorates in premiers' offices with the mandate of lobbying, advocacy, coordination, monitoring and evaluation, with minimal liaising with NYDA offices. Changing the NYDA Act's designation to Section 76 would help resolve the fragmentation of youth development programmes and give the agency a stronger presence in provinces and districts. The process to amend the NYDA Act is currently underway. This aims to streamline the agency's mandate so as to ensure that the agency is better focused and optimized, as well as to increase its reach, visibility and impact to youth particularly in deep rural areas.

A brief assessment of the successes, challenges and failures of youth development institutions

DRAFT NATIONAL YOUTH POLICY 2030



There is a general perception that the existing youth development institutions although created since the mid-90s, have generally responded inadequately to the needs of the youth. Most of the programmes offered are reaching very few young people and resulting in poor or limited impact. This is caused primarily by poor role clarity between different key role players resulting in fragmented service delivery; poor coordination of programmes; lack of monitoring and evaluation mechanisms to quantify the impact; lack of sufficient human resources; and limited technical capacity. Of importance is that even though the RDP clearly articulated the need for allocation of resources for the purpose of advancing youth work, there remained inadequate budget and human resources within the youth sector.

5. DEFINING YOUTH IN A SOUTH AFRICAN CONTEXT

Based on the mandate of the National Youth Commission Act (1996) and the National Youth Development Policy Framework (2002), the NYP 2030 defines young people as those falling within the age group of 14 to 35 years. Although much has changed for young people since the advent of democracy in 1994, the motivation for the age limit of 35 years has not yet changed because historical imbalances in the country are yet to be fully addressed. This is also consistent with the definition of youth contained in the African Youth Charter, which defines youth as those between the ages of 15 and 35 years.

The NYP recognises that young people are not a homogenous group, and has thus adopted a differentiated approach, targeting its interventions according to age cohorts and specific groups within its broad definition of “youth” to address their specific situations and needs. This differentiated approach makes it possible for the NYP to take other definitions stipulated in relevant legislation and policies into account, such as the proposal of 15–28 years as the age range for youth in the National Youth Development Policy Framework (National Youth Commission, 2002), the definition of a child as a person up to the age of 18 years in the Children’s Act (2005), and the criminal justice system’s reference to young offenders as those between the ages of 14 and 25 years, as well as its distinction between a child and an “adult youth”. The latter is not considered a specialised group in need of special rehabilitative programmes.

6. SITUATION ANALYSES AND CHALLENGES

6.1. Unemployment and poverty

Youth unemployment has reached crisis proportions in South Africa and remains one of the major challenges facing South Africa today. South Africa’s unemployment rate is high for both youth and adults; though, the unemployment rate among the youth currently stands at an alarming 56.4% and is considered to be one of the highest globally.²

Most of these young people are discouraged with the labour market and they are also not building on their skills base through education and training – they are not in employment, education or training (NEET). The percentage of young persons aged 15–24 years who were NEET increased from 29.7% in Q4 of 2017 to 31.1% in Q4 of 2018. The NEET rate in this age group for males and females increased by 2.6 percentage points and 0.1 of a percentage point respectively. The NEET rate for females was higher than that of their male counterparts in both years. Compared to Q4 of 2017, the percentage of young persons aged 15–34 years who were NEET increased by 0.5 of a percentage point from 38.4% to 38.9% in Q4 of 2018.³

² The South African Federation of Trade Union. (2019). Spectator Index Report on Youth Unemployment. Available at: <http://saftu.org.za>.

³ Statistics South Africa. (2019). Quarterly Labour Force Survey Quarter 2: 2019. Available at: <http://www.statssa.gov.za/?p=12370>

DRAFT NATIONAL YOUTH POLICY 2030



Youth unemployment is however not unique to South Africa; it is a global phenomenon (ILO, 2018). However, South African youth are more vulnerable compared the rest of the world with the highest rate of unemployment.⁴ A report by the Spectator Index ranks SA's youth unemployment rate as the highest in the world.

The SA economy has been experiencing an economic slowdown since 2014, with year-on-year economic growth rate remaining below 2%.⁵ This slowdown can be largely attributed to the end of the commodity boom in 2011; slowdown in public spending and investment as well as allegations of corruption in key government institutions which continue to impact negatively on investor confidence.

Poor implementation of policy, coupled with lack of coherence and coordination of the existing economic policy framework continues to hamper meaningful progress in economic development. Further, the macroeconomic framework has been not supportive of sustained growth and employment creation. Interest rates remain relatively high, government expenditure not efficient, savings by both the private and public sectors remain devastatingly low, thus inhibiting growth.

The rapid pace of technological advancement has had a negative impact on employment, particularly in the productive sectors of the South African economy owing to mechanisation and automation. The current wave of the fourth industrial revolution present an opportunity and a challenge as it has the potential to disrupt almost every industry through large-scale automation, requiring adjustments to labour market structures. Sectors such as mining, banking and manufacturing are already experiencing shifting labour market trends.

According to the New Growth Path, the main challenges hampering young people from meaningfully participating in the mainstream economy are joblessness, poverty and inequality. If not addressed, the socio-economic effects of this situation will be dire, including increased crime, a poorly performing economy, extreme joblessness and poverty, and increased potential for political instability. Against this backdrop, the NYP 2030 places employment creation at the centre of all youth development interventions.

The 2015 Living Conditions Survey⁶ report, which indicates that 33,4% of persons aged 15–24 were considered poor on a multidimensional poverty scale due, primarily, to lack of educational attainment. Using a money-metric approach, 20% of South Africa's youth (18–34 years old) fell below the lower bound poverty line of R664 per person per month. "Using population estimates as well as various survey indicators as inputs in the process of planning, policy and decision-making; challenges and opportunities for the youth in South Africa can be deliberated in order to ensure that no one gets left behind."

6.2. High drop-out rates and inadequate skills development

Against this background, it is clear that the major contributor to poverty, inequality, and unemployment amongst the youth in South Africa is the low level of educational attainment and skills. African youth in particular are disadvantaged in the low skills sectors, not only because of a lack of the requisite skills and poor education, but also because they are less integrated into household social networks that connect them to vacancies. Young women are also at a disadvantage, as there appears to be correlation between education level and the level of TEA – with 67.4% TEA rate for those who have completed secondary education and beyond, while the level of TEA for those without education is at 4.4% (NYDA, 2018). This contributed significantly to young males being more likely to be entrepreneurs than their female counterparts.

⁴ International Labour Organisation. (2019). Labour Market Access-a persistent challenge around the work. A study based on ILO's global estimates for youth labour market indicators.

⁵ Statistics South Africa. GDP data in excel format. Quarterly data in constant (2010) rand. Downloaded from www.statssa.gov.za

⁶ Statistics South Africa. (2015). Living Conditions of Households in South Africa. An analysis of household expenditure and income data using the LCS 2014/2015. Available at <http://www.statssa.gov.za/publications/P0310/P03102014.pdf>

DRAFT NATIONAL YOUTH POLICY 2030



The vulnerability of the youth in the labour market is further exacerbated by the fact that youth are not building on their skills base through education and training. When reflecting on the youth that are not in employment, education or training (NEET), latest national data from Stats SA (2018) shows that of the 10.3 million persons aged 15-24 years, 32.4% (approximately 3.3 million) were not in employment, education or training, with females constituting 35.3% and males 29.6%. It is important to highlight that for males, there was a decrease of 0.9% from 30.5% down to 29.6% in Quarter 1 of 2017 and Quarter 1 of 2018 respectively, whereas, for females, there was an increase of 1% from 34.3% to 35.3% during the same period. Figure 11 confirms that there is limited participation of youths in the economy as a result of youth in the NEET category.

Increasing the skills levels of young people will increase their chances of being gainfully employed. The main reasons for low skills levels among South African youth are discussed below.

Weak pipeline for human capital development

Improved rates of participation in schooling are offset by the poor quality of education at all levels of the system. The skills pipeline is riddled with obstacles that undermine equitable access to opportunities in the labour market:

- Literacy and numeracy skills at primary school level are well below the international average. Low uptake and pass rates for mathematics and science at Grade 12 level inhibit growth in higher education, particularly in engineering, science and technology.
- About 52 percent of 24-year-olds in the country have completed Grade 12, compared to 70 percent in most developing countries. The national pass rate for the National Senior Certificate examination increased from 75.1 percent in 2017 to 78.2 percent in 2018. However, in two provinces (Western Cape and the Northern Cape), the pass rate decreased over this period.
- Poor-quality results in primary school lead to weak participation in other school levels. Large numbers of learners are dropping out of secondary schools without getting a National Senior Certificate or Grade 12, or an FET or adult basic education and training qualification. About 1 million young people exit the schooling system annually, of whom 65 percent leave without achieving a Grade 12 certificate. Half of those who exit the schooling system do so after Grade 11, either because they do not enrol in Grade 12 or they fail Grade 11.
- In 2018, only 780 000 people enrolled in general vocational programmes at FET colleges. While participation rates in FET institutions have grown significantly, they are still insufficient in number and quality to meet the intermediate skills needs of the economy. Only a small number of those who leave the schooling system enrol in technical vocational education and training (TVET) colleges or have access to any post-school training. Despite a government target of seeing 2.5 million young South Africans enrolled at TVET colleges, less than 800 000 students are currently registered. Compare that with the country's nearly 1 million university students, and the big percentage of youth not attending any tertiary institutions, it's clear that there's work to be done.

Poor throughput in higher education affects the supply of high-level, skilled graduates. Access to post-school education and training is limited for school leavers, and those who do access these opportunities are often not sufficiently prepared for the workplace due to the poor quality of education and training provided. The challenge facing post-school education is to find ways to assist the vast majority of school-leavers who do not qualify for direct entry into higher education or employment to gain skills.

Low skills

South Africa's high rate of youth unemployment is largely attributed to the skills shortage in this age group. In 2011, only 31 percent of young people completed their matric (Grade 12) education. The 2013 General Household Survey estimates that 983 698 students were enrolled at higher education institutions (universities and universities of technology) in 2013. Educational attainment continues to improve. The percentage of individuals aged 20 years and older who did not have

DRAFT NATIONAL YOUTH POLICY 2030



any education decreased from 11,4% in 2002 to 4,5% in 2018, while those with at least a grade 12 qualification increased from 30,5% to 45,2% over the same period.

Almost two-thirds (66.4 percent) of these students were black, 22.3 percent were white; 6.7 percent were coloured and 4.7 percent were Indian or Asian.

Large numbers of young people exited the education system prematurely and possess no professional or technical skills, making them effectively unemployable. About 60 percent of unemployed youth aged below 35 years have never worked. Without a targeted intervention, they will remain excluded from the economy. A multi-faceted approach is needed to strengthen basic education and reduce drop-out rates for current students. It has to create viable pathways for school-leavers to access post-school learning opportunities, while directly addressing the lack of skills and work experience among out-of-school youth.

6.3. Inadequate framework for youth work

Youth work is primarily focused on challenging the view that young people are an impediment to national progress. Youth Work is a field of practice that focuses on the holistic development of a young person. In South Africa, the process of professionalising youth work started in the late 1980s. The Youth Practitioners Advocacy Group, established in 1994, which became the South African Youth Workers Association in 2008, produced the Hunter Rest Declaration and a draft youth-work policy, which was presented to the inter-ministerial committee on youth at risk. The South African Youth Workers Association consulted and collaborated with the Professional Development of Youth Work Consortium to facilitate the professionalisation process. As a result, youth work was included in the NYP 2015-2020.

For youth work to thrive, the following needs to be in place:

- Legislative framework on youth work
- Unit standards
- Database of youth workers
- Qualifications offered in institutions of higher learning.

The NYDA and the South African Youth Workers Association developed a draft code of ethics for youth workers, which was adopted during a national summit in 2013. One of the summit's major resolutions was that South Africa should legislate the professionalisation of youth workers. The draft South African Youth Development Bill, amongst others seek to establish Youth Professional Council and Association to accelerate professionalization of youth work.

6.4. Poor health, high HIV/AIDS prevalence, and high rates of violence and substance abuse

On the issue of health, it is evident that healthy and productive young people are more likely to propose innovative solutions that will contribute to economic growth of their country. In South Africa, it is crucial to address the persistent youth health challenges. One of the key health concerns that is not given much attention is Tuberculosis (TB). This is despite TB being the leading cause of death among the youth. Furthermore, there are undesirably high levels of teenage pregnancies alongside high HIV prevalence among teenagers in South Africa. While 8.5% of South Africans between the ages of 15 and 24 are living with HIV, it is estimated that only 33% of the sexually active youth practise consistent condom use. Again, the first National Youth Risk Behavior Survey (NYRBS) of 2002, found the prevalence of pregnancy to be at 16%, while the MRC study (2008) reported 19% of participants to have been pregnant or had impregnated someone.

Evidence from assessments of the current state of the physical, psychological and mental well-being of youth shows that there is excessive abuse of dependency-creating substances, namely: drugs, alcohol and tobacco, with alcohol being the most abused substance in South Africa. It is worth noting that although the Department of Social Development introduced a National Drug Master Plan (2013-2017) and the draft 2018-2022 Drug Master Plan, as well as national campaigns such as 'Ke Moja' to prevent and reduce abuse of dependency-creating substances, these interventions have had very little impact, given the extent of the problem. The prevalence of substance abuse is worsened by insufficient treatment facilities, with only seven (7) public treatment centres countrywide. There is also poor implementation of the Prevention of and Treatment

DRAFT NATIONAL YOUTH POLICY 2030



for Substance Abuse Act, Act 70 of 2008, particularly regarding the provision to curb unregistered substance abuse treatment facilities. It is further difficult to quantify the impact of the interventions, as a result of a lack of monitoring and evaluation.

The problem of substance abuse puts young people's health at risk and may result in social ill-effects such as violence and family disintegration. As a result, youth violence (physical fighting, gangsterism, sexually coercive behaviour, and violence against women) has elevated to undesirable levels and is a growing challenge. Furthermore, there are reportedly new and emerging challenges that are increasing, such as obesity, increased crime levels, increase in cyber bullying and exploitation by online perpetrators due to an increase in online activity by the youth, the high rate of mental health illnesses such as depression, as well as high suicide rates, reported at a suicide every 40 seconds in South Africa.

6.5. Lack of access to sporting and cultural opportunities

Sport and cultural activities can create healthy, active citizens, instil a sense of national pride and contribute to social and economic change. A shift in focus is needed to derive the maximum benefit from existing and planned sport and recreation and arts and culture programmes and initiatives. Both sectors have the potential to contribute to economic growth in South Africa and they are particularly appealing to the South African youth. Consequently, these sectors have the potential to develop and grow skills, provide employment and entrepreneurship opportunities and contribute to nation-building among young people. Department of Sports, Arts and Culture (DSAC) and the Department of Higher Education, Science and Technology (DHET) have the capability to play a bigger role in creating employment over the next five years. The sport and creative sectors should focus on mass participation and target the needs of the youth, particularly in education and skills development, creating employment opportunities and promoting health throughout the country.

6.6. Lack of social cohesion and volunteerism

According to the HSRC Voter Participation Survey 2014, most South Africans are patriotic – 86 percent would rather be a citizen of South Africa than any other country. The public clearly recognises the importance of a range of core democratic principles, including free and fair elections, the right of assembly and demonstration, deliberative democracy, electoral accountability, freedom of expression, and political tolerance. Free and fair elections remain the highest rated democratic ideal. But young people feel excluded, largely due to high unemployment rates and their inability to participate economically.

According to the survey, democratic performance is rated as falling considerably short of the ideal in relation to accountability (politicians listening to the people before making decisions) and electoral punishment (parties being punished in elections when they perform poorly). Corruption is a public concern, mentioned by 25 percent in 2013 compared to only 9 percent in 2003. Service delivery has also become a pressing concern, cited by 24 percent as a major concern in 2013, relative to 12 percent in 2003. Two-thirds or more were content with water and sanitation, electricity, education and social grants.

Trust in the political system continues to decline. Trust in the national government has fallen from 61 percent in 2009 to 44 percent in 2013. Only 44 percent trust their provincial government, barely a third (34 percent) trust their local government, while less than a quarter trust political parties or politicians. Trust in the Independent Electoral Commission improved slightly between 2012 and 2013 (from 60 percent to 63 percent). This remains one of the country's most trusted institutions, although levels of confidence are still below the high of 72 percent in 2009. Nearly three-quarters (73 percent) were not aware that South Africans can register to vote when they are 16 years old. Although those aged 16 to 19 were more inclined than the average person to know this, the majority within this age group were still unaware of the registration age. This is an area of potential focus for the Independent Electoral Commission's voter education in future. Two-thirds of those aged 16 years and older (68 percent) were in favour of retaining the minimum voting age at 18 years. Less than a fifth (17 percent) believed that the voting age should be lowered, while only 11 percent argued for raising the eligibility criterion for voting.

DRAFT NATIONAL YOUTH POLICY 2030

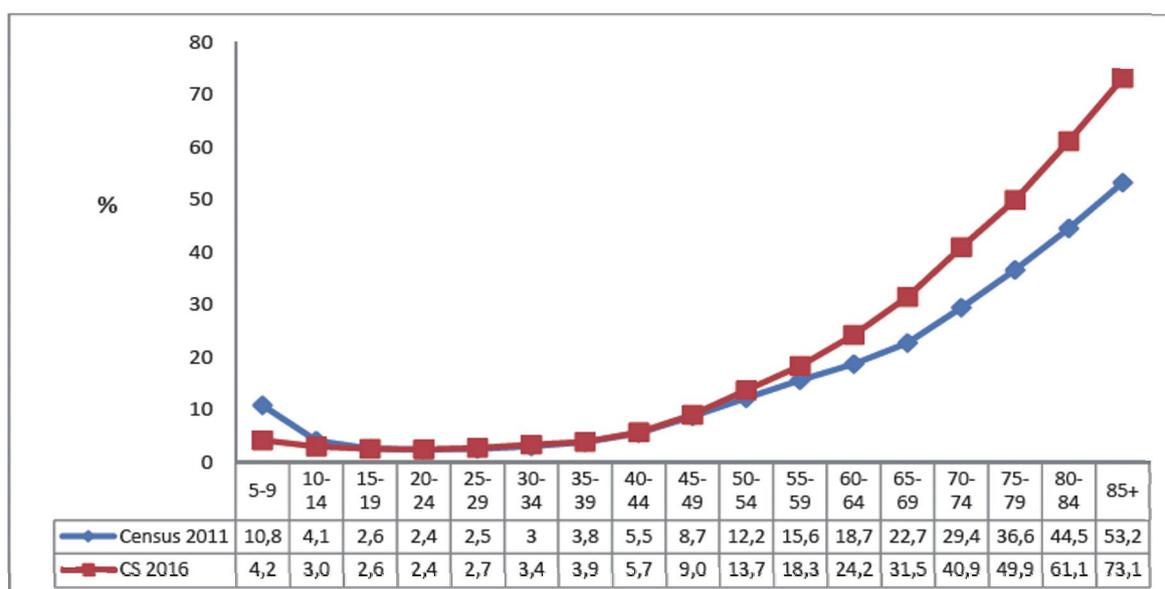


6.7. Disability and young people

The 2016 Community Survey found that 7.7 percent of South Africa’s population have a disability of some kind with disability prevalence lowest amongst young people (between 2.6% and 3.4% in the various youth age cohorts). The national disability prevalence thus increased slightly from 7,5% in 2011 to 7,7% in 2016.

The NDP outlines the roadmap needed to ensure specific disability strategies and interventions to improve the lives of persons with disabilities. In addition to this long term strategic roadmap, the South African government’s approach to the Post 2015 Development Agenda stresses the relevance and importance of disability statistics and data management for advocacy and monitoring purposes.

Figure: Disability Prevalence by Age



Source: Community Survey, 2016

The NYP 2030 focuses on the challenges that affect young people in particular. The situation analyses suggest that the policy should enable economic participation and transformation, develop skills, promote less risky behaviour and improve health, and boost trust among the different races and classes. Trust is an essential element of healing and nation-building, and it is also necessary to construct the long-term compacts required to deal with the underlying causes of inequality and exclusion. Thus the policy’s final priority is nation building and social cohesion.

7. POLICY PROPOSALS

7.1. Quality Education, skills and second chances

“The single most important investment any country can make is in its people. No country has successfully made the transition from developing to developed without an educated population” (NDP 2012). Education should allow young people to build capabilities and reach their potential. The NDP outlines South Africa’s education vision that by 2030 South Africans should have access to education and training of the highest quality possible, producing significantly improved learning outcomes. The performance of South African learners in international standardised tests should be comparable to the performance of learners from countries of a similar level of development. The education system should cater for different groups and produce highly skilled individuals. The graduates of South Africa’s universities and colleges should

DRAFT NATIONAL YOUTH POLICY 2030



have the skills and knowledge to meet the present and future needs of the country. Innovation is critical to solving South Africa's pressing challenges, introducing new products into the market and producing goods and services more efficiently. Research and development should be significantly expanded to support innovation and competitiveness. The education system will play a greater role in building an inclusive society, providing equal opportunities and nurturing all South Africans to realise their full potential, in particular those previously disadvantaged by apartheid policies, namely black people, women and people with disabilities. Targets set for this vision include a TVET sector covering about 25 percent of the age-relevant youth, implying an increase from about 300 000 currently to 1.25 million by 2030.

South Africa needs a skilled labour force to increase economic growth. These skills include engineers, health professionals in different occupational classes to deliver quality health care, researchers and innovators to play a critical role in creating new products and new ways of producing existing products cheaply and more efficiently, including the delivery of public services. Research institutions and the national science and innovation system must be coordinated and collaborative. To realise these objectives, the post-school education and training sector should improve equity in access and quality of outcomes.

Proposed interventions

Ensure school environment and curricula supports holistic youth development

Schools should meet minimum norms and standards and should improve retention rates and learner achievement by utilising inclusive, engaging, technology-based teaching methods and curricula that foster the development of values, skills, and self-esteem. The school system should produce people who are able to solve challenges.

- a) By 2030 learner retention rates should have increased to 90 percent. This will require improving the quality of teaching and ensuring that schools are adequately resourced, school infrastructure meets minimum standards and school premises are secure. The Department of Basic Education should have interventions in place to support struggling learners. Learners should also develop the ability and willingness to learn with the support of families, communities and a society that shows an active interest in education.
- b) The Department of Basic Education should audit teaching materials to ensure that they do not contain latent sexism or racism. All schools should be encouraged to have an anti-racism policy that supports even small freedoms such as allowing African children to wear natural Afros to school.
- c) All South African learners must learn an indigenous language. Government should develop the resources required to support indigenous-language learning. Sign language should be progressively introduced in all schools
- d) Schools should provide the resources and support necessary for learners with disabilities to participate in all elements of school life and learning
- e) Most learners should achieve above 50 percent in all learning areas, especially literacy and mathematics.
- f) Gaps in teachers' knowledge should be closed, and where necessary teachers should be retrained in modern, technology based teaching methods
- g) Basic computer literacy should be included in the school curriculum.
- h) The departments of Social Development, Basic Education, and Sports, Arts and Culture, should, in partnership with civil society and faith-based organisations, design early intervention programmes that target children and the youth to foster a sense of rights and responsibilities, while nurturing self-respect. These programmes should be delivered through sustained afterschool programmes that improve academic performance and combat substance abuse by keeping children occupied with constructive activities like education and personal development. Many after-school programmes can be given by young people who have left school, often on a voluntary basis. Activities offered could include tutoring, life skills and leadership programmes, career guidance and expos, and sports and recreation.
- i) Rapid changes to the curriculum at basic education level should be avoided. To support the current curriculum, practical subjects such as entrepreneurship, technical skills and handwork (art) need to be progressively introduced to help those who are not inclined to proceed to higher education institutions. Schools in rural areas should be able to use local farming land for practical or experiential learning in agriculture. Local farmers can mentor learners.

DRAFT NATIONAL YOUTH POLICY 2030



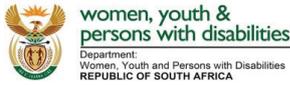
- j) Existing incentives to attract young people to the teaching profession should continue until at least 2020. Teachers' salaries should be competitive.

Support, guidance and second chances

Provide youth with career information and guidance, second chances to complete education, alternative pathways to attain training and skills, and the support necessary to transition to higher education.

- a) The Department of Basic Education, in partnership with private providers, should support learners who need a second chance to pass matric. Matric rewrite projects should be supported and publicised so that young people are aware that they can obtain qualifications through community colleges and adult education training centres. The Department of Higher Education, Science and Technology should provide young people who have left school with the opportunity to complete their education to enable them to compete in the open labour market.
- b) Government departments, and in particular the Department of Basic Education, must ensure that all learners have access to quality career information and adequate career guidance. Career exhibitions should provide information on training opportunities. Career guidance should start early so that young people are able to make correct subject choices linked to their chosen career. The Departments of Employment and Labour and Higher Education, Science and Technology should also provide career guidance and information on available training opportunities to young people who are not at school. Career guidance should include training in soft skills needed in the workplace.
- c) The Department of Higher Education, Science and Technology should have a policy in place to ensure there is articulation between schools, adult education and training centres, community colleges, TVET colleges, universities and other providers of education and training. This will allow for different, non-traditional pathways for attaining training. The implementation of this policy should be monitored and where it is not implemented remedial action should be taken. Articulation should also be between institutions, thus allowing learners to carry credits between institutions without having to repeat courses already passed.
- d) The number of TVET colleges should be expanded to increase the participation rate to 25 percent and the graduation rate 75 percent by 2030. Work should begin now. A campaign to alter the negative perceptions of TVET colleges must be undertaken by the Department of Higher Education, Science and Technology as soon as possible. The department must also ensure that the quality of both the courses and lecturers is high in order to inspire confidence in the ability of graduates of TVET colleges. A relationship between colleges and business must be built to ensure an effective transition for students moving from a learning institution to the workplace. Every TVET college should be required to develop partnerships with the industries linked to each course they teach.
- e) All post-school institutions should be inclusive, making sure learners with disabilities are catered for. TVET colleges in particular should be made accessible to people with disabilities. Reading material in post-school institutions should cater for visually impaired students, including library material. The Department of Basic Education should accelerate implementation of the White Paper on Special Needs Education to ensure equal and sustained access to education for youth with disabilities.
- f) The role of state-owned enterprises in training artisans and technical professionals must be expanded. The Skills Accord should be implemented, ensuring that the private sector provides training in the workplace. Implementation of this accord should be monitored and enforced to ensure industry benefits from having the skills it needs to grow its productivity.
- g) The Department of Higher Education, Science and Technology needs to urgently implement the community colleges strategy designed to cater for youth who did not complete their schooling or who never attended school and thus do not qualify to study at TVET colleges or universities (White Paper for Post-school Education and Training). Functioning community colleges will offer tailor-made qualifications to meet the needs of the youth, for example, the National Senior Certificate for Adults, and occupational programmes offered through SETAs will make it possible to enter formalised training. Community colleges will link with programmes such as the Expanded Public Works Programme and the Community Work Programme to provide experience.
- h) Government should progressively introduce free education for poor learners until undergraduate level and increase the funding options available to support students at post-secondary level who are academically successful, but who are

DRAFT NATIONAL YOUTH POLICY 2030



unable to complete their study programmes due to financial hardships. The Department of Higher Education, Science and Technology must provide full funding assistance covering tuition, books, accommodation and living allowance to students from poor families at TVET colleges and universities. The National Student Financial Aid Scheme criteria for qualifying for funds should be strengthened to ensure only deserving students are funded. The financial aid scheme should ensure reasonable accommodation for deserving students living with disabilities. To continue increasing funds available, a more efficient model to recoup National Student Financial Aid Scheme funding from the employed using existing institutions such as the South African Revenue Service must be explored. Government should also explore how to use levy-collecting institutions to support free education up to graduate level for deserving students.

- i) Information on funding opportunities should be available to students across all institutions. This should include formerly disadvantaged institutions and students from rural areas. Funding for students should cover the entire period of study of the qualification on condition of successful completion of an academic year. To be successful, the National Student Financial Aid Scheme needs to overcome administrative delays, be effective as a funder and ensure that students also have access to psycho-social support.
- j) The Department of Higher Education, Science and Technology must ensure that all higher education institutions introduce foundation programmes for learners in transition from the basic to higher education learning environment. These foundation courses should include soft skills development to help students cope with university demands. Every qualification at university should be coupled with an experiential component to ensure graduates have experience when they qualify. This will require universities to partner with the private sector, ensuring they produce skills the private sector needs. All government departments including municipalities should have internship programmes, which should be monitored in terms of numbers and quality.
- k) Government research grants should be used to uplift historically disadvantaged institutions to address past imbalances.
- l) Research and development should be expanded to contribute towards building an inclusive society and providing equal opportunities for young people. Funding of tertiary education as a percentage of the gross domestic product should be increased to be on par with the African average percentage. The African average percentage is 1 percent.
- m) The education and economic departments should engage with business on how to prepare youth for the workplace. Employers should also be consulted to understand their views and needs.

Other critical education interventions are listed below:

There must be a rapid response to the chronic problem of youth employment and the national tracer capability for youth training and employment suggested in NSDS III must be developed for evidence-based decision-making.

Post school institutions should align curriculum development at pre and post-school levels with current and future skills demands and informed by sector-based Master Skills Plan to improve quality and increase its relevance to the labour market.

TVET colleges and CET colleges must offer more occupational programmes in line with, amongst others, the Continental Strategy for Technical, Vocational Education and training, with acquisition of skills useful for growing the economy, such in skills training for: electricians, welders, tilers, boilermakers, diesel mechanics, fitters and tuners, automotive motor mechanics, plumbers, mechanical fitters, bricklayers, millwrights, riggers, carpenters and joiners. The provision of these skills should be in line with signals from industry, based on data collected by SETAs from employers.

With a consolidated budget of approximately R10 billion, the SETA's should have a dual responsibility of both training and employment and must therefore create subsidised employment and training, with a bias towards young people, particularly those who do not possess a matric qualification. In this regard, the SETA's must support 100 000 unemployed youth per annum and ensure that young people progress through relevant work-based training programmes including learnerships, apprenticeships and internships.

DRAFT NATIONAL YOUTH POLICY 2030



Community and institution based young professionals, such as psychologist, social workers, youth workers, Early Childhood Practitioners, and community-based workers must be employed to strengthen and intensify psycho-social support including family strengthening services to address youth problems such as depression and substance abuse.

To offer young people more flexible career choices and an opportunity to diversify their skills, multidisciplinary education must be introduced at tertiary level to help the learners to develop important transferable skills which are continually developing at all stages of life, such as critical thinking, adaptability, flexibility, communication literacy etc. There must be multiple exit points in the education system to enable learners to exit the system at a given point to progress meaningfully to employment or articulation into other programmes at relevant levels.

The BRICS virtual university must be established along the model of African Virtual University in Nairobi, Kenya, to facilitate the use of ICT for educational purposes and promote access to education, particularly for females.

Based on feasibility studies, agricultural colleges and schools of excellence must be established in each province and agriculture faculties must be introduced and/or strengthened in universities and TVET colleges

Research and innovation should be supported, including providing youth with local and international bursaries/scholarships in scarce skills areas and supporting production and commercialisation of innovative indigenous products and processes.

Government must develop, implement and monitor a recruitment and retention strategy for beneficiaries of free education, with a bias of servicing rural areas and townships.

7.2 Economic transformation, Entrepreneurship and Job Creation

Reducing South Africa's high levels of youth unemployment requires the economy to be on a labour-absorbing growth path. This depends on a successful reorientation of the economy to raise labour demand, with matching improvements on the supply side. Reindustrialisation and economic diversification are also necessary to boost job creation, and these factors are at the heart of the NDP, the New Growth Path (jobs drivers) and the Industrial Policy Action Plan (sector strategies and other programmes to support economic transformation).

Measures undertaken by the public sector, such as investment in infrastructure, have boosted youth employment in construction. The Expanded Public Works Programme has expanded the intake and participation of young people. The employment tax incentive should encourage private-sector employment of new entrants to the labour market. The 2015 Budget Review (page 27) reports that the incentive had supported the creation of 216 000 young workers in December 2014. The same publication reported that the Jobs Fund had created 30 701 permanent jobs as of the beginning of 2014. At least 30 000 young people benefited from internships and learnerships in the public service since the decision to systematically implement this programme in 2009. Admittedly, the numbers lag behind the Youth Accord target of 5 percent of the total establishment, and absorption into permanent employment is still patchy.

Higher education and further education intake has improved in particular. There is visible progress in enrolment in technical and mid-level skills programmes such as artisanship.

DRAFT NATIONAL YOUTH POLICY 2030



The Industrial Development Corporation and the Small Enterprise Finance Agency have committed a combined R2.7 billion to finance youth-owned enterprises. The NYDA has also supported a range of youth-owned enterprises and cooperatives. Many youth-owned enterprises have benefited from procurement and enterprise development programmes of the state and the private sector.

The signing of the Youth Employment Accord in 2013 was an important milestone. The accord sets a framework for cooperation between social partners to address the problem of youth unemployment and to support youth-owned enterprises.

Proposed interventions

Support youth absorption into employment

Measures should be implemented in two phases to support youth absorption into employment. In the short term, decisive interventions will provide unemployed and poor young people with incomes and opportunities for community service and engagement. In the medium to long term, economic measures will be used to encourage growth in sustainable employment for young people.

- a) Government needs to implement improved public employment schemes that provide better exiting possibilities.
- Youth Brigades, in conjunction with the National Youth Service, should engage at least 1 million young people over a period of two years as per the New Growth Path.
 - The youth target in the Expanded Public Works Programme, which aims to provide income relief through temporary, socially useful work for the unemployed, should gradually increase to above 50 percent. This will ensure that the majority of opportunities go to young people and that young people are mobilised to help communities, while earning an income and gaining valuable work experience. This short-term opportunity can open doors through better access to information.

Growing young entrepreneurs

A group of Expanded Public Works Programme beneficiaries formed a producer cooperative involved in gardening. The cooperative has partnered with the Department of Agriculture, Forestry and Fisheries on a gardening project and has also received sponsorships for lunches for the team from the local Pick n Pay.

- The Community Work Project, which provides employment for two days a week as well as an opportunity for public participation in selecting and shaping projects, should be opened for young people to enable greater access to information regarding existing opportunities. It should also encourage youth activism in deciding priorities and methods of delivery, and determine which young people can be targeted. The National Youth Service should be reconfigured to incorporate the revised targets for youth in the Community Work Programme, to highlight the contribution of programmes such as the community health workers programme in absorbing more young people, and to develop a national youth volunteer programme focused on engaging out-of-school youth in volunteering.
- b) The Department of Trade, Industry (the DTI should engage with business to implement the accords effectively. This process should be informed by the lessons learnt implementing the Youth Employment Accord. Business should be required to create jobs for young people. The Youth Employment Accord outlines employment targets for the green economy, infrastructure and construction. Business process services should be monitored and presented to Cabinet. The departments of Trade and Industry, Small Business Development, Public Works, Cooperative Governance and Traditional Affairs, and Energy and the National Treasury should develop measures to realise the youth employment targets and determine how the private sector and state-owned companies should be mobilised to complement government interventions.
- c) While this will have an effect in the medium to long term, sectors with the highest potential to absorb young people must be identified within the overall New Growth Path's programme of jobs drivers, the Industrial Policy Action Plan

DRAFT NATIONAL YOUTH POLICY 2030



and the Agriculture Policy Action Plan. Measures to support industries that create jobs and a monitoring and evaluation framework must be developed. Furthermore, the economic cluster should work with the energy and environmental departments to develop a strategy for youth participation in the green economy.

- d) A youth in information and communications technology (ICT) strategy must be developed by the Department of Trade, Industry and Competition led by the Department of Communications and Digital Technologies (DCDT). Barriers to entry to the information technology sector are low because it is a new sector that does not suffer from legacy problems. Nationally, according to the General Household Survey of 2013, only 5 percent of households do not have access to either landlines or mobile phones. This makes the ICT sector relatively accessible to young people. The Independent Communication Authority of South Africa should be lobbied to issue regulations that make specific public-benefit apps, websites and services that are accessible on mobile phones zero-rated by networks. Network operators could recoup these costs through their ICT code (social development obligations to the Universal Services and Access Fund).
- e) The Department of Sports, Arts and Culture working with economic sector Departments and the Department of Tourism, should develop and strengthen strategies for youth participation in the creative industries, tourism and sports and recreation. These could be built on existing strategies such as the Mzansi Golden Economy.
- f) An ongoing assessment of the impact study should be undertaken by the National Treasury, the NYDA and the Department of Employment and Labour to examine the effectiveness of the employment tax incentive in stimulating job creation for first-time jobseekers. The scheme was refined after the initial launch in 2014, and is now set to run until 28 February 2029.
- g) The skills that learners require to prepare for the world of work need to be identified. The departments of Education and Employment and Labour should engage with business on how to prepare youth for the workplace. Employers must also be consulted to understand their views and needs.
Ex-offenders face the double challenge of general unemployment and criminal records as a consequence of their conviction. Inadequate support is given to them to enable their absorption into the labour market and this often leads to re-offending behaviour, thus undermining the rehabilitation efforts of the Department of Justice and Correctional Services
- h) Ex-offenders need to be re-integrated into communities and enabled to participate fully in the economy and labour market. The soon-to-be revived Youth Development Forum – a structure bringing together social partners (business, organised labour and community structures) to enhance partnerships for driving the youth development agenda – should prioritise finding ways in which rehabilitated ex-offenders could be supported.

Provide work exposure for youth

Lack of work experience constrains young people from finding jobs. There are a variety of public- and private-sector initiatives to match jobseekers to available jobs, including the Department of Employment and Labour.

Anecdotal evidence suggests that employers, especially small firms, are reluctant to make an effort to train new job entrants. Small and medium enterprises do face several constraints, but with the right support and favourable economic conditions, they could contribute significantly to creating employment. The Department of Higher Education, Science and Technology needs to develop a strategy to support these small firms to train and hire young people.

Pre-employment services minimise the transaction costs of hiring new workers for firms and prepare potential employees for the workplace. But in a depressed labour market these interventions tamper with the queue by placing beneficiaries ahead of the line. They also have a high proportion of jobseekers recorded on the database relative to placement and as such raise expectations that cannot be met. However, because of the huge challenges and exclusions from the economy, all efforts count.

Youth should have adequate exposure to work opportunities, on-the-job training, and internship and volunteer opportunities.

- a) The public service internship programme must be scaled up even beyond the commitments of the Youth Accord to create 60 000 internship opportunities or reach 5 percent of total employment. Government departments, provinces and municipalities should be required to link the internship programme to their human resource development

DRAFT NATIONAL YOUTH POLICY 2030



strategies to create a talent pool from which to recruit when vacancies are available. Municipalities and state-owned companies or agencies should also develop internships and graduate programmes as part of their overall youth empowerment strategies.

- b) The Department of Employment and Labour, working with the Department of Higher Education, Science and Technology and Trade and Industry, should review its employment services to assess impact and reach. Currently, a large number of people are registered on the system compared to the number of people who are actually placed, largely because a large proportion of jobseekers registered on the database have no matric qualification and/or inadequate skills, and are thus difficult to place in jobs.
- c) The Department of Labour, working with the Economic Development Department and the Department of Higher Education and Training, should spearhead a national job-fairs drive. It should also convene an indaba on work placement services to examine what works and ensure integration and coordination of public- and private-sector work placement services.
- d) Large companies should be engaged to set clear commitments in terms of opening the workplace for young people who require internships, apprenticeships and work-integrated learning opportunities. The Skills Education Training Authorities (SETAs) will also be engaged to determine how they can provide funding for this large-scale programme.
- e) A national campaign coordinated by the Department of Higher Education, Science and Technology should be initiated to place university students and graduates who need work experience in state-owned companies. The current target set in the National Skills Accord should be revised and post-school institutions should publicise their rate of placing their students.
- f) Career guidance and life-skills training should be reviewed to determine what does and does not work so as to produce better targeted and more effective career guidance and life skills training programmes. This process must be led by the departments of Higher Education, Science and Technology, Basic Education; Employment and Labour and the NYDA.
- g) One of the concerns raised by young people during the consultation process was the lack of exit strategies in many of the initiatives such as internships and public employment programmes. The NYDA and the relevant government departments should review the extent of this challenge and offer solutions to the “revolving door” syndrome whereby the youth jump from initiative to initiative or fall through the cracks once the opportunity lapses.
- h) The mining industry needs to do more to enable more equity participation of black people, support youth-owned businesses through procurement and enterprise development, explore beneficiation as a tool for creating future industrialists, and use the employment equity legislative requirements to develop and mentor youth to strategic positions within mining companies and to create the required skills for successful careers in the industry.

Develop and support existing youth enterprises and cooperatives

Many young people have started their own business or cooperative. However, the number of youth-owned and controlled businesses in South Africa is not well known due to poor reporting. For example, black ownership is not broken down by age or gender in the procurement or supply-chain processes.

Initiatives are being implemented to support youth-owned companies in terms of finance, business skills and market linkages across the public and private sector.

Supporting youth-owned businesses

The Industrial Development Corporation and the Small Enterprise Finance Agency have set aside R2.7 billion to finance youth owned companies.

The Department of Trade and Industry and the Department of Small Business Development launched a Youth Enterprise Development Strategy to promote mass youth enterprise development by, for example, providing collateral grant funding to youth-owned companies. The NYDA has implemented programmes to support youth enterprises with finance, training and market linkages, while many government departments and municipalities implement enterprise development programmes in their own space. These various interventions are fragmented, poorly coordinated and are not properly linked to government strategies to, for example, reindustrialise South Africa, and support rural development and black

DRAFT NATIONAL YOUTH POLICY 2030



economic empowerment. Substantial amounts of money are spent by different agencies on youth enterprise development; but the impact is unclear.

Programmes to support young entrepreneurs should focus on enterprise education and training; business development, mentoring and incubation; funding and finance, and access to markets and affordable, well-located premises to conduct business.

- a) The Department of Small Business Development and National Treasury should conduct a comprehensive survey of existing youth enterprise support programmes in the public and private sector. An annual report should be developed to assess the type of programmes and their impact on promoting youth entrepreneurship, highlight the challenges faced by young entrepreneurs and profile success stories.
- b) A mass youth enterprise creation programme should be developed by the Department of Small Business Development in partnership with other departments and agencies. The programme should:
 - Connect youth enterprises to the funding opportunities provided by the state and private sector by accelerating the take-up rate of the funds established to support youth enterprises and cooperatives.
 - Adopt a sectoral approach to connect young entrepreneurs to opportunities in different sectors of the economy and various programmes, such as the infrastructure building programme and general public procurement. Special attention should be paid to youth in rural areas and sector-based incubators should be explored and developed.
 - Catalyse market linkages to promote demand for products produced by young entrepreneurs. In this vein, a proposal on leveraging public and private procurement to support youth-owned businesses should be developed. The Department of Public Enterprises should coordinate efforts to open opportunities for enterprise development for young people in state-owned companies. The Department of Higher Education, Science and Technology should include business skills development in TVET colleges, university curriculums and training programmes offered by public agencies such as the Small Enterprise Development Agency. The private sector could tap into those modules.
 - Hold national road shows to provide information to young people on opportunities available for enterprise development. The road shows should also connect government agencies and the private sector with young people. The youth desk in The Presidency should be responsible for holding these road shows, bringing government and nongovernment together.
 - Review the process of registering cooperatives and youth enterprises to remove blockages and reduce red tape.

The NDP calls for the creation of an enabling environment for small businesses and entrepreneurs to thrive by instilling the spirit of entrepreneurship in schools, lowering the cost of doing business in the economy and reducing barriers to entry in various value chains. The alignment of all legislation, codes and charters that flow from the BBBEE Act (2003) will ensure that the state procurement lever is used more effectively to advance socio-economic targets in certain geographies and industries.

The NDP's recommendations for the implementation of BBBEE need to be expanded and further analysed to address the needs of young people.

The NDP also calls for the introduction of mandatory targets for socio-economic development and job creation for all tenders above R10 million. There should be a statutory body to regulate BBBEE verification, and the Department of Trade and Industry should be empowered to revoke the accreditation status of accredited verification agencies that deviate from officially defined processes of accreditation. The National Empowerment Fund must be adequately resourced and strengthened to execute its mandate. The fund should strengthen its support to small and medium-sized black enterprises, and expand the provision of finance and other support to new black industrialists and entrepreneurs. Besides providing financial support, it should also enable market access and remove administrative and regulatory burdens on small businesses. Transforming ownership of the economy is the core mandate of the National Empowerment Fund, which is enabled by the contributions that private entities make to the fund's Enterprise Development Fund. The state, led by the Department of Mineral Resources, should craft a model that enables South Africa to optimise returns from its natural

DRAFT NATIONAL YOUTH POLICY 2030



resources. Rent collected from mining companies should be used to drive an accelerated development agenda that has skills development and sustainable job creation at its core (NDP, 2012).

Rural development and land reform for young people

Young people living in rural areas often struggle to participate in the economy due to a lack of access to or availability of land, and poor economic and social infrastructure. They are also confronted with dualism in the rural economy – food security at a national level is controlled by white-dominated, large-scale commercial farming, and subsistence farming is largely black-dominated and smaller scale. As a result, a traditional approach to rural development and improving farm incomes, by supporting forms of agro-processing, cannot be undertaken, because the country has a highly centralised, vertically integrated, agro-processing sector in relation to every key staple, and these value chains tend to exclude small/new/black producers. Rural development strategies also need to take into account the lack of homogeneity in rural areas throughout the country.

Interventions to promote and support youth participation in the agricultural sector should address issues such as access to land, implements and inputs, business skills, access to information, opportunities and markets.

- a) Young people should be enabled to participate in decision-making institutions of traditional authorities.
- b) The NYDA, working with the Department of Small Business Development, needs to facilitate the creation of ecotourism facilities in rural areas owned by young people.
- c) The Department of Land Reform should help young people access land.
- d) The Department of Agriculture, Land Reform and Rural Development should focus on improving small-scale and commercial agriculture through expanding irrigated agriculture, providing extension officers and farming implements to young people, and helping them identify and grow products that are labour-intensive and have high potential and market linkages, such as table and dried grapes, pecan nuts and oilseeds. These young farmers must be linked to a programme for farmer-to-farmer skills transfer, agricultural extension and training by the state in partnership with the industry.
- e) Young people should participate in a programme led by provincial departments of land reform whereby district municipalities with commercial farming land identify 20 percent of the commercial agricultural land in the district to be used for commercial activities (land already in the market, land where the farmer is under severe financial pressure, land held by an absentee landlord willing to exit and land in a deceased estate). Government should buy this land at 50 percent of its commercial value; this is closer to its productive value. The shortfall will be made up by cash or in-kind contributions from the commercial farmers in the district who volunteer to participate. A stepped programme of financing should be created including the National Treasury, the Land Bank and established white farmers. New financial instruments will be designed, for instance, 40-year mortgages at preferential rates for new entrants into the markets, as well as land bonds that white farmers and others could invest in.
- f) Training young people in skills relevant to agriculture and the agricultural value chain will also help to attract young people to the sector and promote agriculture and agro-processing.

Other critical economic interventions are listed below:

Young people (including those in rural areas and townships) who have already started small, micro, and medium enterprises must be supported through incubation programmes that provide funding, mentoring, business skills and access to investors and markets to ensure scalability and sustainability of businesses.

Government must use the state procurement and implement and monitor 30% youth set-aside to advance the development of youth owned enterprises by requiring that all national and provincial departments and local municipalities report outcomes of state procurement awarded to youth owned enterprises.

DRAFT NATIONAL YOUTH POLICY 2030



Government must implement and monitor 30% set-asides for employment of youth in targeted prioritised sectors with high absorption potential, such as: Agriculture, Manufacturing, Tourism, Oceans Economy, Creative Economy, Green Economy, and Waste Economy.

Pathways for 'marginalised' and 'at-risk' youth must be created to enable them to undertake social entrepreneurship and/or survivalist enterprise activities.

An annual amount of R2 billion to support 100 000 entrepreneurs per annum should be put in place for youth micro enterprises. Tax breaks should be introduced such that new youth start-ups should not have to pay taxation for the first two years of their establishment.

Government must fast track allocation of land to young people primarily for agricultural purposes to grow young agricultural entrepreneurs and enhance food security. There is need to attract, recruit and train young people to pursue careers in the agriculture sector value chain by providing scholarships and ensuring their placement in internships/ jobs upon graduation.

Young agricultural entrepreneurs must also be supported and twinned with established farmers for mentorship

Government collaborating with private sector and civil society sector must scale up public interventions such as the Expanded Public Works Programmes and Community Works Programme to reach a target of approximately 1 million youth every three years and to link participants (including NEET as well as those from rural areas) with sustainable exit opportunities. These programmes should however provide for verifiable skills transfer and recognition for skills learnt. There should be a social compact that allows for ease of transfer for young people from public employment programmes to the private sector.

The Department of Employment and Labour should consider a provision within the labour legislation that caters specifically for youth to create work opportunities for young people. All young people should exit any work experience with a better understanding of their strengths and weaknesses in the workplace, an updated CV, a reference letter, and an understanding of the steps that need to be taken to find the next job, or to reconnect to the education system.

Employers need to commit to supporting young employees by connecting them to training and employment database when the period of employment ends, and to provide feedback and reference letters upon exit. Young people need to be made aware of the value of keeping their references and skills levels updated, in the employment database, for future work search.

Young people must be support to overcome significant barriers they face in getting to work in the first few months (this includes provision of transport costs, airtime, money needed for food, and work-appropriate clothes).

Young people must be attracted, recruited and retained to pursue careers in the agriculture sector value chain (e.g. as crop scientists, livestock managers, agricultural engineers, agricultural technologists, veterinary scientists, veterinarians, veterinary technicians) including providing scholarships (to study locally and abroad) and ensuring their placement in internships/ jobs upon graduation.

The private sector and post school institutions must intensify training of young people in the areas of the Fourth Industrial Revolution (4IR) such as: reverse engineering of smart cars; 3D printing; artificial intelligence; robotics; autonomous vehicle; nanotechnology; biotechnology; the internet of things; quantum computing; virtual network of choice; virtual broadcasting services; visual media and network etc. as required by industry.

To offer young people more flexible career choices and an opportunity to diversify their skills, multidisciplinary education must be introduced at tertiary level to help the learners to develop important transferable skills which are continually

DRAFT NATIONAL YOUTH POLICY 2030



developing at all stages of life, such as critical thinking, adaptability, flexibility, communication literacy etc. There must be multiple exit points in the education system to enable learners to exit the system at a given point to progress meaningfully to employment or articulation into other programmes at relevant levels.

The private sector must be mobilised to complement government's funding in support of land acquisition primarily for agricultural purposes. Young agricultural entrepreneurs must also be supported and twinned with established farmers for mentorship

To promote innovation and multi-skilling of youth, government and private sector must create community-based hubs as centres for innovation, research and development in support of young entrepreneurs and SMMEs.

Approximately 1 million young people from the NEET category must be absorbed through the ETI. The ETI incentive should be directed to companies which towards employers who hire those without a formal qualification and cater for on the job training and must target. Further incentives should be introduced for companies which reach minimum thresholds of employment of young people

Young people must be support to overcome significant barriers they face in getting to work in the first few months (this includes provision of transport costs, airtime, money needed for food, and work-appropriate clothes).

7.3. Promoting Physical and Mental Health

To ensure universal access to quality health care, government will establish a publicly funded and administered National Health Insurance (NHI) fund to drive the roll-out of the NHI programme. The country's NHI funding model will give effect to the three key principles of the NHI: universal provision of quality health care, social solidarity through cross-subsidisation, and equity. For this to happen, government will pass the NHI Act in the next five years, finalise the funding model for the NHI fund (including budget reallocation for the district primary health care and personal health services) and create the fund by 2016/17. Quality of provision will be ensured through 100 percent compliance with the National Core Standards, which aim to ensure that the facilities are clean, safe and secure and that patients are respected and their rights upheld.

Proposed interventions

Support healthy lifestyles

The general health of youth should be supported to combat disease and encourage healthy lifestyles.

- a) Physical education should be compulsory in every school, university and prison to combat lifestyle diseases such as diabetes and hypertension. Furthermore, communities should have recreational facilities, including gyms and sporting facilities. This will be coordinated by the Department of Sports, Arts and Culture and municipalities respectively. Green spaces and sporting and recreation facilities should be prioritised in integrated development plans.
- b) The number of social workers needs to be increased. For example, the Department of Social Development provides a scholarship for people studying to become social workers. Many of these trained graduates are not being absorbed into jobs despite the identified need for social workers in the country.
- c) The Department of Sport, Arts and Culture, together with the Department of Cooperative Governance and Traditional Affairs, should provide a plan on how sport and recreation facilities will be established, maintained and protected from vandals.
- d) The Department of Basic Education, together with parents, should promote interpersonal and coping skills through better implementation of the National Life-Skills programme, as part of the school curriculum.
- e) The Department of Social Development should implement the White Paper on Families (2013) to strengthen families.

7.3.2 Promote sexual and reproductive health and rights

DRAFT NATIONAL YOUTH POLICY 2030



The sexual and reproductive health and rights of youth should be supported by both schools and the family to enable youth to have access to necessary information, to seek health care when necessary, and to practice positive behaviours.

- a) Values void of gender stereotyping and prejudices should be instilled in young people to foster a sense of inner-belief, self-respect and mutual respect, along with a deepened understanding people's sexuality. People need to be taught to be assertive when making decisions about sexual and reproductive health and rights, and to report violations of these rights. This is a core responsibility of schools and families.
- b) Access to services and information related to sexual and reproductive health and rights needs to be expanded. People should be able to make their own decisions about their health care guided by non-judgmental and empathetic health, social and community workers.
- c) Barriers (self-imposed and contextual) should be broken down to allow people to seek health care, including through innovative campaigns to get youth to test for HIV and take an interest in personal health.
- d) People need to be protected from sexual and gender-based violence, sexually transmitted infections, substance abuse and unplanned pregnancies. Illegal cultural practices that abuse human rights need to be better policed and social determinants of health should be addressed; interventions that provide information and challenge taboos, myths, misperceptions, stereotyping and discrimination related to sexuality should be implemented.
- e) The skills and capacity of families and communities should be built so they can talk to adolescents about sexual and reproductive health freely and confidently using their home language.

Combating substance abuse among youth

To deal with the challenge of substance abuse and related illnesses affecting South Africans, including the youth, information on the effects of substance abuse should be made available, and appropriate government departments should implement effective substance abuse prevention programmes.

- a) The Departments of Cooperative Governance and Traditional Affairs; Sport, Arts and Culture and Public Works and Infrastructure should develop recreational facilities and diversion programmes that prevent people from becoming substance abusers.
- b) The South African Police Service should prioritise reducing the availability of illegal drugs. Alcohol should not be sold in proximity to schools and other facilities frequented by young people. Young people should monitor supplier trends and expose corruption in partnership with local police stations.
- c) Information on the adverse effects of substance use and risks of addiction should accompany alcohol adverts on television.
- d) The Department of Health should develop and implement protocols and practices for integrated diagnosis and treatment of substance dependence and co-occurring disorders.
- e) Laws and policies to facilitate effective governance of alcohol and drug supply chain need to be harmonised and enforced.
- f) **Municipality** by-laws dealing with restricting access to alcohol should be strictly enforced.
- g) Jobs relating to combating substance abuse should be created.

The departments of Health and Social Development, coordinated by the youth desk, should lead the implementation of this section of the youth policy.

Community and institution based young professionals, such as psychologist, social workers, youth workers, Early Childhood Practitioners, and community-based workers must be employed to strengthen and intensify psycho-social support including family strengthening services to address youth problems such as depression and substance abuse.

Adolescent and youth-friendly health services must be availed in public and private health facilities, as well as in schools, clinics and other venues, with adequate services for sexual and reproductive health.

DRAFT NATIONAL YOUTH POLICY 2030



7.4. Nation-building and social cohesion

The NDP predicts that in 2030 South Africans will live in a more cohesive society that cuts across the divisions of race, gender, space and class, and is more accepting of peoples' multiple identities. Nation-building and social cohesion create unity of purpose, which is needed to overcome the obstacles preventing 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.

Proposed interventions

Efforts must be ramped up to facilitate meaningful youth participation and awareness in sport, recreation, arts and culture, because strong civic competence guarantees social cohesion.

Government, private and civil society sectors must massify, institutionalise, and adequately resource the National Youth Service to target 1 million youth every three years. In line with many African countries such as Namibia, Kenya, Tanzania, where the Department of Defence is supporting NYS programme, to support the skills revolution in the identified priority areas and inculcate discipline and patriotism, it is proposed that 50% of the identified training areas should be supported by the SANDF with ring-fenced SETA funding.

At least 2000 Young South Africans must be placed annually in international initiatives such as the AU Volunteer programme, the UN Volunteer programme, and other similar mechanisms within the BRICS and G20, so that they realise their potential as part of the global economy. The participants to be linked to exit opportunities upon return.

Youth should enjoy representation in decision-making structures such as Parliament, Cabinet, and Boards of Directors of companies.

Foster constitutional values

The Constitution is the starting point for building unity. Values contained therein include dignity, non-sexism, non-racialism and the rule of law. These values provide the basis for a new South African identity, in which South Africa can overcome its history and build a society based on equality, freedom and dignity.

National symbols such as the flag, coat of arms and national flower help provide a common identity and as such should be known by young people. "National symbols often do not only represent the general concept of nation; but also condense the knowledge, values, history and memories associated with one's nation" (Butz 2007). Former President Mbeki summarised the role and meaning of South Africa's coat of arms at its launch in 2000. "It is both South African and African...It serves to evoke our distant past, our living present and our future as it unfolds before us...By inscribing these words on our Coat of Arms – !ke e: / xarra //ke [diverse people unite] – we make a commitment to value life, to respect all languages and cultures and to oppose racism, sexism, chauvinism and genocide".

Youth should be exposed to positive constitutional values that promote a South African identity based on unity, freedom and equality.

- a) All young people should familiarise themselves with the Constitution and live the values contained in it. Together with the Constitution, young people should live the Bill of Responsibilities, which outlines the responsibilities that come with the rights outlined in the Constitution. The Bill of Responsibilities urges young people to "accept the call to responsibility that comes with the many rights and freedoms that they have been privileged to inherit from the sacrifice and suffering of those who came before".
- b) Student representative councils should push for transformation in schools and institutions of higher learning and ensure that their institutions develop and implement strategies to build a non-racial and inclusive culture, ethos and curriculum.

DRAFT NATIONAL YOUTH POLICY 2030



- c) Young people should learn and internalise the preamble to the Constitution, as it embodies what it means to be South African. The proposal of the NDP that the preamble to the Constitution be recited at all school gatherings, followed by the singing of the national anthem should be put forward by young people.
- d) Young people working in the media should lobby for the media to promote the non-racial, non-sexist and democratic values of the Constitution.
- e) The Department of Sports, Arts and Culture should continue to make national symbols readily available in schools and institutions of learning. National symbols should also be prominently displayed in government buildings. The private sector should consider displaying the symbols in their receptions areas.

Confront discrimination and systemic racism and contribute to nation-building, dialogue and healing

Racial prejudice, a breakdown in values, inequality of opportunity and massive poverty, as well as competition for scarce resources help to fuel racism and xenophobia. Discrimination on the grounds of sexuality and homophobic violence is also a major problem.

South Africa needs to confront systemic racism within society.

- a) Campaigns focusing on raising awareness and changing attitudes and behaviour in relation to racist and xenophobic tendencies should be implemented. Social media provides an excellent opportunity to reach many young people and to sustain the campaign. This social media campaign should be led by the NYDA, supported by the Department of Justice and Correctional Services, the Department of Sports, Arts and Culture, NGOs and community-based organisations. Other media such as radio, television and film can also be used to showcase what it means to be a South African living the values enshrined in the Constitution.
- b) Young people should educate each other by producing stories that facilitate healing, nation-building and dialogue. The media and the public broadcaster must give these productions airtime. In addition, commercial distribution networks must be incentivised to distribute and/or host art produced by young people that contributes to nation-building, dialogue and healing. The arts could be promoted by government (Department of Sports, Arts and Culture and the Department of Trade and Industry) and business by:
 - Providing financial and ICT support to young artists to enable them to create work that expresses nation-building and creates platforms for debates.
 - Creating incentives for commercial distribution networks to distribute art and host artistic events.
 - Developing and implementing practical interventions to support the arts and culture curriculum in schools.

Fostering leadership and active citizenry

Youth leadership development needs to be actively supported. All members of society should be responsible for creating an environment that is conducive to the development of the next generation of leaders.

To lay the foundation for a young generation able to make the right choices, all citizens need to practice strong leadership.

- a) All South Africans should practice leadership qualities, including:
 - The ability to lead by example and to follow rules that apply to everyone.
 - Honesty, integrity and trustworthiness.
 - The ability to agitate for transformation.
 - The capacity to innovate, manage change and build enough support to drive an essential and not necessarily popular agenda.
 - The ability to listen, especially to those with a different opinion, perspective or priorities.
 - The ability to create conditions that allow everyone to communicate in open dialogue. This requires tolerance, patience and openness to giving and receiving criticism.
 - The ability to promote meaningful inclusion by helping to overcome barriers associated with class, ethnicity, gender, disability and other factors of exclusion.

DRAFT NATIONAL YOUTH POLICY 2030



- The drive to empower the otherwise powerless by building bridges to other sectors of society, including business, civil society and faith-based organisations (NDP, 2012).
- b) All South Africans, and the media in particular, should create opportunities for young people to do more than hear stories of great leadership or participate in skills development activities. Our nation should create contexts and relationships that allow young people to help form an equal society. Campaigns to encourage young people to belong to charitable organisations and actively participate in acts of solidarity should be held.

Government, business and non-profit organisations should help young people play authentic and meaningful leadership roles and remove barriers that prevent youth from having leadership roles.

Better implementation of the National Youth Service

The NYDA should ensure that the National Youth Service is implemented across race and class.

The National Youth Service aims to reconstruct South African society by developing the abilities of young people through service and learning. The National Youth Service builds character and enables young people to give back to society. In addition, it addresses past racial segregation by enabling young people to share common space such that they recognise in each other common humanity.

Broadening sports and recreation

Sport teaches discipline, is an integral component of a healthy lifestyle and enables South Africans to share common space. The NDP vision for sports in 2030 is that:

- Participation in each sporting code begins to approximate the demographics of the country.
- South Africa's sporting results are of a middle-income country with a population of about 50 million and with historical excellence in a number of sporting codes.

For the vision to be realised, school sports should be compulsory and adequately resourced.

- a) Government should ensure that there are adequate, well-maintained sports facilities for the majority of the population.
- b) The youth should organise themselves into community clubs so that they can continue to play sports. This will make it easier for sport federations and government to help with equipment where necessary.

Responsibility of young people

Young people are capable citizens who will not only demand services and resources from government and society but shall contribute to the transformation of the country and communities in which they live through always striving to better themselves and achieving their potential; working hard and honestly; performing acts of kindness; love of family and commitment to community peace and safety: If at school they must study and learn; if at work they must be professional and go the extra mile. Young people commit to taking advantage of the chances for youth development unveiled by government and its social partners.

Young people shall contribute to the building of the social fabric and fostering moral consciousness and responsibility by:

- Taking the initiative to develop themselves and those around them.
- Showing love, respect and care to themselves and others in particular the elderly, orphans, people with disabilities and other vulnerable groups such as women and children.
- Saying no to racism, sexism, xenophobia and other related intolerances
- Participating in the social compact initiatives of government and civil society that promote voluntarism, African values, traditions and heritage;
- Promoting values of tribal, racial and religious tolerance in their use of social networks and in the communities they live, play and work
- Protecting, maintaining and preserving environmental resources, public properties, symbols, signs and institutions

DRAFT NATIONAL YOUTH POLICY 2030



- Participating in decision-making processes such as voting and assuming roles of leadership in community structures
- Promoting and defending democracy, its values and institutions
- Participating in forums dealing with HIV and AIDS and other illnesses affecting society,
- Acting as guardians of community peace by participating in efforts to curb violence and criminality in their communities
- Being role-models to other youth if in leadership positions within community and other structures such as learning institution.

7.5. Effective and responsive youth development machinery

South Africa's approach to youth development is two-pronged: it aims to mainstream youth development across various sectors and provide dedicated youth development platforms.

This will require a collaborative and coordinated effort from key role players in youth development. The following institutions are essential to the implementation of this policy.

The Department of Women, Youth and Persons with Disability (DWYPD) is the standard bearer on key youth research, advocacy and mainstreaming. Through the Ministry and its youth development branch, the Department will advocate for youth responsive planning, budgeting, monitoring, evaluation and auditing (YRPBMEA) in all levels of society.

The Presidential Working Group on Youth shall be revived to provide political support for the implementation of the NYP 2030 and its integrated youth development strategy. The presidential working group will promote and get buy-in for youth empowerment and development, identify appropriate partner organisations and involve them in the process of planning, implementing, monitoring and evaluating the youth development policy and strategy.

The Parliamentary Portfolio Committees on Public Service and Administration as well as DWYPD must continue to hold the executive, including the NYDA, accountable for youth development and empowerment.

The effective implementation of this policy depends on optimising intergovernmental relations between national, provincial and local government. All spheres of government need to work alongside the youth to involve them in planning and decision making; build connections between the youth, national priorities and local communities; challenge stereotypes depicting youth as a "social problem"; channel the energy, leadership and fresh perspectives of the population into social, economic, cultural and environmental renewal; and promote young people as active citizens who are able to tackle social problems and act on opportunities.

Government departments at national, provincial and local levels established youth chief directorates, directorates or desks on the basis of these five goals. These youth desks provide youth development services. However, even with the creation of youth desks, many challenges remain. Some departments do not have these structures in place and where they do exist, many of them do not have competent and/or adequate personnel. These challenges negatively affect the quality of service delivery and contribute to people's dissatisfaction with the services provided to the youth, evidenced by poor mainstreaming of youth development services.

To address these challenges, youth units at national, provincial and local levels must be established where they do not exist. Adequate and capable personnel who meet minimum competency requirements for doing youth work should run these youth desks. In addition, personnel will be expected to continually improve their skills and ways in which they work with young people. The youth units should be allocated sufficient funds to design and implement youth interventions in line with the provision of the NDP of building a capable developmental state and the government's priority of professionalising the public service.

DRAFT NATIONAL YOUTH POLICY 2030



To ensure better coordination and seamless integration, the Department of Women, Youth and Persons with disabilities will continue to be the custodian of the Youth Policy. At provincial level, this concurrent function will be performed by the youth desks in the offices of the premiers. These structures will ensure the implementation of the policy and the integrated development strategy, which will be founded on best practice. They will also ensure that the Youth Policy is integrated with government's implementation programme as articulated in the Medium Term Strategic Framework. This will ensure better monitoring and measurement of progress or lack thereof.

The NYDA was established through the National Youth Development Agency Act (2008). In terms of this act, the agency is mandated to initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general; promote a uniform approach by all organs of state, the private sector and non-governmental organisations to matters relating to or involving youth development; establish annual national priority programmes in respect of youth development; endeavour to promote the interest generally of the youth, particularly young people with disabilities; guide efforts and facilitate economic participation and empowerment; and facilitate the achievement of excellence in education and training.

The NYDA's mandate is broad and difficult to implement, particularly given the resource constraints. Therefore, this policy advocates that youth development should be the responsibility of the agency and the identified stakeholders, whose roles need to be clearly specified. The NYDA Act is being amended to determine the feasible role of the agency.

Nongovernmental and citizen-based organisations operate independently of government and deliver direct and indirect youth development services. They operate internationally, nationally and locally and may be youth-led and/or youth serving. This policy acknowledges that many of these organisations play a critical role in providing youth development services.

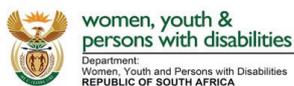
The youth affairs divisions of multilateral organisations also play an important role, including the United Nations, African Union, the Commonwealth and the Southern African Development Community, which approved that every member state should have a national youth council made up of youth organisations and young people to serve as a representative body. The SAYC – an umbrella organisation that represents the interests and aspirations of young people – was established in South Africa in 1997 for that purpose. The SAYC has a wide range of member organisations and performs an important role unifying different views into a common youth development agenda. One of its focus areas is ensuring that youth organisations participate in broader social issues.

Of relevance to this policy is that even though the SAYC's role of being a "voice for the youth" is acknowledged, this organisation is not formally recognised and continues to face challenges, including lack of financial and human resources. These problems are pressing because they most directly affect the mobilisation of the youth sector. It is therefore imperative to have the SAYC formally recognised as an apex body for young people in South Africa. Its human and financial resources must also be strengthened to enable it to discharge effectively on its mandate. The SAYC will in turn be expected to strengthen the capacity of its member organisations.

The commitment of the private sector to youth development remains crucial, especially because youth employment is a key challenge for the sector. The private sector should prioritise the economic inclusion of youth by, for example, ensuring responsiveness of BBBEE codes to youth and by entrenching YRPBMEA.

Joint planning and service provision with the private sector is also important. The Department of Women, Youth and Persons with disabilities should revive the functioning of a youth development forum – a coordinating structure for youth development made up of private sector, public sector and civil society stakeholders.

DRAFT NATIONAL YOUTH POLICY 2030



8. Accelerating services and programmes to young people/ What makes this policy different

Lessons emerging from implementation of the NYP 2020 suggest that there is a need to respond to complex, huge, increasing and changing needs of the youth. These must be implemented in an accelerated manner taking into account that youth is a developmental stage, and today's youth equally deserve to be empowered so that they can transit smoothly into adulthood. The National Youth Policy 2030 is aimed at addressing challenges faced by South African youth, and to create an environment that will enable them to fulfil their potential. The current National Youth Policy 2020 did not have a monitoring and evaluation framework to track implementation of the youth policy outcome and output indicators. The M&E framework was later approved by Cabinet in April 2018.

The new youth policy will be sent for approval by Cabinet with an updated M&E Framework as well as a reviewed Integrated Youth Development Strategy in place. In addition, the Department is considering introducing the Country's Acceleration Strategy (CAS) in line with the African Union's Plan of Action for Youth Empowerment (APAYE) as articulated in the Africa Union's Agenda 2063. The CAS will ensure that the country is more focused and urgently implement flagship programmes that have the potential to be scaled up. These flagships must be high-impact and serve as points of focus and confluence for stakeholder mobilization, investment, actions and accountability. The existence of several partners in the youth empowerment landscape provides opportunities to leverage partner resources. Consequently, the partners' competing, overlapping frameworks and initiatives will be harmonized.

9. CONCLUSION

The NYP 2030 aims to have youth development programmes in place that respond to the challenges faced by the youth of South Africa and enable young people to have agency and take charge of their future.

Informed by the previous youth policy and research on the state of young people, the following areas were prioritised: economic participation; education, skills, and making the correct behavioural changes; and instilling a sense of solidarity and love of self and country in the youth.

To enhance economic participation, the NYP 2030's suggested measures include industrial policy interventions to improve labour absorption in the economy; work exposure measures to provide young people with opportunities to gain on-the-job experience; linking young jobseekers to employers; interventions to support entrepreneurship; facilitating access to opportunities, business training and markets for youth-owned companies and cooperatives; and improved public employment schemes. Inequality of opportunity will be reduced through the implementation of redress measures such as BBBEE and land reform, as well as through the radical economic transformation agenda driven by government.

The suggested interventions for improving access and quality of education and skills development include improving the quality of basic education through teacher training and introducing after-school care programmes, strengthening the curriculum and gradually introducing free basic education for poor learners until undergraduate level. Special attention will be given to providing unskilled and uneducated youth with second-chance opportunities.

Suggested health interventions include encouraging behavioural changes so that young people develop a good self-image, developing the skills needed to be assertive in making decisions about sexual and reproductive health and using laws, policies and recreational facilities to deal with the challenge of substance abuse and related illnesses, particularly among the youth.

The NYP 2030 calls for the fostering of leadership, active citizenry and the living of values outlined in the Constitution to address social cohesion and active citizenry.

The youth development machinery will also be optimised to effectively implement and monitor the policy and strategy.

DRAFT NATIONAL YOUTH POLICY 2030



To ensure this policy is executed, an implementation strategy will be developed with clear targets that will be negotiated with the different stakeholders. An implementation evaluation will be conducted two years after the strategy is promulgated. It will be followed by an impact evaluation in 2019 in preparation for its review. The implementation evaluation will show whether the policy is being implemented as planned and where improvements are needed. To ensure a good evaluation study is conducted in 2019, the NYDA will work with the Department of Women, Youth and Persons with disabilities to ensure data requirements are mapped and their collection is set immediately after the gazetting of this policy. Frequent progress reports on the implementation of the policy will be presented to Cabinet, including reports required by the multilateral organisations of which South Africa is a signatory to ensure departments and the private sector implement this policy.

Implementing these interventions in the next five years will bring us closer to a South Africa in which young people and organisations achieve their full potential in the social, economic and political spheres of life, and recognise and develop their responsibilities to build a better life for all.

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DRAFT NATIONAL YOUTH POLICY 2030



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DRAFT NATIONAL YOUTH POLICY 2030



ACRONYMS

LEGISLATION AND POLICY FRAMEWORKS

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