
Youth Development for Economic Freedom in our lifetime

Beyond advocacy and lobbying: Decisive Action for fundamental change

**Draft Discussion Document to the 24th National Congress of the African National
Congress Youth League**

Not for circulation and not for quoting—strictly internal

Young people represent agents, beneficiaries and victims of major societal changes and are generally confronted by a paradox: to seek to be integrated into an existing order or to serve as a force to transform that order¹. *World Program of Action for Youth, 2008*

INTRODUCTION

1. In South Africa 70% of the unemployed are young people between the ages of 18 and 35.
2. Often quoted and even more relevant today, Cde Oliver Reginald Tambo's words continue to ring true, "A nation that does not nurture its youth, does not deserve its future."
3. So in a country where young people constitute the majority of the population but also have the dubious honour of being the majority of the unemployed, the underemployed, the unskilled and marginalized, it is no exaggeration to say South Africa is sitting on a ticking time bomb as we will have neither the skills nor the knowledge to propel our future economic development forward, thus undermining even our current development and growth efforts
4. The 24th National Congress of the ANC Youth League takes place a few months before the historic centenary celebration of the ANC. This of necessity poses a challenge for the Youth League to drive the charge for the implementation of a catalytic and visionary youth policy, befitting 100 years of selfless struggle.

¹ www.un.org/youth

5. While a lot has been achieved in the 17 years since the dawn of the democratic dispensation, young people remain socially and economically marginalized and disenfranchised. Challenges afflicting youth are interrelated, and while some would be resolved as part of the national development framework, it is imperative that greater impetus is given to the work of youth development.
6. South Africa became a signatory to the African Youth Charter in 2009. The Charter sets out the supportive policies for the development of youth throughout the continent and in its preamble², makes a reflection of the situation of youth, noting *“with concern the situation of the African youth, many of whom are marginalized from mainstream society through inequalities in income, wealth and power, unemployment and underemployment, infected and affected by the HIV/AIDS pandemic, living in situations of poverty and hunger, experiencing illiteracy and poor quality educational systems, restricted access to health services and to information, exposure to violence including gender violence, engaging in armed conflicts and experiencing various forms of discrimination”*
7. Whilst acknowledging the continued marginalization of millions of young people, particularly those who do not have the skills required by the economy, the Strategy & Tactics 2007, notes that *“the period since 1994 has also seen other macrosocial trends that include... greater self-assertion by the youth in taking advantage of professions now opened up and opportunities in the arts and other areas”*.
8. Even in the midst of the myriad of challenges still prevalent, young people have, to a certain extent, seized the opportunities of democracy. 2010, for example, provided an opportunity for young people both within the field of play and beyond. Amongst others, the film industry continues to burgeon with many young people displaying their creative and intellectual capacity in these different art and economic forms.
9. It is within this context therefore that this discussion document is presented to branches of the ANC Youth League for discussion leading up to the National Congress in June 2011.

² African Youth Charter, Page 1, www.africa-union.org

BACKGROUND

10. Reaffirming the 23rd National Congress³ resolution on youth development, the ANC Youth League understands youth development to be the creation of an environment and opportunity for youth to be able to attain their full potential, utilizing their collective and individual energies.
11. Youth is defined as people between the ages of 14 and 35, and constitutes the transitional phase between childhood and adulthood. Recognizing the historical factors that have hampered their optimal development, the vision of the Youth League is to create healthy, skilled, disciplined, conscientised and productive young people actively contributing to the development of the country.
12. It is imperative also that young people are not viewed as passive beneficiaries of empathetic attitudes, afflicted by all manner of social ills; but rather as products of history driven to be change agents for their development, a necessary precondition for a thriving society

STATE OF YOUTH

13. South Africa is a young country. As a democracy, it emerged little more than a decade ago. It is young also in that, in contrast with the 'developed' world, nearly 40 per cent of its people are between 14 and 35 years of age. Youth in South Africa are therefore not an obscure sub-culture – they are a very large part of the population⁴.
14. Of the approximately 49,9 million people⁵ in South Africa as estimated by the mid-year population estimates (2010), approximately 33 million (71%) are below the age of 35, with some 18 million of these between the ages of 14 and 35

³ 23rd National Congress Discussion Document on Youth Development, 2008

⁴ Young people in South Africa, 2005, Human Sciences Research Council

⁵ Mid-year Population Estimates, Stats SA

15. Unemployment remains endemic in the country, with 24% of the workforce of South Africa unemployed. Young people constitute the majority of the unemployed, with no less than 70% of them unemployed.
16. According to the National Treasury document on Confronting Youth Unemployment, unemployed young people tend to be less skilled and inexperienced with almost 80% having no formal further or tertiary education, while two thirds never worked, putting a strain on the social security system
17. The implication of this is evident in the fact that Almost 25% of people in South Africa receive social grants. In June 2007, there were 7.9 million Child Support Grant beneficiaries accounting for 66% of all social grants
18. These figures have been consistently rising since 2007 and further increases are predicted in 2011 and beyond. In 2014 it is forecast that expenditure by the South African Social Security Agency (SASSA) will amount to R120,949,000,000.

YOUTH DEVELOPMENT FRAMEWORK

19. Since 1994, major changes and considerations have been undertaken to create optimal youth development machinery in South Africa. Successive consultative conferences resolved amongst others, against the establishment of the Youth Ministry, opting rather for the National Youth Commission enacted in 1996 and the establishment of Umsobomvu Youth Fund from the demutualization of Old Mutual, the National Youth Policy of 2000, and the National Youth Development Policy Framework 2002 -2007
20. The role of civil society has also been recognized as critical to the advancement of the youth development agenda with organisations such as the South African Youth Council (SAYC) and other non-governmental organisations funded by the state and other donors.
21. The employment of youth focal persons, youth desks, the appointment of political youth advisors and various pieces of policy including but not limited to the National Youth Service, Integrated Youth Development Strategy and many more, have been a demonstration of the ANC Youth League's quest to find a results-oriented youth development framework

22. The historic 1st National General Council of the ANC Youth League in 2010 defined the mission of this generation as the attainment of Economic Freedom in Our Lifetime. This of necessity means that the 24th National Congress must resolve on a Program Based Approach Youth Development Framework that should be a blueprint for youth development in Africa and the world.

WHERE ARE WE NOW?

23. The 23rd National Congress adopted a seminal document on National Youth Development entitled “Towards an Integrated, Activist Youth Development Strategy and Agency”

24. This discussion document gave a concrete directive on the characteristic of a Youth Development Strategy required and the nature of Agency required to deliver it.

25. Amongst its key dictates was:

- **A youth policy with a mass support** – this necessarily would be a youth policy developed with the overwhelming mass involvement and support of young people and society in general including government, labour, civil society and the private sector. The Youth Policy was to “*reflect the immediate interests, challenges and needs of young people, not fitted into some bureaucratic, elite roundtables programmes and aspirations*”. The youth policy was to “*be the Freedom Charter type of document for all South African youth*”⁶
- **Key and central issues for youth policy** – the necessary attention was to be paid to the issues preempted to arise for the mass and popular participation in the development of the policy. These issues being:
 - o High levels of youth unemployment
 - o High levels of youth poverty
 - o High levels of youth involvement in crime
 - o Levels of HIV/AIDS and other diseases

⁶ ANC Youth League 2008 Conference Discussion Document, pg 40

- o Lack of access to education and inability to complete studies for those who do gain access
- o High rates of exclusion of mainly black youth from Higher Education institutions
- o Drug and alcohol abuse by youth
- **Categorisation of Youth in a National Youth Policy** – the youth policy was to consider the spatial, national, class and activity aspects of youth for purposes of effective policy, programmatic and focused project responses
- **On the National Youth Development Agency, the Youth League called for:**

An agency underpinned by relative autonomy, effectiveness and efficiency in driving an integrated youth development program with the following characteristics

 - o Structural and operational independence
 - o Programmatic capacity and financial sustainability
 - o Organic participation
 - o Responsiveness
 - o Democracy
 - o Prosperity
 - o Efficiency and Effectiveness
 - o Transparency and Accountability
 - o Popular presence and support
 - o Activism and involvement
 - o Nation Building
 - o Non-racism and Non-sexism
- **Finally, on the Integrated Youth Development Strategy,** the Youth League envisioned integrated youth development “that would not be reduced to subordination of youth development programs and projects of any sector of society” but would be activist and agitate for amongst others access to compulsory and quality education, health, housing, water etc, condemn brutal exploitation of workers through informalisation, condemn racism etc, and not be “messengers” of the strategy of government. In essence an Agency that lives amongst young people, is

dissatisfied with the status quo and agitates for radical change where such is needed.

26. The National Youth Development Agency was then established a key youth development intervention in 2009. This was done through the merger of the National Youth Commission and the Umsobomvu Youth Fund, a move that sought to leverage on the combined mandates and capabilities of the two organisations to mainstream youth development within society
27. Amongst the challenges this merger also sought to resolve were the systematic and structural deficiencies which meant that, amongst other, there was lack of structural and operational independence for Youth Commissions and minimal or no programmatic capacity to spearhead, guide and lead youth development programs
28. It was necessary as well that the establishment of the NYDA deal with the issue, perceived or real, that the Umsobomvu Youth Fund was inflexible and that youth lacked access to its resources. The UYF was understood to lack accountability, collective ownership, cooperation with other youth agencies and structures etc
29. The National Youth Development Agency, represented then as it still does now, the vision of an integrated, activist, seamless, responsive and sustainable youth development agenda
30. Whilst there has been progress since the establishment of the Agency, albeit it hesitant and fragile, critical challenges still remain, chief amongst them, the resourcing and coordination of youth development work.
31. There continues to be fragmented, issue specific and at times incoherent and ad-hoc interventions to address youth development throughout the spheres and organs of government. These interventions are carried out outside the scope of the National Youth Policy 2009 - 2014 and therefore remain unreported, unaccounted for and ineffective except for in piecemeal fashion.
32. Youth focal persons or Local Youth Units, depending on where you are, have been established in most government departments and municipalities. These offices are again underutilized, directionless and operate outside set parameters and indices

developed for the measurement of the efficacy of youth development programs and projects

33. Coherence in roles, institutions and capacities required to drive youth development remains a critical element of any assessment on the state of youth development.

Challenges posed by the Legislative Framework

34. The National Youth Development Agency Act, Act 54 of 2008, established the National Youth Development Agency as a national public entity as defined in section 1 of the Public Finance Management Act (PFMA)
35. In terms of the PFMA a national public entity is established in terms of national legislation and is fully or substantially funded from either the National Revenue Fund, or by way of a tax, levy or other money imposed in terms of national legislation; it is accountable to parliament
36. All public entities account to a political authority which in the case of the National Youth Development Agency is The Presidency
37. The Act as enacted repealed the National Youth Commission Act 19 of 1996 and the National Youth Commission Amendment Act of 2000, by necessary implication all the Provincial Youth Commission Acts which derived their existence from the above
38. Having repealed the Provincial Youth Commission Acts, structures of youth development within provinces remain in regrettable state of limbo with each province establishing provincial chapters of the National Youth Development Agency with no consistent approach in form, content or location
39. We must accelerate the process of amendment of the Act from a s75 to s76 bill. Further that what is the political posture of the political executive committees in relation to the implementing agencies in driving the work of the Agency within the various provinces?
40. How then is youth development resourced within the context of constrained national fiscus? Provincial Governments are unable to allocate funding to the provincial chapters as allocations to provincial youth agencies would require that these structures are voted

funds from the provincial legislatures. This is due to our adopted resolution⁷ for a “publicly funded but structurally and operationally independent youth development agency”.

41. An important question we must ask ourselves three years on is - has the vision of Integrated, Activist Youth Development Strategy and Agency been realized, if yes – how can we do even better and if no – what now needs to be done?

YOUTH DEVELOPMENT POLICIES AND PLANS

42. According to the National Youth Development Agency⁸, 8 priority areas have been identified to drive decisive youth development being:

Economic Participation: Support both for-profit businesses as well as social enterprises that promote job placement, self-employment and income generating activities.

Education and Skills Development: Promoting access to quality education and skills to both in-school and out of school youth through second chance interventions for school drop-outs and School to Work programmes.

National Youth Service: Aimed at providing young people with meaningful and accredited skills and activities that benefit their communities through national service and patriotism.

Social Cohesion: Aimed at engaging young people in activities that build their social capital, networks and strengthen the relationships that bind people and communities together.

Information Services and Communications: Aimed at providing young people with information about various opportunities aimed at improving their living conditions.

Policy, Lobby and Advocacy: Aimed at creating platforms and other social dialogue forums to engage the state, civil society and other social partners for purpose of mainstreaming youth development.

Research, Monitoring and Evaluation: Aimed at generating a body of research, knowledge and best practice in the youth development sector. It will inform various

⁷ 23rd National Congress Discussion Document on Youth Development, 2008

⁸ www.nyda.org.za

ways through which government, business and other social partners can contribute towards youth development.

Effective and Efficient Resources Management: Efficient and effective management processes that will ensure that resources are managed optimally

CHALLENGES FOR YOUTH POLICY

43. It cannot be a secret that the National Youth Policy is at this stage a guiding document not widely known or appreciated by young people and society at large. This assertion is made because it is questionable whether the National Youth Policy enjoys the popular support envisaged when we spoke of a Youth Policy that would be a “Freedom Charter type document for youth”?
44. The NYP 2007 was developed through “rigorous public consultations...with youth organisations, government structures, religious formations, research institutions, the labour movement, civil society and the private sector”⁹. More can be done to capture the hearts and minds of society to rally it behind the vision espoused by the YL on youth development.
45. The National Youth Policy 2009 - 2014, highlights priority target groups for youth development being young women, youth with disabilities, unemployed youth, aged out-of-school youth, youth in rural areas, and youth at risk. It further proposes interventions for their development within the context of four pillars i.e. education, health and well-being, economic participation and social cohesion.
46. While that National Youth Policy identifies the need for a multi-sectoral approach bringing together government, civil society and the private sector in the agenda of transformation, its objectives fail to capitalize on this realization and focus largely on the public sector as a vehicle for youth development. More emphasis has to be put in ensuring that the private sector in particular plays a more active role in youth development and is held to account for delivery of the agreed outcomes.
47. There is still lack of policy direction on the nature of intergovernmental coordination required. Youth development still does not find expression nor permeate the South

⁹ National Youth Policy, 2009 – 2014

African government's integrated policy planning, policy making and implementation mechanisms.

48. The National Youth Policy must take responsibility for the development of criterion and standards for the professionalisation of youth development work.

RESOURCING

49. The NYDA has been allocated R385-million in the financial year 2011/12¹⁰. This is despite the stated request for a budget in excess of R930 million to implement its program of action for the same period.

50. Since 2000, the allocations made by government have not increased in real terms. Could this be indicative of a lack of political will to make decisive interventions in the areas proposed?

51. The Agency must of necessity explore options for alternative funding to supplement the appropriation from government. In line with its development objectives these options may include:

- the ringfencing of all allocated funds for dedicated programs targeting youth within government departments. This process ensures that these funds can only be used for the purposes for which they are voted in the same manner for example as the Infrastructure Grants provided to provinces and municipalities.
- and, top slicing at approximately 0.1% of all allocations of government to fund youth development initiatives in conjunction with the NYDA. The intention would be for Departments and Municipalities would surrender to a central coffer all funds dedicated to youth development and working with the NYDA ensure that these are then equitably allocated to enhance youth development

52. The legislative structure of the Agency further allows it to derive alternative revenue from partnerships with the private and civil sectors in the implementation of identified programs.

¹⁰ Vote 1, The Presidency, National Treasury

WHAT IS TO BE DONE NOW?

53. It is an established fact that the framework and policy thrusts for youth development are in place. However challenges still remain with regard to implementation. These challenges and in certain instances, failures of the broader youth development machinery are multifaceted and include amongst others leadership, systems, processes, resourcing, capacity and coordination. Below are proposed areas of intervention to further strengthen youth development machinery working in tandem with the ANC Youth League.

ACTION ITEM 1: GREATER ACTIVIST AND INTERVENTIONIST ROLE OF THE AFRICAN NATIONAL CONGRESS YOUTH LEAGUE IN THE WORK OF YOUTH DEVELOPMENT

Within its twin tasks the Youth League has a political obligation to champion the interests of young people behind the vision of the ANC. The Youth Development machinery is one key vehicle to attain this objective and to this extent the League at all levels of the organisation must be at the forefront of provision of activist and interventionist leadership to the NYDA.

The African National Congress Youth League remains the only credible organization able to mobilize young people behind the vision to build a non-sexist, non-racist, democratic, prosperous and united South Africa. The organization has repeatedly taken progressive resolutions to drive youth development and these remain largely unimplemented primarily due to disparities and lack of coordination between structures of the movement and the organs of state mandated to drive them.

Given that the national youth development machinery is a contested terrain with competing interests, ideologies and approaches, it is proposed that the ANCYL reigns in this organ of development in the interest of South Africa's youth.

The YL must therefore play a **more pronounced role** in providing strategic policy direction to the national youth machinery on youth development. The aspirations of young people as captured through the **resolutions** of the YL must find concrete expression in the programs of the NYDA and all its components.

This approach would **enhance strategic alignment** between policy positions of the League and the implementation at the level of the state; cognizant and appreciative of the Legislative and Regulatory Framework.

The ANCYL has a decisive role to play in **mobilizing and organizing young people** at ward level to seize the opportunities to democracy. Amongst others, this will mean utilizing its existing organisational and mobilization structures at all levels to reach the masses of youth to organize them into cooperatives, small business, non-profit organisations ready and able to collectively take up the opportunities offered by the NYDA in a structured and coordinated fashion to benefit large numbers of youth.

By being activist and interventionist in its approach to youth development the League should further ensure that its **branches and structures own and can account**, through directing the activities of the agency, the outcomes of the programs implemented.

To this end therefore, the Youth League needs to ensure greater alignment between its programs and what eventually becomes programs of the youth development machinery of the ANC-led government.

Planning frameworks and timing must be aligned on a quarterly and annual basis to ensure that the League provides guidance, monitors and evaluates the work of the Agency on a regular basis

ACTION ITEM 2: SOCIAL MOBILIZATION TOWARDS A COMMON GOAL

It is an acknowledged fact that for the program of fundamental transformation envisioned herein, **social partnerships** would have to be strengthened. The Youth League must be at the forefront of **shaping and framing the outlook of civic society**, agitating for the establishment of progressive civil society formations and strengthening and supporting existing ones

National Policy Dialogues must become a defining feature of the work of the agency. Bringing together the key role players at least **biannually** as a critical platform to garner buy in and support for social transformation programs, report progress and be utilized extensively to rally society behind the vision of youth development

Work must commence on the **mid-term assessment and review of the National Youth Policy 2009-2014**. This process, as previously resolved, must be reminiscent of the period when throughout the length and breadth of our country, volunteers of the movement crisscrossed homesteads, cities, rural enclaves and any other place where people are found, collating their demands in 1955. It is around this Youth Policy that society must be organized and mobilized, detailing the aspirations of youth with concrete, measurable and tangible indicators, outcomes and outputs for attainment

The Agency must drive the charge for **greater recognition and acknowledgement** of exemplary work by the public and private sectors in youth development. Amongst others these could include annual recognition programs and award those entities earnestly implementing youth development initiatives.

ACTION ITEM 3: DEVELOPMENT OF MEASURABLE YOUTH DEVELOPMENT INDICATORS

The South African government is signatory to a number of progressive resolutions and action plans on youth development. However these programs, charters, resolutions operate in **isolation from government planning** and usually only for reporting purposes to the forums where they were developed.

There is a need for a **uniform, singular and coherent youth development index** against which South Africa may measure its attainment of the identified goals. A **synthesised indicator** is proposed to show the differential situation of youth in the country and to track the changes in that situation over the time.

A starting point for the development of the youth development index must be the **establishment of baselines**; concretely articulating the status quo with a view of incrementally moving forward from these agreed upon measurable knows.

The table below attempts to draw **correlations between the continental and international charters** that the ANC-led government has been a signatory to with regard to youth development over the past decade. It is not an exhaustive list as each of these outcomes or goals do have underlying indicators/ objectives themselves. They are presented for the purposes of assisting Congress begin to shape the likely National

Youth Development Indicators that will constitute the basis and benchmarks of our youth development work.

The mid-term assessment of the National Youth Policy involving the masses of our people as alluded to above, will also **feed into this process** to assist capture the aspirations of society on Youth Development.

African Youth Charter Provisions	Millennium Development Goals	Corrdation to UN World Program of Action for Youth
Non-discrimination	-	-
Freedom of movement	-	-
Freedom of thought, conscience and religion	-	-
Protection of private life	-	-
Protection of the family	-	-
Property	-	-
Development (social, economic, political and cultural)	#8 – Develop a global partnership for development	Intergenerational issues
Youth Participation (parliament, governance, civic duties)	-	Full and effective participation of youth in the life of society and in decision-making
National Youth Policy	-	-
Education and Skills Development	#2 – Achieve universal primary education	Education Information & Communications Technology
Poverty eradication and socio-economic integration of youth	#1 – Eradicate extreme poverty and hunger	Hunger and Poverty
Sustainable livelihoods and youth employment	#7 – Ensure environmental sustainability	Employment Environment
Health	#4 - Reduce child mortality #5- Improve maternal health #6 – Combat HIV/Aids, Malaria and other diseases	Health Drug Abuse HIV/Aids
Peace and Security	-	Armed Conflict
Law Enforcement	-	Juvenile delinquency
Youth and Culture, Leisure, Recreation, Sportive and Cultural Activities	-	Leisure Time Activities

Youth in the Diaspora	#8 – Develop a global partnership for development	Globalisation
Girls and Young Women	#3 – Promote gender equality and empower women	Girls and Young Women
Mentally and Physically Challenged Youth	-	-
Elimination of Harmful Social and Cultural Practice	-	-

Proposed areas for South African Youth Development Indicators *(the indicators below are intended to prompt discussion and debate and in no way presents the exhaustive and final view of the Youth League on the indicators. They further do not speak to the quality of inputs but focus on the nature of outputs required. Each of these have underlying dependencies and operational and annual plans would identify these and respond accordingly. Research institutions are failing young people and more focus needs to go into developing the baselines around youth development)*

Youth Development Indicator	Key Performance Indicators	2011/12 Baseline	Annual Targets
Jobs	% increase in the number of young people in decent employment		
	% increase in the number of feasible youth owned enterprises		
	Availability and take up of opportunities for skills development and further training to enhance employability		
Education	Access to further and tertiary education		
	Number of young people attaining National Senior Certificate or equivalent with productive skills		
	Availability and take up of second chance interventions for out of school youth, youth in conflict with the law etc		
Poverty	% reduction of the number of young people depending on social assistance		
	% reduction of number of young people living below the		

	poverty line of R1200 per month	
	% increase in the number of child-headed households receiving comprehensive socio-economic support and assistance	
Health	% decrease in the number of new HIV/AIDS infections amongst young people	
	% decrease in lifestyle diseases affecting youth	
	% increase in young people living active and healthy lifestyles	
Girls & Young Women	Access to reproductive health care	
	% decrease in the crimes of violence committed against girls and young women	
	% decrease in teenage pregnancy	
	% increase in young women capacitated to meaningfully participate in the economy	

ACTION ITEM 4: ENHANCED AND ACCOUNTABLE COORDINATION OF YOUTH DEVELOPMENT FOR MAINSTREAMING

The ANC Youth League once again affirms that progressive youth development cannot and should not happen without the involvement and meaningful participation of young people and their representatives. While appreciating that no one sector or department of government has the capacity to eradicate the myriad of challenges facing young people, **a one-stop, no-wrong-door policy** must be implemented.

This means that all the dedicated programs aimed at the youth by the many government departments must be reported at a central point while being implemented in the various departments. This would therefore include **an end-to-end view for the NYDA of all youth development interventions** throughout the various spheres of government in the form of **collaboration, joint plans and implementation**

Such an approach for example with a **singular database for all bursaries, learnerships, internships, business opportunities etc targeted at young people** would mean that the NYDA is able to **direct** young people to areas of need and also assist the NYDA account for the **impact** youth development initiatives are making in society.

Germany, for example, developed a **Virtual Labour Market**¹¹, which is a **self-service online platform** available to job seekers and employers with an integrated internal matching, advising and info system. The solution brings together all participants in the labour market: job seekers, employers, govt agencies, training providers, etc.

Of course, South Africa has a **lower percentage of citizens online** than Germany; but we do have a very **high rate of mobile phone usage**; some estimates being more than the entire population of South Africa (50 million!)

A mobile application to the German Virtual Labour market could be created, whereby citizens are told about jobs to apply for (either by SMS or on smartphones)

The benefits of this would be **increased transparency of the job market, advancement of job placement** quality and optimized business processes and efficiencies.

This will ensure that youth development is prioritized and coordinated at source thereby broadening and increasing access to these currently fragmented initiatives

There is further a need to entrench close cooperation between the departments of government and the National Youth Development Agency. In essence this means that the NYDA must have an end-to-end view of the entire youth development value chain in order to be able to influence policy and program development bias to youth.

To this end therefore, it is proposed that the Agency develops for all youth focal persons, youth desks and other officials tasked with youth development within government departments and municipalities, standardized job functions, conditions of service, operational plans and performance monitoring scorecards

This process speaks to professionalizing youth development work but also that youth development practitioners have a clear mandate, standardized reporting formats, protocols and

¹¹ Government of the Future, Accenture (Pty) Ltd

processes to monitor and guide youth development work within their departments or municipalities.

ACTION ITEM 5: BEYOND ADVOCACY AND LOBBYING AS PASSIVE INTERVENTIONS, MOVE TO BINDING CONTRACTUAL OBLIGATIONS AND DELIVERABLES IN PUBLIC AND PRIVATE SECTOR POLICIES AND PROGRAMS

The National Youth Development Agency must have a **standing invitation to attend Cabinet on a quarterly basis** to present and receive progress reports from the political heads as per agreed outcomes defined in the Youth Development Indicators.

It is further recommended that within the amendments to be made to the NYDA Act, there must be inclusion of provisions that provide a **right to recourse for the Agency** on youth development matters where commitments are not being met

On annual basis, understanding the critical role of youth development in driving social cohesion and economic participation, Parliament must receive a **State of Youth report** from the President of the Republic as the Authority responsible for youth development

To ensure binding agreements with business, the NYDA must have **direct representation in NEDLAC and the all Governance Clusters**, ensuring that the youth voice is heard on all pertinent deliberations affecting business and the state.

Political office bearers must be held to account on the delivery of the outcomes by the department and to this end, within the **performance monitoring and measurement tool of government**, youth development must feature as a key performance area within the context of their mandates

Accounting Officers must also enter into **Service Level Agreements** with their political principals and these once again must reflect the key outcomes and priorities as agreed upon

Lobby for the inclusion in the King Report of prescripts ensuring reporting by the private sector on youth development initiatives; as well as a review of the codes of good practice to include a youth development component

A **review of government procurement policies** is called for to include specific information on job creation and retention opportunities for youth for all contracts to be awarded to the public sector. This can be done within the existing 90/10 or 80/20 framework where within the

functionality requirements, youth empowerment becomes a prerequisite to earn points as per the existing scoring system

ACTION ITEM 6: DEVELOPMENT OF OWN CAPACITY TO STRENGTHEN AND BUILD THE DEVELOPMENTAL STATE

Young people in general and the Youth League in particular are the future leaders of this country. They will inherit the responsibility to realize its aspiration of a non-racial, non-sexist, democratic and united society.

It is important therefore as we work to develop youth in general, this is done cognizant of their role within the developmental state; assessing their relationship with government and governance at all spheres.

The continuing project of transformation of the state and the integration of youth in government is a key fundamental tenet of attaining a state, responsive and accountable to the needs of young people. It is necessary therefore to develop the next layer of administrative cadreship within the state and practically the role the ANC Youth League should play to attain this objective.

This means therefore the ANC Youth League must enhance its capacity to produce conscientised, knowledgeable and skilled young people, conversant with the policy direction and imperatives for the social transformation agenda.

Practically, this will mean the deliberate investment of resources to produce not only public representatives but also public administrators, technocrats and functionaries aptly able to lead governance at all levels.

NATIONAL YOUTH SERVICE PROGRAM

The National Youth Service Program was established as a government program in 2007 to contribute to the enhancement of youth as present and future social capital through participation in service activities that offer learning and occupational competencies for unemployed youth¹²

Objectives:

- Promote social cohesion and build social capital;

¹² www.nysu.org.za/index.php?id=102

- Inculcate a culture of service to communities in young people;
- Inculcate the spirit of patriotism in young people and an understanding of their role in the promotion of civic awareness and national reconstruction;
- Develop the skills, knowledge and abilities of young people to enable them to make a meaningful transition to adulthood; and
- Improve youth employability

To date, the NYS is used as a supplementary Expanded Public Works Program, where government in a frenzy to be seen to be doing something about youth unemployment takes an uncoordinated approach to the NYS; implementing programs such as grass cutting, school maintenance etc. Whilst these are necessary interventions, they fail to address the objectives outlined and are not the credit bearing programs as per the national qualification framework that were envisaged to address the skills shortage and lack of access to further education and training. Exit opportunities are limited, subjecting those that complete these courses to further marginalization as they still do not possess employable skills required by the economy.

The 24th National Congress must conduct an assessment of the extent to which the program has attained all its objectives, and what measures must be introduced to ensure greater effectiveness and impact.

YOUTH UNEMPLOYMENT AND EMPLOYABILITY

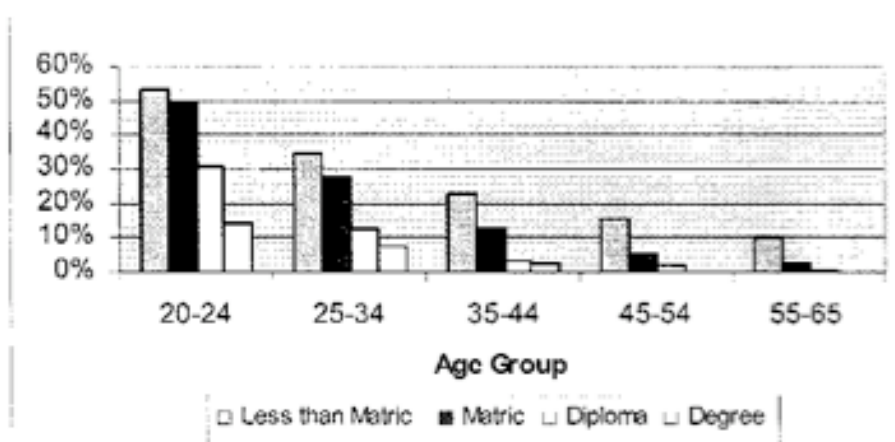
The ANC Youth League is expected to emerge from the 24th National Congress with an unambiguous program of action towards the attainment of Economic Freedom in our Lifetime, by definition the fulfillment of all the demands of the Freedom Charter. This macro approach shall give rise to the Youth League's perspective on the task at hand as we move towards the 53rd National Conference of the ANC in Mangaung in 2012. It is an undisputed fact that education and skills development are the catalytic propellers required for the attainment of Economic Freedom in our Lifetime. Youth sectoral issues around youth unemployment and employability however still remain, and these are immediate and urgent.

Programmatic proposals being made around these in line with existing National Youth Policy are:

BRIDGING GRANT BENEFICIARIES TO ECONOMIC OPPORTUNITIES

There is an accepted negative correlation between unemployment and educational attainment. More emphasis has to be placed on access to quality education and the development of entrepreneurial skills amongst young people.

Figure 1 – Unemployment by age and educational attainment



Source: Altman (2007a)

In this regard, government should prioritise the following policy interventions with particular emphasis on young people currently trapped in the poverty and social security net.

1. Improving access to finance for further education and training
2. Encouraging the development of business incubators and clusters
3. Enhancing food security through subsistence agriculture
4. Increasing expenditure on research and development
5. Transform delivery of public services to direct provision strategies

REVIEW OF THE LEGISLATIVE ENVIRONMENT FOR YOUTH ENTERPRISE DEVELOPMENT

- The PFMA and the Preferential Procurement Policy Framework Act (PPPFA) both of which came into effect in 2000, and despite successive amendments in the intervening years, continue to inhibit the development agenda through conservative regulations and norms.
- Section 3 of the PPPFA Act provides for the Minister of Finance to exempt organs of state from its prescripts in s3(c) ... in the public interest. Utilising this statutory framework or through the promulgation of legislation of general application must be developed to institutionalize bold set-asides within government procurement for youth owned enterprises.

NEGATION OF THE REFORMIST ATTITUDE TO ADDRESS YOUTH UNEMPLOYMENT

- Both the public and private sectors tend to allocate between 20 and 30% quotas towards youth in employment creating initiatives. This reformist approach is illogical when juxtaposed against the need for employment amongst young people. No less than 50% of people of placed in employment opportunities particularly in government public infrastructure employment programs i.e. Expanded Public Works Program, Community Works Program etc

REJECTION OF THE PROPOSED YOUTH WAGE SUBSIDY

In 2010, the Minister of Finance during the Budget Speech delivered to the National Assembly committed government to implementation of a youth wage subsidy as a tool to lower youth unemployment.

To this end, the National Treasury has released a discussion document¹³ which argues that amongst the reasons for youth unemployment is that *“Employers look for skills and experience, they regard unskilled, inexperienced job seekers as a risky investment”*

¹³ Confronting youth unemployment, policy options for South Africa, Feb 2011, P4

It further goes on to say, *“the gap between productivity and real wages for young workers is an important constraint to job creation. Skills deficiencies contribute to this gap and make education and skills development a priority for government”*

It then makes an argument for the implementation of the youth subsidy based on the following reasons:

- Reduction of risk of employing a person whose productivity is unknown
- Render the training of young workers more affordable for employers
- Encourage more active job-search by unemployed youth

Finally, the subsidy will be available for young people between the ages of 18 and 29 earning below the personal income tax threshold.

Position of the Youth League

- South Africa currently faces a problem of underemployment, casualisation and lack of skills throughout the economy and not only amongst the youth. The subsidy has the potential to further deepen the crisis whereby older, unskilled people working in the conditions outlined are rejected by the private sector in favour of youth for the purposes of claiming tax rebates
- There is a need to explore alternative options to resolve the impasse on eligibility including the recognition of experiential learning as part of recognized experience during the job search process
- **National Service must be made compulsory for a period of one year in all disciplines** at the completion of the undergraduate degree, this ensure that all young people who enter the job market have at least one year's experience in the vocation of their choice rendering them *“less risky investments”*
- The youth wage subsidy still fails to address the lack of education and skills as a structural problem, the intention therefore may be to confine young people to industries and jobs that require the unskilled, low technical competence and minimal education – is this meaningful economic integration for young people?

- No security for the jobs to be created by the youth wage subsidy after the expiry of the subsidy period
- Up to 50% rebates to employers for employees earning R24 000 per annum or less per year, this is on a sliding scale down to 0% for employees earning R60 000 or more – perpetuation of the notion that young people remain at the lowest rungs of the employment ladder and encourages job splitting, lower wages

KEY ISSUES FOR RESOLUTION BY CONGRESS

- o Uniform structural and legislative considerations for youth development machinery at all spheres of government
- o Review to ensure a strategically focused National Youth Policy and Youth Development Indicators for the purpose of measurement of the youth development vision as articulated
- o Political posture on relationship of the structures of youth development and the ANC Youth League – speaking to the type of government that youth development needs and the type of young people required for these institutions to function effectively
- o National Youth Service, its objects and practical implementation
- o Programmatic proposals to accelerate youth development, enterprise development and employability
- o Building an administrative cadreship for a developmental state
- o Social mobilization for youth development