

Integrated Youth Development Strategy Stakeholder Consultation Report 2021

WORKING DRAFT



© 2021

Compiled by the National Youth Development Agency - Reporting to the Department of Women, Youth, and People with Disabilities in the Presidency, Republic of South Africa

WORKING DRAFT

Table of Contents

| | |
|---|----|
| Acknowledgements | 3 |
| Abbreviations | 4 |
| 1. Introduction | 6 |
| 2. Background | 6 |
| 2.1 Youth Development policy framework | 7 |
| 2.1.1 The NYDA Act and IYDS | 8 |
| 2.2 Why consult on IYDS? | 9 |
| 3. The consultations | 10 |
| 3.1 Methodology of IYDS consultations | 10 |
| 3.1.1 Identifying the participants | 10 |
| 3.1.2 Platforms created for consultation | 11 |
| 3.2.3 Information provision to the stakeholders | 12 |
| 3.2.4 Guiding framework for the IYDS consultations | 12 |
| 4. Summary of the consultations' outcomes | 14 |
| 4.1 Key consideration when incorporating the inputs in the draft | 29 |
| 5. Limitations | 29 |
| 6. Recommendations | 29 |
| 7. Conclusion | 30 |
| 8. References | 31 |

WORKING DRAFT

Acknowledgements

The National Youth Development Agency (NYDA) would like to thank all the stakeholders who participated in the consultations for their valuable contributions.

The support of the Youth Branch in the Department of Women, Youth and People with Disabilities (DWYPD) during the development of the draft IYDS and the consultations proved invaluable.

Without the facilitators, presenters and the scribes, this work would not have been completed. Their diligence and meticulousness are highly appreciated.

WORKING DRAFT

Abbreviations

| | |
|---------------|---|
| 4IR | Fourth Industrial Revolution |
| ARV | Anti-retroviral |
| AU | African Union |
| BIG | Basic Universal Income |
| DBE | Department of Education |
| DoH | Department of Health |
| DPSA | Department of Public Service Administration |
| DTI | Department of Trade and Industry |
| DWYPD | Department of Women Youth and Persons with Disabilities |
| ECD | Early Childhood Development |
| GBV | Gender-based Violence |
| GEAR | Growth, Employment and Redistribution |
| HIV | Human immunodeficiency virus |
| ICT | Information and Communication Technology |
| IYDS | Integrated Youth Development Strategy |
| MTSF | Medium-term Strategic Framework |
| NDP | National Development Plan |
| NEDLAC | National Economic Development and Labour Council |
| NEET | Not in Employment, Education or Training |
| NGP | New Growth Path |
| NHI | National Health Insurance |
| NSC | National Senior Certificate |
| NSFAS | National Student Financial Aid Scheme |
| NYP | National Youth Policy |
| NYS | National Youth Service |
| SACE | South African Council of Educators |
| SADAG | South African Depression and Anxiety Group |

| | |
|-----------------|---|
| SDGs | Sustainable Development Goals |
| SALGA | South African Local Government Association |
| SAYC | South African Youth Council |
| SEFA | Small Enterprise Finance Agency |
| SETA | Sector Education and Training Authority |
| SRHR | Sexual and Reproductive Health and Rights |
| SMMEs | Small-, Medium- Macro-Sized Enterprises |
| SOEs | State-owned Enterprises |
| STATS SA | Statistics South Africa |
| STIs | Sexually Transmitted Infections |
| TB | Tuberculosis |
| TVET | Technical and Vocational Education and Training |
| UN | United Nations |

WORKING DRAFT

1. Introduction

South Africa's youth development approach is underpinned by the philosophy of integration and mainstreaming, which entails multi-sectoral contributions and youth participation as important pillars. Given the central role played by stakeholders and young people in an integrated and mainstreamed youth development approach, consultations become essential. Cognisant of this, the National Youth Development Agency (NYDA)'s approach to policy development and implementation emphasizes collectivism and consultation. This contributes to policy coherence and coordination amongst all stakeholders.

In 2020, the youth development executive authority, the Department of Women, Youth and Persons with Disabilities completed the National Youth Policy (NYP) 2030, which was adopted by the Cabinet in the same year. Accordingly, the NYDA had a task to develop an implementation plan for the NYP in the form of an Integrated Youth Development Strategy (IYDS). As a starting point, the NYDA produced a draft IYDS based on research to form a basis for consultations and for the subsequent production of the envisaged final strategy. The development of the IYDS is premised on the understanding that it is not only a government document, but a document for the nation, which is why a prominent role was afforded to the stakeholders through consultations.

This report narrates how the National Youth Development Agency planned and executed consultations with different stakeholders to develop the Integrated Youth Development Strategy (IYDS). It documents practical challenges that South African youth face in everyday life as highlighted by the stakeholders themselves. Moreover, it captures in detail the discussions and the interventions proposed by stakeholders. The report starts by providing a brief background to youth work and the role of the NYDA as expressed through policies and legislation, and it explains the place of IYDS in the youth development landscape.

2. Background

The NYDA is located within the broad context of South Africa's development dynamics characterised by poverty. Most of the socio-economic challenges faced by the nation, i.e., poverty, inequality and joblessness, poor health etc., are borne by the youth because of the youthful nature of the South African population. Like many African countries, South Africa has a large population of youth, with those between the ages 14-35 estimated to be about 40%ⁱ of the total population. Tackling poverty, inequalities, and the attendant challenges as they pertain to the youth, require us to constantly review our interventions. To perform and to advocate for youth development effectively, the NYDA intervenes:

- At an individual level (Micro level), the NYDA provides direct services to youth in the form of information provision, mentorship, skills development, training, entrepreneurial development, and business support services.
- At a community level (Meso Level), the NYDA encourages young people to be catalysts for change in their communities through involvement in community development activities, social cohesion activities, national youth service programmes and dialogue.
- At provincial and national level (Macro Level), through its policy development, partnerships, and research programmes, the NYDA facilitates the participation of

youth in developing key policy inputs which shape the South African socio-economic interventions.

To further strengthen the interventions, the IYDS consultations allowed delegates to discuss and make contributions on amongst others:

1. What is not working well in youth development and how to refine or change it?
2. How to respond to emerging youth sector needs?
3. What mechanisms can be used to improve effectiveness and efficiencies through existing programmes?
4. How to optimise integration and mainstreaming of youth development to maximise the impact of youth programmes?
5. How to innovate and create ground-breaking interventions?
6. How to sustain youth development through interventions and programmes?
7. Assess whether the current youth development policy framework is adequate?
8. What resources are required for successful implementation of youth development programmes?

A solid policy framework is important for the purposes of responding effectively and efficiently to the youth development challenges flagged above. The following section provides a brief outline of the youth development policy framework, which provides for the IYDS to respond to youth development challenges.

2.1 Youth Development policy framework

Youth development is backed by comprehensive international, continental instruments, and national legislative framework. Multilateral organisations have developed instruments to support youth development globally. Amongst other international initiatives, the United Nations (UN) Secretary-General Envoy on youth was established in 2013. Youth development instruments like UN World Programme of Action for youth, and the Commonwealth Plan of Action for Youth Empowerment were adopted for nations to strengthen their youth development agendas.

At the continental level, the African Union (AU) adopted the African Youth Charterⁱⁱ in 2006, which South Africa ratified in 2009. The Charter was informed by the expressed intention of African Union's Constitutive Act to put African youth at the centre of development. In addition, the African Union has endorsed youth development through encouraging investment in the youth with the intention to harness demographic dividend. This is vital to achieving the objectives of Agenda 2063. One of the priorities of Agenda 2063 is to engage and empower youth and childrenⁱⁱⁱ.

Nationally, youth development is expressed through the Constitution of the Republic of South Africa Act no. 108 OF 1996, right through to the NYDA Act no.54 of 2008, which provides for both the National Youth Policy (NYP) and the Integrated Youth Development Strategy (IYDS). There is also supportive policies and legislation including, but not limited to the Broad Based Black Economic Empowerment Act No. 53 of 2003, Employment Equity Act No. 55 Of 1998,

the Preferential Procurement Policy Framework Act no. 5 of 2000, the Skills Development Act No. 97 of 1998, and their amendments.

The NDP 2030 provides an aspirational vision for South Africa and the context within which all youth-oriented programmes should be located. Through its “youth lens”, the NDP makes the following proposals:

- 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.
- Quality of education and skills development (including universal access to early childhood education (ECD) and strengthening and expanding the number of further education and training (TVET) colleges to increase the participation ratio
- Improve employment prospect of the youth through 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.

Based on this legal framework, the NYP 2030 was developed and adopted in 2020. The consultations are part of developing the IYDS, which is intended to be an implementation plan for the first three years of NYP (2030).

2.1.1 The NYDA Act and IYDS

The National Youth Development Agency Act no 54 of 2008 established the NYDA to develop young people and to deal with the challenges that they face. The agency was established to be a single, unitary structure to address youth development issues at national, provincial and local levels. Legally, the youth are those aged between 14 and 35 years. The agency is intended to play a leading role to ensure that all major stakeholder’s, i.e. government, private sector, and civil society, prioritise youth development and contribute towards identifying and implementing lasting solutions to youth development challenges.

Furthermore, the Act makes provision for an Integrated Youth Development Strategy (IYDS), which is intended to be an integration and mainstreaming tool. The NYDA is required by the NYDA Act to play a lead role in the development and implementation of IYDS. To support youth development and to underscore that youth development work is a multi-stakeholder responsibility, the act states that stake organs are required to “take national priorities in respect of youth development into account in planning their activities”^{iv}.

As an implementation plan for NYP, the IYDS 2024 is intended to entrench youth development and youth participation through targeted programmes initiated by the government, business, and civil society in consultation with the youth. It also provides a framework within which all youth related work in South Africa can be coordinated and linked. Over and above, the IYDS is intended to build relationships with all stakeholders, to foster information-sharing, avoid duplication of efforts and to maximise impact. The draft IYDS focuses on five policy priorities identified in the NYP 2030 namely:

- o Education, skills and second chances;
- o Economic participation transformation; and job creation
- o Health care and combating substance abuse including pandemics;
- o Social cohesion and nation building; and
- o Effective and responsive youth development machinery

This broad context leads us to the next sections, which attempts to map out the importance of consulting stakeholders when developing the IYDS.

2.2 Why consult on IYDS?

The state's youth development policies and strategic documents like IYDS are public documents that affect the lives of young people and society in general. Therefore, consulting the public becomes central in the development of such documents. Whilst research and other sources of data were used to develop the IYDS draft, it was vital to hear the voices of stakeholders to consolidate the research data. Stakeholders' awareness and understanding of the youth development challenges are a valuable source information. A combination of research and lived experience therefore, provided the draft strategy with the necessary depth and the required nuances to deal with the challenges that young people face. Sometimes statistical research data is limited by its detached outlook that does not provide sufficient space for human experiences. The IYDS consultations created a space for factoring human experiences.

The value of consultations is not only to enrich the depth and width of the document, but it is also to entrench a sense of ownership of policy processes amongst the stakeholders and ownership of the resultant policies. Entrenchment of a sense of ownership is more likely to increase the potential for full stakeholder participation in the implementation of policies. Consultations also empower stakeholders with an informed outlook when they want to hold the government accountable on specific matters covered in the IYDS. In other words, a clear understanding of what is entailed in the IYDS and the deliverables eliminates uncertainties about the government's plans on youth development and on what the government could be held accountable on.

Encouraging youth participation in civic matters is also very important to foster a sense of patriotism and to contribute to the development of youth leadership. These are not only developmental for the youth, but they also contribute to social cohesion. Better understanding of the policy-making processes and the policy intention is part of youth civic participation and is likely to increase such participation in other areas of public life. This concretises youth participation and goes beyond youth participation as just lip-service. Youth participation is also important for stability of any democratic project. Consultations are also

educational to both the NYDA and to the stakeholders as both could gain a better understanding of where each is coming from.

Lastly, the policy development process in this country espouses democratic values based on citizen participation in governance. At the heart of this is an appreciation that those who are impacted by policies and their implementation must be put at the epicentre of policy development processes through creating platform for their full participation. The section below provides a description of the nature and scope of the consultations.

3. The consultations

After extensive discussions with Department of Women Youth and Persons with Disabilities (DWYPD), with the input from various coordinating structures led by outcomes heads, a process guided by the different pillars of the National Youth Policy 2020-2030 was then followed to develop a draft IYDS. Targets and indicators were carefully selected with the assistance of DWYPD to provide guidance in terms of how the information should be captured per thematic area.

3.1 Methodology of IYDS consultations

A deliberate frame of reference for the consultations is important to guide the process. To derive maximum benefit, it was important for the NYDA to define the scope of IYDS consultations and how the process should unfold. This section describes how the consultations were framed and organised. Dealing with the following questions:

1. Who were selected to participate in the consultations?
2. How were they selected?
3. What platforms were created to facilitate their participation?
4. What information was provided to the participants to enable them to participate effectively and meaningfully?
5. What guiding framework was put in place to steer the consultations?

3.1.1 Identifying the participants

To have any form of participation in consultation processes, delegates are a very important ingredient. Directed by the need to reach a broad spectrum of stakeholders, the NYDA had to identify the key stakeholders to be consulted at national, provincial, and local levels. The key consideration included representation of all relevant stakeholders, sector representation, and a balance between the youth and the youth workers who are not necessarily youths. Central to the diverse participants is the recognition that the youth are not homogenous. Meticulous identification of potential participants culminated in the following categories of stakeholders who ultimately participated in consultations:

- Youth formations;
- The disability sector;
- Youth development practitioners;
- National, provincial and local governments;
- Presidential working streams;

- Business sector including young women in business;
- Civil society; and
- The labour movement

3.1.2 Platforms created for consultation

Consulting with stakeholders takes planning, organization, identifying relevant platforms and communication. To facilitate stakeholders' participation, the NYDA created various platforms across the country at national and provincial levels. Informing the selection of platforms was an attempt to reach as many stakeholders as possible in the context of Covid 19 pandemic. For this reason, the consultations allowed for physical and digital meetings, and written submissions. These platforms were intended to give an opportunity for stakeholders including the youth to fortify the strategy by participating, providing inputs, and making relevant and suitable recommendations. Most of the consultations were digital given the limitation imposed by Covid 19 and the lockdown regulation intended to curb the pandemic. This report reflects the outcomes of scheduled consultations undertaken between the period December 2020 to April 2021. Consultations were scheduled as follows (**For attendance registers see the attached appendices**):

Table 1: Consultation schedule

| Date of Consultation | Name of the sector consulted |
|------------------------|---|
| 1. 05 February 2021 | Persons with Disabilities |
| 2. 05 February 2021 | Young Women in Business |
| 3. 09 February 2021 | 2 nd sphere of government, viz, provinces |
| 4. 15 February 2021 | Office of the Premiers (Provincial) and National Government |
| 5. 18 February 2021 | Civil Society (SAYC) |
| 6. 19 February 2021 | Gauteng Office of the Premier |
| 7. 26 February 2021 | Local Government Sphere (SALGA) |
| 8. 11 March 2021 | Youth Business Sector |
| 9. 11 March 2021 | Free State Office of the Premier |
| 10. 17 March 2021 | Civil Society (Activate SA) |
| 11. 17 March 2021 | Kwa Zulu Natal Office of the Premier |
| 12. 19 March 2021 | Eastern Cape Provincial Interdepartmental Youth Forum |
| 13. 30 – 31 March 2021 | National Consultation with youth political formations and other youth stakeholders. |

In addition, the NYDA received 26 written submissions from various stakeholders.

3.2.3 Information provision to the stakeholders

Information plays an important role to empower the stakeholders to participate effectively and meaningfully. For this reason, the NYDA provided invited delegates with:

1. A draft of the IYDS
2. A copy of National Youth Policy 2030
3. A copy of the draft NYDA amendment bill
4. Expert subject matter specialists were invited to do presentations on the different pillars at the national consultation session
5. For the written submissions, a draft IYDS was made available on all the NYDA online platforms

Furthermore, the IYDS was presented to the delegates to establish a common premise for discussions. This also provided an opportunity for the NYDA to clarify any issues in relation to the process of developing the document and the contents of the draft strategy.

3.2.4 Guiding framework for the IYDS consultations

Appreciating that through consultations for the NYP youth development priorities have been identified and without restricting the IYDS consultations discussions, the NYDA team had to find ways to guide consultations discussions. Firstly, the consultation sessions were guided by the following thematic areas identified in the NYP:

1. Commission 1: Education, Skills and Second Chances;
2. Commission 2: Economic Transformation, Entrepreneurship and Job Creation;
3. Commission 3: Physical and Mental Health Promotion;
4. Commission 4: Social Cohesion and Nation Building;
5. Commission 5: Effective and Responsive Youth Development Machinery.

Secondly, to solicit and guide the discussions, all consultations were framed around the following generic questions:

- 1) Does the draft IYDS adequately capture the challenges facing young people?
- 2) To what extent does the IYDS align with the National Youth policy 2030?
- 3) Are the suggested interventions in the draft strategy sufficiently addressing some of the challenges that are faced by youth in the country?
- 4) Are there any other practical interventions that are not in the draft policy which are necessary to deal with the challenges faced by youth with reference to the participants' circumstances and localities?
- 5) What are the limitations of the current youth machinery and how can they be dealt with?
- 6) What are the proposed interventions that are required to optimize the youth machinery?

WORKING DRAFT

4. Summary of the consultations' outcomes

Noting that inputs are central to consultation process, the NYDA team deliberated on how the information will be captured, factored into the strategy, and what recommendations can be made based on the matters raised. The team went through the written submissions to distil and categorise the inputs according to the headings below. A team of scribes composed of NYDA researchers was constituted to capture all the oral inputs in a template intended to cover:

1. Envisaged outcomes of the strategy
2. Youth development challenges raised by the participating stakeholders
3. Proposed strategic interventions to deal with the challenges

Upon combing through the inputs, the key issues raised were consolidated and summarised in the table below.

Table 2: Pillar 1 Quality education, skills and second chances

| Pillar 1: Quality Education, Skills and Second Chances | | |
|--|---|--|
| Outcomes | Challenges raised by young people | Proposed Strategic Interventions |
| <ul style="list-style-type: none"> ➤ Ensure conducive school environment and regular supports to youth development, supports guidance and second chances ➤ Improve higher education funding system. ➤ Aligned TVET colleges curriculum with industries ➤ Capacitate TVET college lecturers | <ul style="list-style-type: none"> ➤ Many young people have intellectual disabilities that the society does not necessarily comprehend ➤ Young people who cannot finish school because of late diagnosis of disabilities ➤ Challenges faced by youth with disabilities ➤ Special school system kicks one out after certain age ➤ Many youths with disabilities are not educated ➤ Most special needs schools do not reach matric ➤ NYS programs are excluding disable youth as military training require matric, which many do not have ➤ Youth with intellectual disability are prone to be suicidal. ➤ Government strategies should factor youth with disabilities in all policies | <ul style="list-style-type: none"> ➤ Disability sector to assist with research document to help us to have progressive action plan to respond to intellectual disabilities. ➤ The DBE needs to fix the special schooling system. ➤ The NYDA must advocate for the rights of persons with disabilities to be included in national programs and for policies to be drafted which will ensure that stakeholders are held responsible for not complying with the policies ➤ Gather research on intellectual disability and create awareness. ➤ Destigmatize TVET colleges and make them attractive ➤ Compulsory digital course at TVET |

| | | |
|---|--|---|
| <ul style="list-style-type: none"> ➤ Ensure that schools have Psycho-social units ➤ Ensure safety and security in schools | <ul style="list-style-type: none"> ➤ Consider youth with no access to internet no tools when planning ➤ Education system in South Africa exclude youth with intellectual disability. ➤ Accessible formats for youth. ➤ Teachers are not trained to identify learners with special needs – this can only be done by a psychologist. We must beef up on education system with psycho-social support services ➤ Instill discipline in schools. ➤ Reskilling and skilling of teachers including on information technology ➤ Improve teachers' qualifications ➤ Appreciate that most factors that contribute to drop-outs and Grade repetitions emanate outside of the school | <ul style="list-style-type: none"> ➤ Develop foundational Skills: these involve literacy and numeracy skills that help for both continuation of education and training also access to job opportunities. ➤ Develop transferable Skills: these include an ability to solve problems, communicate and use information effectively ➤ Develop technical and vocational skills ➤ All schools should have psycho-social support ➤ Investigate a possibility of multiple exit points for young people in the education system |
|---|--|---|

Table 3: Pillar 2 Economic transformation, entrepreneurship, and job creation

| Pillar 2 : Economic Transformation, Entrepreneurship and Job Creation | | |
|---|--|---|
| Outcomes | Challenges raised by young people | Proposed strategic interventions |
| <ul style="list-style-type: none"> ➤ Facilitate employment interventions to increase the participation of young people in the economy. | <ul style="list-style-type: none"> ➤ Unemployment is consistently increasing amongst the youth ➤ South Africa is not fully taking advantage offered by the fourth industrial revolution ➤ Many youth start-up businesses fail | <ul style="list-style-type: none"> ➤ Employment set-sides for youth with disabilities must be fully implemented ➤ A strategic approach will be for all institution to have a plan for young people with disabilities. |

| | | |
|---|--|---|
| <ul style="list-style-type: none"> ➤ Increasing exposure for youth to work opportunities, on -the job training and internship and volunteer opportunities. ➤ Increasing support for youth-owned enterprises ➤ Increasing support of young people participating in the agricultural sector ➤ Reform the development funding institutions ➤ Push for black bank to fund black ideas ➤ Quantify the impact of the proposed reform ➤ Promote export competitiveness and harness regional growth opportunities ➤ Lowering the barriers to entry in high barrier sectors and address distorted patterns of land ownership | <ul style="list-style-type: none"> ➤ Targeted programs must be specifically set aside for youth with disabilities to hold implementers accountable ➤ Very few young people with disabilities are employed in managerial position ➤ Generally, persons with disabilities are not employed in senior position ➤ While policies guide the percentage of employment expected in the sector for persons with disabilities, companies are not meeting the targets or being held accountable for that ➤ The country's current model of skills development is contradictory to the ideals of a developmental state envisaged ➤ There is little effort made by government to ensure that the state plays a role in being a catalyst for persons with disabilities and advocate for their rights ➤ Many companies use the excuse they cannot find youth with disability, which is not true, to escape employing youth with disabilities ➤ Companies are not meeting the targets with regard to youth with disabilities ➤ Transformation of sectors, through instruments such as charters are falling behind, e.g. youth employment accords ➤ Leveraging of government framework, e.g. skills that are needed by the market. ➤ Lack of capital in starting a business by the youth. ➤ Also focus on youth residing in rural areas. ➤ Lack of mainstreaming of youth development, i.e. other youth spend more money to reach areas of employment. | <ul style="list-style-type: none"> ➤ NYDA dedicated funding for youth with disabilities ➤ Develop a labour Market Intelligence mechanism for an up-to-date data on labor supply and demand to plan ➤ Enforce 90% employment of South Africans, and there must be a monitoring mechanism ➤ Support survivalist activities in the informal economy ➤ To ensure increased economic participation is part of the departments their KPI. ➤ Investment on accelerated and inclusive growth should be more specific. Which areas are being addressed, what type of investment should be there, incentives/infrastructure? ➤ Introduce Basic Universal Income for Unemployed Youth ➤ Protect jobs that are vulnerable due to the 4IR ➤ NYDA in the office of the CEO must have the UNIT for Disability ➤ Ensure that Gov departments have in their policies set asides for Jobs, SCM and economic mainstreaming for Youth with disabilities even in the deeper rural areas to be in a better position to hold government and other stakeholders accountable. ➤ NYDA dedicated grant funding for youth with disabilities ➤ National Youth Development Agency should establish grant for youth led NPOs |
|---|--|---|

| | | |
|--|---|--|
| <ul style="list-style-type: none"> ➤ Lobby banks and the private sector to increase enterprise development ➤ Support Artificial Intelligence start-ups | <ul style="list-style-type: none"> ➤ Employers tend to have less confidence in graduates from historically black universities ➤ Young people are excluded from some of the influential structures of government ➤ Some targets are left blank ➤ The DPSA has signed circular that enforces the HoDs in government to reserves at least 30% vacant positions for youth. ➤ National Treasury to liaise with SOEs in ensuring that some procurements are earmarked for youth businesses ➤ Youth are the most hit by unemployment ➤ The youth ICT Strategy needs to be development ➤ The DPSA has signed circular that enforces the HoDs in government to reserves at least 30% vacant positions for youth. ➤ National Treasury to liaise with SOEs in ensuring that some procurements are earmarked for youth businesses. <ul style="list-style-type: none"> ➤ HODs must be held accountable for no implementation of agreed youth development targets ➤ There is a financial muscle in the procurement space we just need a policy shift to address this. | <ul style="list-style-type: none"> ➤ Employers should be brought closer to SETA's and their offerings ➤ Consider a German-like dual-system which includes business and colleges plan and develop curriculum and the fields of study ➤ Targeted programs must be specifically set aside for youth with disabilities to hold implementers accountable ➤ Strengthen the ability to monitor the set-asides are implemented by individual departments ➤ Offer tax breaks & other operational incentives to youth businesses ➤ All the DSD programmes must also reflect persons with disabilities to also participate ➤ Fast-track the basic income grant ➤ Equip youth with skills in key growth sectors to access opportunities such as the green, waste, and food economies ➤ Improve representation of youth in leadership and executive positions ➤ Abolish requirement for experience for entry-level jobs ➤ It must be captured in the current IYDS, that 30% of vacant position in government must be capped for youth. ➤ It must be captured in the current IYDS, that 30% of vacant position in government must be capped for youth. |
|--|---|--|

| | | |
|--|--|--|
| | | <ul style="list-style-type: none"> ➤ Leverage on state procurement to incentivize the private sector to participate in youth development ➤ State organs must commit budgets or be required to contribute to the five pillars of NYP ➤ Increased youth participation in the Expanded Public Works Programme (EPWP) and the Community Work Programme to above 50 percent ➤ Create a database and make it accessible to all employers (private and public) to ensure that it's easy to recruit unemployed youth ➤ Sustainable and permanent jobs should be created after the internship. This must be measured ➤ Enforce 90% employment of South Africans, and there must be a monitoring mechanism. ➤ Companies should ensure that interns are employed in the field of their study to ensure that the experience is created while they are on the internship ➤ National employment summit ➤ Deal with mind-set change from the youth perspective ➤ Encourage employers to employ youth and provide opportunities for shadowing critical positions in order for them to gain experience. ➤ Each department and unit within all spheres of government should include the employment of youth / interns to their KPA. |
|--|--|--|

- | | | |
|--|--|---|
| | | <ul style="list-style-type: none">➤ Investment on accelerated and inclusive growth should be more specific. Which areas are being addressed, what type of investment should be there, incentives/infrastructure?➤ Identify role players for skills planning to support growth e.g. NYDA, SETA.➤ The document should include a column for important stakeholders for each strategy not just the lead implementation agent.➤ SMMEs should be added in the review of the BBEE to support growth (currently the document refers to the workforce)➤ There should be accountability and consequence mechanism for non-complying parties to ensure accountability➤ Strengthen the monitoring and evaluation of employment equity and all policies➤ Improve coordination within the department and agencies specially with regards to small businesses.➤ More specifics on localisation, government should lead in procuring local product specifically from previously disadvantaged groups.➤ Revisit the mandate of Proudly South Africa in relations to assisting small businesses.➤ Target of 100 000 youth?<ul style="list-style-type: none">○ Definitions of new start-ups created to be specific, this should be aligned with sustainability. |
|--|--|---|

| | | |
|--|--|---|
| | | <ul style="list-style-type: none"> ○ Measure sustained new businesses more than just at the creation stage. ○ Link start-ups with accelerators and incubators to ensure that they are compliant and are continuously developed. ➤ IP commercialization for youth. ➤ The document should consider gender spectrum. ➤ Increase target to 40% set-aside procurement for youth. ➤ Seda to play a leading role on SMME development to ensure support is provided. ➤ More emphasis must be put on quality as compare to quantity. Big targets are easy to achieve, but do they really reflect quality? ➤ The need to be an engagement with tuck shop association both rural and urban to ensure collaboration and localization. |
|--|--|---|

Table 4: Pillar 3 Physical and mental health promotion including pandemics

| Pillar 3: Physical and Mental Health Promotion | | |
|---|--|---|
| Outcomes | Challenges Raised by young People | Proposed strategic interventions |
| <ul style="list-style-type: none"> ➤ Promote mental health amongst youth ➤ Support Healthy lifestyles | <ul style="list-style-type: none"> ➤ Teenage pregnancy ➤ issues of mental health | <ul style="list-style-type: none"> ➤ To engage all 32 different organizations responsible for disabilities in South Africa in developing a strategy pertaining to youth with disabilities. |

| | | |
|---|--|---|
| <ul style="list-style-type: none"> ➤ Promoting sexual and reproductive health ➤ Combat substance abuse ➤ Combat gender-based violence and femicide | <ul style="list-style-type: none"> ➤ There are 32 different forms of disabilities in South Africa and some of them are ignored because of lack of awareness ➤ Physical and mental health refers to SADAG, the strategy on this issue does not make sense. ➤ There is continued marginalization of people with disabilities ➤ Alcohol abuse is on the increase amongst the youth ➤ Easy access to alcohol exacerbates the problem ➤ Issue of obesity on the increase ➤ Mental issues exacerbated by Covid 19 because of economic and social pressures ➤ Health promotion including mitigation against Covid-19. | <ul style="list-style-type: none"> ➤ To clarified and explain the physical and mental health as referred by SADAG ➤ NYDA play a role the Adolescence and Youth Health Policy 2017 – 2022 ➤ NYDA play a role in the National Strategic Plan on STIs, HIV and TB ➤ Improve the response to COVID-19 ➤ Efforts should be made to improve the accessibility of chronic medication and sexual and reproductive health resources |
|---|--|---|

Table 5: Pillar 4 Social cohesion and national building

| Pillar 4 : Social Cohesion and Nation Building | | |
|--|--|---|
| Outcomes | Challenges raised by young people | Proposed strategic interventions |
| <ul style="list-style-type: none"> ➤ Fostering knowledge of the Constitutional Values ➤ Confront discrimination and systematic racism and contribute to nation building, dialogue and healing ➤ Fostering leadership and active citizenry | <ul style="list-style-type: none"> ➤ Participation in sport ➤ Volunteering programs ➤ Racism is fully addressed in the document, but other forms of discrimination like ableism are not fully address at all. ➤ Laws must be enforced and make sure rights of disabled people are being met. ➤ Private sector is not assisting people with disabilities it only chases targets and profits. | <ul style="list-style-type: none"> ➤ Look at the objectives and aligned them with implementation plan. ➤ Pay special attention to other youth sector, such as young women desk, and LGBT group. ➤ The issue of the NYDA niche – is NYDA to play a coordinating role or implement its own programmes? The current Bill moves with the notion that NYDA should focus on implementing programmes. |

| | | |
|--|--|--|
| <ul style="list-style-type: none"> ➤ Utilize fourth industrial revolution in fostering Social Cohesion and Nation Building. | <ul style="list-style-type: none"> ➤ In trying to address youth business challenges, the “social inequality” must also be taken into consideration. ➤ Focus more on deeper issues, such as tribalism, and or regionalism than only on racism as it has been always the norm. ➤ Deal with hate speech peddled in social and mainstream media. ➤ Voter education and public participation need to be enhanced among youth. ➤ Interracial dynamics are emphasized more than tribalism. A provision must be made to balance the two ➤ Limited private sector involvement in supporting people with disabilities ➤ Social ill on social media – e.g., bullying, ➤ Appeal on interinstitutional – when it comes to coordinating the work of the SOCs is limiting in the matters of governance. ➤ Limitation on proposed arrangement in coordination. ➤ Focus more on deeper issues, such as tribalism, and or regionalism than on racism as it has been always the norm. ➤ We should not only focus on race. ➤ Deliberately focus on targeting social ills that manifest of social media. ➤ Deal with hate speech peddled in social and mainstream media. ➤ Set realistic targets. | <ul style="list-style-type: none"> ➤ We need to develop incentives for a stable society (This can be done through evaluation of regional neighbors with micro standards that are efficient. ➤ The South African constitutional utopia is not out of reach with constant civil engagement & education. ➤ National Youth service can serve as a catalyst and integrate with other civil organizations to build ideologies with cultural understanding. ➤ Youth participation is a continuous engagement process and can be encouraged by innovative means (young people do not want to participate in bureaucratic processes) ➤ Sport, Education & Entrepreneurship with awareness of their basic needs to enable change. ➤ Open & transparent processes of engagement with fair accessibility metrics. ➤ Upskilling rural areas to bridge the digital divide that breaks social cohesion by participation of private and civil organizations. ➤ The modus operandi in dialogue engagement, find attractive methodologies that answer to socioeconomic issues. ➤ Young people should be allowed lead under guidance of the elders to find middle ground moving forward. |
|--|--|--|

| | | |
|--|--|--|
| | <ul style="list-style-type: none"> ➤ Evaluation strategies must be micro & macro to allow incremental and constant change. ➤ Constitutional knowledge amongst young people is limited ➤ Fostering active leadership & citizenship. ➤ Developing incentives for private enterprises | <ul style="list-style-type: none"> ➤ Education should evolve and integrate elements that build social awareness. ➤ Sexuality education at a school level must be implemented to avert any discrimination based on sexual orientation ➤ Usage of cultural and creative ways to grow the economy ➤ Zero rated platforms of national importance to equalize accessibility ➤ Ambassadorship is a gateway to education and engagement ➤ Provides for more accessibility to forums like the Human Rights Commission and the Office of the Public Protector ➤ Intercultural dialogues should be encouraged to mitigate against conflict ➤ Government and civil society should develop programmes that promote intercultural learning and raise awareness around xenophobia ➤ Educate the public on various disabilities ➤ Use of inclusive gender and sexual orientation language in government policies, civic spaces ➤ Ensure efficiency and sensitivity from SAPS when dealing with sexual violence and gender-based violence cases ➤ There must be strict consequences for police officers who are not efficient and sensitive when dealing with such cases |
|--|--|--|

Table 6: Pillar 5 Effective and responsive youth development machinery

| Pillar 5: Effective and Responsive Youth Development Machinery | | |
|---|--|---|
| Outcomes | Challenges raised by young people | Proposed Strategic interventions |
| <ul style="list-style-type: none"> ➤ Institutionalized and well-coordinated youth work ➤ Increase responsiveness and accountability to the youth ➤ Improved mainstreaming of youth development | <ul style="list-style-type: none"> ➤ There is no mainstream and coordinated approach ➤ There are issues of working in silos which create duplication of efforts. The document should strongly address the questions of proper coordination, collaboration, and the mainstreaming of youth development. ➤ There must be clear guidelines regarding the IYDS implementation. ➤ Uniform coordination across the board for the purpose monitoring and evaluation. ➤ What are the specifics on the youth machinery ➤ Appeal on interinstitutional – when it comes to coordinating the work of the SOCs is limiting in the matters of governance ➤ Lack of information is a challenge. ➤ Limitation on proposed arrangement in coordination ➤ NYDA has had limited success in co-ordinating various national government departments ➤ There must be clear guidelines regarding the IYDS implementation. ➤ Uniform coordination across the board for the purpose monitoring and evaluation ➤ Improved leadership, governance, and accountability. ➤ Functional, efficient, and integrated leadership | <ul style="list-style-type: none"> ➤ The implementation process must be fully tracked ➤ The NYDA should play a role in working towards the integration of young people into existing high-level institutional structures and platforms (such as Inter-Ministerial Committees, Inter-Departmental Working Groups, National Inter-Governmental Coordination Forums, and Presidential Working Groups), by advocating and creating mechanisms for the inclusion of young people in the role of observers ➤ Provide a budget as well as set out the monitoring and evaluation mechanism for the programme priorities of the NYP 2030 ➤ The interpretation of the draft document needs to be clarified. ➤ Noting that youth issues are not reflected in government KPIs, the NYDA Act must be revisited, especially the object of the act. ➤ Propose a Youth Implementation Framework National Working Team to advocate for monitoring the implementation of the IYDS |
| <p>Overarching areas</p> <ul style="list-style-type: none"> ➤ 4IR and ICTs ➤ GBV & Femicide ➤ Youth Research ➤ The impact of Covid-19 | | |

| | | |
|--|--|---|
| | <ul style="list-style-type: none"> ➤ Professional, mediocratic and ethical public administration ➤ Disconnect between current Youth department structures ➤ No single mandate on youth development ➤ Top-down vs Bottom-up approach ➤ Under resourcing of youth directorates ➤ DWYPD does not have powers to instruct other state organs to be part of engagements and participate aimed at co-ordination ➤ No transparency from each department, no reports, no accountability ➤ It is important to ensure all the departments participate in meetings that discuss and plan youth development ➤ Some of the employees are not skilled therefore departments need to go through continual training to improve technical expertise ➤ NYDA to link youth to local service that can provide support and skills that the agency may not have ➤ There is an element of dysfunctionality, based on the delivery of youth development services. ➤ The absence of broader civil and business as active implementers and owners of the strategy makes it is difficult to implement | <ul style="list-style-type: none"> ➤ Encourage and incentivise the role of the private sector as job creators. ➤ Aligned the IYDS outcomes to government MTSF. ➤ NYDA – to play a coordinating role and for this to succeed more resources and support from the stakeholders are needed. ➤ Youth directorates must be amplified. ➤ Necessity to do mid-term review to monitor what works and what is not. ➤ NYP 2020-2030 and IYDS to enforce government to implement youth programmes. ➤ This pillar needs to be addressed carefully as it is the important one ➤ Individual in provinces must start playing vital role using documents to develop their programs. ➤ Structure of youth directorate needs to be part of agenda. ➤ Youth directorates must be amplified. ➤ Necessity to do mid-term review to monitor what works and what is not. ➤ NYP 2020-2030 and IYDS to enforce government to implement youth programmes. ➤ State needs to realign how it engages with civil society, mechanisms to resuscitate NGO relationships. |
|--|--|---|

| | | |
|--|--|--|
| | | <ul style="list-style-type: none"> ➤ National Youth Development Coordinating Forum to be strengthened, given guidelines and instruments of making participating mandatory/compulsory from all departments. ➤ Promote and support youth participation in policymaking and implementation ➤ Costing of the coordination of the NYP to develop an accountability framework ➤ High level meeting with the presidents to ensure signing of agreed recommendations and enforcing implementation. ➤ Empowering the DWYPD ➤ There must be monitoring of agreements that president has signed with ministers to see what they have tasked to do, and in the employment contracts there must be an element of development. ➤ Professionalization of Youth development work and refer to laws that strengthen the issue. ➤ South African Youth Development Act – have legal instruments to force compliance. ➤ Transform Civil Society groups to serve all young people in their entirety ➤ Existing structures must find ways to work collectively and collaboratively to find synergies and key roles in the overall objective. ➤ Department of Women, Youth and Persons with Disability to be capacitated and given |
|--|--|--|

| | | |
|--|--|---|
| | | <p>more power for the coordination of youth issues.</p> <ul style="list-style-type: none">➤ Coordination is a challenge –All departments have budget for Youth Development, departments do not mobilize, and youth is not aware of the lack of funds.➤ Annual Evaluation Meetings for youth development CSOs and stakeholders to evaluate the annual implementation of the IYDS➤ The presidency must find better approaches of coordination to ensure compliance from ALL departments.➤ Propose Ward based youth-based development centers that are aligned to the departments➤ Clarify the role of NYDA in strengthening youth parliament at national and provincial level➤ Reviving Presidential youth working group,➤ Tracking implementation of policy, no consequence Management, to ensure there is pledging and commitment of participation.➤ Enforce KPI's of the targets with the departments➤ Ensure we strengthen the teeth of the National Youth Development Coordinating Forum |
|--|--|---|

| | | |
|--|--|--|
| | | <ul style="list-style-type: none">➤ Ensuring that young people lead directorates and are not steered by the agendas of senior staff➤ COGTA to coordinate and strengthen the implementation of youth development through local government structures➤ Proposed youth Implementation Framework National Working Team to monitor and advocate for the implantation of NYP➤ develop an M&E Scorecard that young people can use to monitor the NYDA in their implementation of the IYDS➤ Move towards rural biased approach |
|--|--|--|

WORKING

4.1 Key consideration when incorporating the inputs in the draft

Given the amount of data generated through the consultations, the NYDA had to find a way to sieve through the data. So, when factoring the inputs, we were guided by the following amongst other considerations:

1. Factual accuracy of the inputs and available data
2. Alignment with the priorities identified in the National Youth Policy 2030
3. Whether the input made by a stakeholder is already covered in one way or the other in the existing IYDS draft
4. The government's planning circles - i.e. aligning the inputs with the
5. The youth development programmes that the state organs have proposed in the Annual Performance Plans (APPs)
6. Government departments MTSF targets

Upon considering the inputs guided by the considerations above, the inputs were categorised into two:

1. The first category is those that could be immediately incorporated into the relevant sections of the draft
2. The second are those that were inserted in the draft as recommendations (see 6 below for recommendations) to be considered in consultation with state organs implicated in the implementation of the proposed programmes

The rationale for the second category was that given that planning for state organs was completed in March, with specific budgets, the incorporation of new programmes would need to be renegotiated with relevant state organs. Secondly, some of the proposals might require multi-stakeholder engagement or even change in legislation.

5. Limitations

The inherent limitation of any youth consultation process is that not everyone can be reached given size of the population, and the limitations in resources such as budget and time. However, this was mitigated by deliberately targeting organisations that have a national footprint and represent the youth in all sectors. In addition, opportunity to submit written inputs was provided through various online platforms.

Covid 19 also imposed limitations on the consultations because it minimized movement and social interaction. Whilst digital platforms were used to circumvent the limitations imposed by Covid 19, these platforms also came with their limitations that include unequal access to digital platforms and to data. Where possible the NYDA provided data to youth to enable them to participate in the consultations.

6. Recommendations

This section makes recommendations on the inputs that should be considered for incorporation in the IYDS upon consultation with the relevant state organs. Given that government planning is concluded in March, some of the proposals may have to be advocated for with supplementary budgets or in the next financial as we review the IYDS. This view arises

from the understanding that the NYDA mainly implements most of the youth development work through programmes and budgets from other state organs. The proposals may have to be renegotiated as the current legislation does not grant the NYDA power to tell state organs to implement programmes. The proposals made during consultations include amongst others:

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

7. Conclusion

Efforts were made to consult as widely as possible. It is also important to also emphasise that these consultations are a continuation of the 2019 consultations. The draft IYDS will also be presented to the Portfolio Committee on Women, Youth and Persons with Disabilities. The object of which is to solicit inputs from the members of the committee and to seek guidance on how the NYDA can move forward to finalise the strategy.

Consultations should not end upon completion of the IYDS, they should be on-going and feedback mechanisms need to be put in place to receive input from the youth on how they perceive its success and where changes are required. Taking this into account, the IYDS will be reviewed yearly for the purposes of factoring new realities in the youth development space. The government has already started a process to align the long-term plans of departments with the NYP and to identify areas where policy change is required to ensure consistency and coherence.

8. References

ⁱ Calculation based on Stats SA (2020) Mid-year Population Estimates

ⁱⁱ African Union. 2006. African Youth Charter. Addis Ababa: African Union

ⁱⁱⁱ African Union (2017) Harnessing demographic dividend through investing in the youth

^{iv} Republic of South Africa, NYDA ACT, no.54 of 2008 (2008: 9)

WORKING DRAFT