



NDA

National
Development
Agency

RESEARCH REPORT

**HOW DOES LACK OF JOBS AND INCOME STREAMS
AFFECT THE SOUTH AFRICAN YOUTH?**

NOVEMBER 2023



RESEARCH PUBLICATION

How Does Lack of Jobs and Income Streams Affect the South African Youth?

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ACRONYMS & ABBREVIATIONS

NDA	National Development Agency
CSOs	Civil Society Organisations
NGOs	Non-Governmental Organisations
NYDA	National Youth Development Agency
NDP	National Development Plan
ILO	International Labour Organisation
GDA	Government Departments and Agencies
AGI	Africa Growth Initiative
SDGs	Sustainable Development Goals
SSA	Sub-Saharan Africa
HH	Household
RSA	Republic of South Africa
NEET	Not in Employment, Education, or Training
SMMEs	Small Medium and Micro Enterprises
GDP	Gross Development Product
COSATU	Congress of South African Trade Unions
ANC	African National Congress
NUM	National Union of Mineworkers
GEAR	Growth, Employment, and Redistribution
BEE	Black Economic Empowerment
BBBEE	Broad Based Black Economic Empowerment
NDP	National Development Plan
NLMP	National Labour Migration Policy
MDGs	Millennium Development Goals
CBOs	Community Based Organisations
RDP	Reconstruction and Development Programme
NYP	National Youth Policy
SEZ	Special Economic Zone
PYEI	Presidential Youth Employment Intervention
JfYA	Jobs for Youth in Africa
MSMEs	Micro, Small and Medium enterprises
NPMN	National Pathway Management Network
OECD	Organisation for Economic Co-operation and Development
MERL	Monitoring, Evaluation, Research, & Learning
SETA	Sector Education and Training Authority
PPP	Private Public Partnership
KIs	Key Informants

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EXECUTIVE SUMMARY

The primary goal of this research is to facilitate and provide guidance during the discussion among youth empowerment sector key stakeholders. The identified key stakeholders was composed of representatives from academia, government youth empowerment organisations, Civil Society Organisations (CSOs), the youth and NDA as the project promoter. The specific objectives of the project included; exploring the extent to which the lack of jobs and income streams affects the youth economically, the effectiveness of government and private sector interventions towards combating the lack of jobs and improving income streams for the youth in South Africa, drawing a relationship between South Africa's overall economic characteristics, lack of jobs and income streams for the youth, recommendations on immediate and long-term mechanisms to effectively stimulate and increase, jobs, and income streams for the South African youth and concluding and providing policy recommendations based on the findings of the study.

These specific research objectives were achieved by addressing multiple facets affecting youth employment in South Africa: economic impact of job shortages, effectiveness of public and private sector interventions, and the broader economic context. Data was collected from both primary and secondary means. The secondary data was predominantly sourced through a literature review which pointed toward various conclusions and policy recommendations. This information has been tabulated in the literature review section of this report. The derived conclusions and recommendations from the literature review identified key policy areas for further

investigation. These policy gap areas included Project design evaluation, Project implementation, Monitoring, Evaluation, Reporting & Learning (MERL), Stakeholder mapping and engagement, Country, regional and municipality resource mapping, Youth capacity building, Matching skills to resource, integrated approach, Youth Engagement, and Benchmarking. The findings and conclusions derived from primary research to a large extent complimented literature review findings. This being the case therefore the policy gaps identified through literature review were upheld.

1. INTRODUCTION AND BACKGROUND OF THE STUDY

South Africa faces a huge unemployment challenge. The problem is particularly concentrated among the country's youth, for whom lack of experience is all too often compounded by lack of skills. The result is a growing cohort of young people with severely limited access to formal sector employment, and limited means to do anything about it. The youth unemployment remains a major problem as it recorded the highest unemployment rate of 66.5 percent in the fourth quarter of 2021. The situation continues to deteriorate in the post COVID 19 aftershocks. The high unemployment rate is a stark indicator of the challenging conditions under which millions of South Africa's youth are living. Lacking access to even basic job opportunities, they are unable to secure a minimal standard of living, which includes basic comforts and a sense of security. This situation not only underscores the immediate economic strain but also raises serious concerns about long-term societal stability and development.

The contributing factors to this scourge are largely due to the lack of job opportunities but also include barriers to entering the labour market, such as limited work experience and continuous population growth.. Education and prior work experience also play pivotal role in South African labour market. Employers often prefer to employ those with previous work experience, a higher level of education and specialised technical skills. Unfortunately, for many youth, lack of work experience is a significant stumbling block in their pursuit of employment opportunities. Consequently, these young people need networks or social capital to enable them source job opportunities to secure sufficient financial resources for mobility to areas with higher demand for labour. Limited finances

can result in lack of variety and little opportunity for a break from daily pressures. Therefore, majority of the youth are unable to participate in various activities including leisure socialisation,, own material things, and thereby maybe perceived as lesser members of the society. This has many undesirable outcomes and numerous ripple effects on the society as a whole. It leads to feelings of stigma, isolation, and exclusion.

Moreover, financial hardship stemming from high unemployment rates has far-reaching consequences beyond the individual. It exacerbates stressors like food insecurity, inability to pay bills, accumulating debt, and homelessness. The repercussions also extend to social limitations and increased vulnerability to adverse behaviours and lifestyles. In particular, unemployed youth are at greater risk of engaging in anti-social activities and adopting unhealthy habits, owing to the lack of constructive alternatives in their local environments.

The societal impact of unemployment is equally profound. While a single unemployed individual may not substantially affect the larger community, high rates of unemployment in specific areas often correlate with elevated poverty levels and declining neighbourhood conditions. Such communities tend to offer fewer job opportunities and suffer from poor-quality housing, limited recreational facilities, inadequate public transportation, and under-resourced schools. All these factors compound the negative impact of unemployment, creating a cycle difficult to break and with long-lasting implications for both the individual and the community.

A significant number of young people lacking jobs and income streams can negatively impact communities' economic growth and development. As a result, lack of job

opportunities and reliable income sources has a domino effect, extending from individual despair to broader economic stagnation. Unemployed youth often experience feelings of social exclusion and a lack of hope for the future, which can lead to both mental and physical health issues over time.

From an economic standpoint, unemployment directly impacts consumer spending. Individuals with little or no income are naturally constrained in their ability to purchase goods and services. This reduced consumer activity translates to lower sales for businesses, which can subsequently lead to reduced production and even more job cuts, creating a vicious cycle. As spending decreases, the economy at large suffers because the demand for products and services diminishes.

1.1. Problem Statement

Although the South African economy has grown relatively fast since adopting the neo-liberal economic system in mid 1990s, it did not result in generating employment for the majority of South African working population. Despite numerous government policy initiatives to improve employment, the overall level of employment is disastrous when you consider the already high level of unemployment that existed prior to Covid-19 pandemic. Furthermore, continuous high unemployment suggests a lack of effective policy interventions. The policies that have been implemented have largely been supply-side initiatives aimed at the structural causes of youth unemployment. These interventions include targeting the formal education system, post-school training, public employment and deployment programs, entrepreneurship interventions and an attempt at job placement programs.

1.2. Research Questions

The key research questions that guided this research project are:

- To what extent does lack of jobs and income streams affect the South African youth economically?
- Are government, private sector interventions towards combating lack of jobs and improving income streams for the youth in South Africa effective?
- Is there a relationship between the South Africa's overall economic characteristics, lack of jobs and income streams for the youth?
- What mechanisms can be recommended to effectively stimulate and increase, jobs, and income streams for the South African youth? What are immediate and long-term mechanisms to effectively stimulate and increase jobs and income streams for the South African youth?

1.3. Purpose and Research Objectives

The underlying driver for this research was aimed at producing a body of evidence and information from a range of sectors (government, youth, civil society, and business). This also included literature from local and international sources to gather evidence that would inform formulation of policies, strategies, and programmes, in addressing the country's challenge with youth lack of jobs and income streams. The research further identified mechanisms that can effectively stimulate and increase, jobs, and income streams for the South African youth.

The research objectives of this study were as follows:

- To identify the extent to which lack of jobs and income streams affect the youth economically;
- To determine the effectiveness of government, private sector interventions towards combating lack of jobs and improving income streams for the youth in South Africa;
- To draw the relationship between the South Africa's overall economic characteristics, lack of jobs and income streams for the youth;
- To recommend mechanisms to effectively stimulate and increase access to jobs and income streams for the South African youth; and To draw conclusions and provide policy recommendations on the findings of the study.

1.4. Structure of the Report

To facilitate the flow and ease of presentation, the research report is structured as follows:

Section 1, the introduction (see above), gives an overview of the research project, followed by an overview of the South African context on lack of jobs and income streams for the youth, the problem statement, research questions, research purpose, and research objectives.

Section 2 leads with a discussion of the mixed-methods approach which this study adopted. This comprised firstly, a desktop analysis, followed by Key Informant (KI) engagements and the quantitative data (survey questionnaire). The information addresses (1) the purpose of the KI engagements, (2) how the Key Informants were

chosen and (3) the total number of Key Informant (KI) engagements that took place. This is followed by the quantitative data collection method with the selected South African youth. The discussion covers (1) the reasons for choosing the youth survey questionnaire, (2) the data collection process and (3) the data collection timeline.

Section 3 provides a more in-depth synthesis of lack of jobs and income streams on youth and its implications. The literature review synthesis in this section highlights the main issues within the subject by focusing on global, regional, and national interventions, approaches, and strategies.

Section 4 is a presentation and analysis of the data collected as part of the research. This includes a discussion on the thematic analysis of Key Informant (KI) engagements. This also includes the quantitative research methodology. Here, the results of the youth survey are discussed and shown in great depth using tables created from the data collected from the South African youth.

Section 5 comprises of the key findings, implications, and resulting recommendations. These were then used to inform the development of a policy brief document.

Section 6 provides a list of references that were used during the research process, primarily for the literature review.

Section 7 comprises of annexure including; data collection instruments, and the mandatory survey privacy policy

All raw data has been submitted to NDA separately in a useable format for future research and analysis purposes.

2. RESEARCH METHODOLOGY

2.1. Mixed-method Approach

As outlined in the introductory section of this report, this study seeks to understand how evidence derived from the findings can be used to inform policies, strategies, and programmes in addressing the country's challenge with lack of jobs and dignified income streams for South African youth. To respond to this question, guided by the Terms of Reference (TOR), the proposed research approach for this study was a mixed method which combined qualitative and quantitative methods. The qualitative and quantitative design comprised of three elements: desktop review of literature; engagement of Key Informants from identified organisations; and a youth survey. The mixed method was a useful approach because it allowed the study to consider multiple sources of data to improve the validity and reliability of the findings. This method was particularly useful for gaining a more comprehensive understanding of the youth lack of jobs and income streams as part of economic transformation and job creation; and constraints towards combating lack of jobs and improving income streams for the youth. Various studies support and emphasise the value of the mixed methods approach as it enables researchers to answer research questions with sufficient depth and breadth and helps generalise findings and implications of the researched issues to the whole population.

Two separate questionnaires were designed, one targeting organisations and the other targeting the youth. Both questionnaires applied a mixed methods approach with both

qualitative and quantitative questions. Both questionnaires are provided as annexure to this report. The selection of organisations was firstly targeted at organisations that work with youth, and then purposively sampled.

2.2. Desktop Analysis

A review of documents on legislation, policy documents, academic literature, case studies, and other grey literature related to lack of jobs and income streams of youth in South Africa was conducted. This analysis helped provide an overview of the field, stakeholders involved and sustainability sphere. The key search terms used in the literature review included “the lack of jobs and income streams for youth” “the role of government in job creation for the youth” “The effectiveness of South African policies on job creation and Income streams” among other terms. South African and international documents relevant to the study were reviewed. In addition, descriptive analysis of relevant national surveys on youth job creation and income streams of this desktop analysis were crucial to contextualise the spatial spread and employment status of youth. The documents reviewed include academic publications, opinion pieces, reports on relevant government websites and South African policies and legislation.

2.3 Key Informant Engagements

The study gathered data using a customised online, and self-administered, questionnaire from the targeted key informants, who were representatives from the selected organisations. The questionnaire was designed to gather specific and in-depth data from participants that are knowledgeable about the lack of jobs, income streams

and unemployment challenges faced by the South African youth. The online self-administered questionnaire gathered data from a variety of organisations that have direct experience and knowledge of the youth unemployment landscape in South Africa. Moreover, these experts shed light on the understanding of, and involvement in, youth employment, lack of jobs, government policies, and the role of civil society, government and private sectors related to combating lack of jobs and income streams for the youth. The targeted key informants were officials from relevant government departments, private sector, civil society sector, including academics and relevant non-governmental organisations that play a role in creating job jobs and skills development for youth. The purpose of these KIIs was to provide a better landscape of how key players view the state of youth unemployment and its effects on poverty in South Africa.

The key informants were identified and contacted through collaboration between NDA and DaySeven Group. With regard to organisations, they were pre-selected and invited to participate in the study. The selection criterion for organisations was based on their involvement, and engagement in youth economic empowerment. With regard to youth, the approach was to appeal for their participation through social media platforms, and where possible sending emails. A mixed methods instrument (Inclusive of open and close ended questions) was used to obtain the perceptions of different stakeholders regarding the challenges faced by youth in terms of lack of employment and income streams. In-depth engagements were conducted with organisations from Private, Academia, CSOs, and Government (Ministry Departments & Agencies) sectors as key informants. The following table provides a snapshot of the engagements conducted with

organisations as key informants at both national and provincial level. This is shown in Table 1.

Table 1: Key Informants Engagements

Sector	Total Responses
Public	6
Private Sector	6
CSO	4
Academia	3
Incomplete	27
Total	46

2.4. Youth Survey

As part of primary data collection, a survey of youth was conducted to gain insights into the state of employment, lack of jobs and income streams. Data were collected using LimeSurvey from youth subjects across the country. This was done in conjunction with qualitative data collection for complementary purposes. Data were collected through a customised and anonymous online questionnaire with real-time response tracking that enabled initial trends to be identified. In the case of youth participants, no sampling technique was employed. Instead, an appeal for their participation was circulated through media platforms such as such as LinkedIn, Twitter, and Facebook. It follows that, there was no prior sample size determination. As such, the target was to engage as many youth across South Africa. This is represented in Table 2.

Table 2: Comparison of Proposal, Actual and Preparation Data (Youth Survey)

Study Phase	Information Classification	Youth (N)
Proposal	TOR sample	384
Actual	Questionnaires received	674
	Spoiled/Invalid questionnaires	272
	Valid Questionnaires	402
Preparation	Youth Population	Unknown
	Random sample (Youth who engaged with the questionnaire)	674

2.5. Data analysis

The collected data was electronically captured within LimeSurvey, with automated quantitative analysis being performed in real time as responses were received. Data cleaning was performed on all data prior to data analysis to detect errors and missing variables. Following a thorough data cleaning and troubleshooting, 272 questionnaires from the youth were deemed invalid, reducing the number of valid questionnaires from 674 to 402. Furthermore, using the respondent code and going through each questionnaire that may have been incomplete, all inconsistencies and missing variables from the completed dataset were addressed. The cleaned dataset was then exported to both Microsoft Excel for submission as raw data to NDA and R for statistical data analytics.

2.6 Validity and Reliability

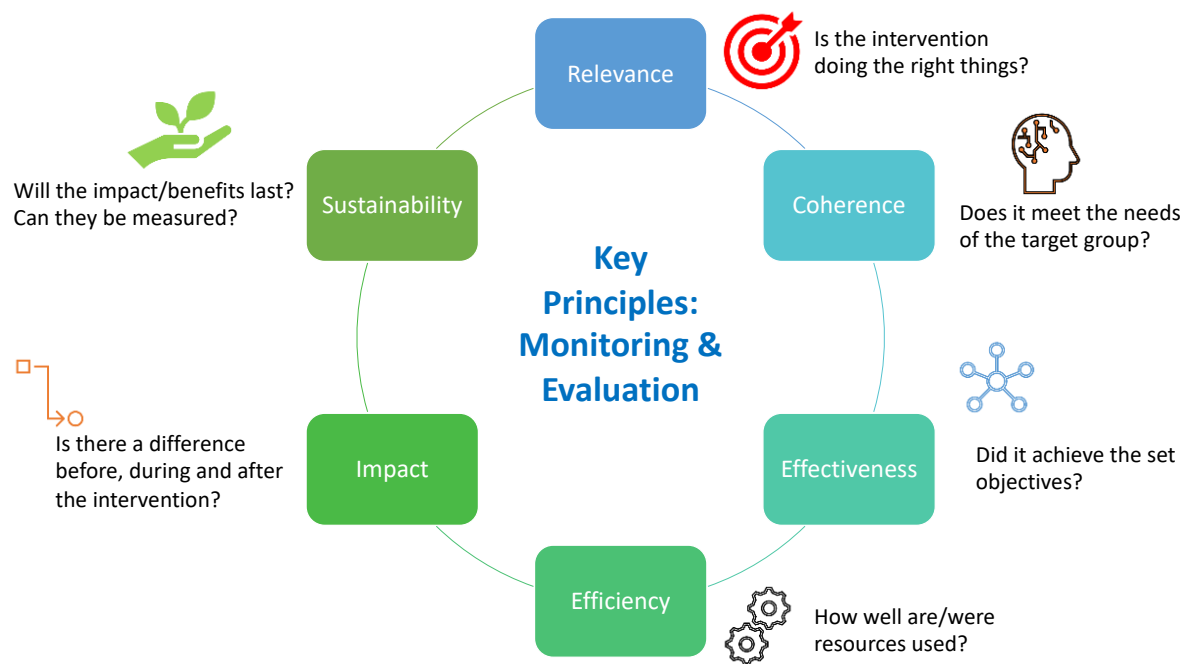
The reliability and validity of the findings were enhanced in two ways. Before conducting the research, the data-gathering tools and project design were subjected to face content validation by members of the research project team from NDA and (NDA and DaySeven), due to the constrained project life cycle. In addition, a triangulation research approach that ensures that information is gathered from multiple sources and that there is more than one (1) data-gathering technique adopted. Before the data were analysed, data cleaning process involved removing any duplicates or irrelevant observations from the dataset, including duplicate observations or irrelevant observations; fixed the structural errors; filtered unwanted outliers and handled missing data.

2.7 Ethical Considerations

The rights and privileges of all the parties involved in the research process were protected and ensured by signing of a Non-Disclosure Agreement between the consulting team and NDA, the data gathering instrument introduced the reason for conducting the research, the participants were assured their participation was voluntary, and the information they provide would be treated in confidence.

2.8 Monitoring & Evaluation Framework

During the project life cycle, DaySeven Group applied the well-known and robust OECD-DAC monitoring and evaluation approach. This was applied throughout the entire research process and is shown in Figure 1.



ADAPTATION OF NEW TECHNOLOGY TO ENHANCE M&E DELIVERY

Figure 1: OECD-DAC based Monitoring & Evaluation Framework

3. LITERATURE REVIEW SUMMARY

To commence the research, an extensive review of existing literature relating to youth unemployment, job creation and income streams was identified as critical to the scope of the proposed research by NDA. To ensure alignment with proposed best practices, and eventual policy recommendations, the literature reviewed was not limited to the South African scenario, but also gave a global perspective comprising of working papers, conference proceedings, peer-reviewed journal articles, grey papers, book sections, and other additional sources listed in the bibliography. Furthermore, a

comprehensive literature review is availed as a separate report. In this report, therefore, only the literature relating to South Africa context is incorporated.

The findings of the literature paints a gloomy picture of the employment and income of youth in South Africa. The findings suggests that addressing the issue of job creation and income streams requires an integrated approach encompassing political, economic, social, and technology dynamics.

A global, regional, and local approach was applied during the review of relevant literature. The global and regional perspectives were explored to determine to what extent, the South African scenario was aligned to global and regional trends in youth unemployment. In addition, the approach identified potential best practices that would then guide South Africa’s policy and implementation, while addressing the job creation and income streams for youth.

Literature Review Framework Guide

Gathering information through literature review was guided by the framework tabulated in Table 3. The items covered in the table include; activities, sources of information and expected outputs/deliverables.

Table 3: Literature Review Framework Guide

Activity	Methods	Source of Information	Deliverables
The extent to which lack of jobs and income streams affect	<ul style="list-style-type: none"> Literature review 	<ul style="list-style-type: none"> NDA existing relevant documents (https://www.nda.org.z) 	<ul style="list-style-type: none"> Job and income stream position (Global, regional and SA – in

<p>the youth economically</p>		<p>a/publications/research -publications/research- reports)</p> <ul style="list-style-type: none"> • Published peer reviewed and other relevant existing document (Current identified journal articles details attached) • Best practices and/or Case studies from the Global South 	<p>general and youth in specific)</p> <ul style="list-style-type: none"> • Contributors to lack of jobs and income streams (Global, regional and SA – in general and youth in specific) • Recommendations on how the issue of lack of jobs and income stream can be addressed (Global, regional and SA – in general and youth in specific)
<p>Effectiveness of government and private sector interventions towards combating lack of jobs and improving income</p>	<ul style="list-style-type: none"> • Literature review • Primary sources (Will be done in SA) 	<ul style="list-style-type: none"> • Legislation, policies, work papers, articles and journals, NDA internal documents (https://www.nda.org.za/publications/research 	<ul style="list-style-type: none"> • Legislative, and policy effectiveness and or lack thereof • Role of other key stakeholders in complementing the

streams for the youth in South Africa;		<p>-publications/research-reports)</p> <ul style="list-style-type: none"> • Best practices and/or Case studies from the Global South 	<p>government (private, CSO, academia, MDAs)</p> <ul style="list-style-type: none"> • Recommendations and conclusions (Future progression pathway)
Drawing a relationship between the South Africa's overall economic characteristics, lack of jobs and income streams for the youth	<ul style="list-style-type: none"> • Literature review • Primary Sources (Will be done in SA) 	<ul style="list-style-type: none"> • NDA internal documents (https://www.nda.org.za/publications/research-publications/research-reports) • Publications (Current identified journal articles details attached) • South Africa Economic outlook documents (STATS SA) 	<ul style="list-style-type: none"> • South Africa economic characteristics • Contribution of these characteristics to jobs situation and income streams • The nine province specific economic characteristics in brief (Gauteng, KwaZulu-Natal, North West, Free State, Eastern Cape, Western Cape, Northern Cape, and Limpopo)
Recommendations on	<ul style="list-style-type: none"> • Literature 	<ul style="list-style-type: none"> • Based on deliverables 	<ul style="list-style-type: none"> • Immediate and long

immediate and long term mechanisms to effectively stimulate and increase, jobs, and income streams for the South African youth	<ul style="list-style-type: none"> • review • Primary sources (to be done in SA) 	from previous reports	term mechanisms to increase and income streams among the youth
Drawing conclusions and providing policy recommendation s on the findings of the study.	<ul style="list-style-type: none"> • Literature review • Primary sources (To be done in SA) 	<ul style="list-style-type: none"> • Based on deliverables from previous reports 	<ul style="list-style-type: none"> • Conclusions and policy recommendations

Effects of Lack of Jobs and Income Streams

The issues addressed under the effects of the lack of jobs and income streams include; job and income stream position, contributors to the lack of jobs and income streams, key stakeholders response to job income situation in South Africa, presidential youth employment interventions, youth entrepreneurship as an alternative mode of job creation and an overview of the country's economic characteristics as well as suggested interventions/recommendations. However, to commence the interrogation global and regional perspectives regarding job and income streams are included.

Global and Regional Perspectives

According to Africa Growth Initiative (Fox & Ghandi 2021) billions of people in the developing world are trying to exit poverty by securing better jobs and obtaining higher incomes for themselves and their families.

Research has shown that 43% of the population under the age of 15 in Sub-Saharan Africa (SSA) predominantly depend on the incomes generated by their parents for their own survival, growth, and personal development (Filipenco 2022). At the same time, 41% of the population lives in poverty, and the children who grow up in these households risk permanent physical and social damage and even death owing to malnutrition, childhood illness, and lack of quality education, as well as other opportunities to build human capital. Owing to past high fertility, SSA has the fastest growing labour force in the world, and every year many young people struggle to enter employment or find other avenues to generate an income.

Sustained economic growth, which is needed to finance investments in order to build more resilient economies and societies, requires steady increases in output per working person (labour productivity). This means producing and selling more, in part by employing more people, more productively, and taking advantage of new opportunities emerging in a globalising world, while mitigating the risks to sustained growth that such a strategy involves. For all these reasons, “SSA leaders and policymakers have set enhancing employment opportunities as one main objective of their development strategies” (Fox & Ghandi 2021).

Better jobs are generally found in modern, productive enterprises, and one characteristic of developing countries is a lack of these modern enterprises relative to the supply of labour coming from the population (Matschke 2022). For this reason, a focus of employment policies in developing countries needs to be on encouraging more firms to be created and to grow, expanding private sector wage employment, especially in more productive sectors (Fox & Kaul 2017). This happens fastest when new and existing firms create the goods and services they sell using a lot of labour (labour-intensive production processes). A stylised fact of development today is that until countries reach at least upper-middle-income status, the majority of jobs will be found in small-scale household farms and firms. SSA is no exception, so a key employment challenge for policy makers is how to raise incomes in the informal sector even as they work to create the conditions in the formal economy that allow the share of employment in the informal sector to decline (Thwala 2011).

South African position

Regarding sources of income in South Africa, the Status of youth report (National Youth Development Agency 2022a) observed that in 2020, the three main sources of income for households with youth were salaries/wages/commissions (52.4%), social grants (29.4%) and remittances (9.8%).

At a provincial level, salaries/wages/commission are the main income sources for households with youth in six provinces; whereas social grants were the main income source in Eastern Cape, Free State and Limpopo (43.9%, 43.5% and 44.5%).

Remittances were the third main source of income for households with youth in all provinces, except for the Western Cape where income from a business (7.2%) was in this position. The seven main sources of income for households with and without youth are outlined in Table 4:

Table 4: Sources of income for individuals and households with youth in South Africa

Source of Income	RSA (HH with youth)	RSA (HH without youth)
Salaries/wages/ commissions	52.4%	47.1%
Income from a business	6.4%	12.1%
Remittances	9.8%	6.3%
Pensions	0.9%	5.7%
Grants	29.4%	27.3%
Sales of farm products & services	0.1%	0.2%
Other income sources e.g., rental income, interest	1.0%	1.4%

Contributors to Lack of Jobs and Income Streams

Global perspective

At global level, the main causes of a lack of job opportunities are recession, growing interest rates and an overall financial crisis (PLAN INTERNATIONAL 2020). These challenges have more negative effects on job and income creation opportunities for youth in developing countries. The Great Recession from late 2007 to mid-2009 had devastating effects globally for years after. The slowdown of economic movement and labour filtered through job availability, with many people losing jobs and struggling to

compensate for the financial loss, and this situation exists even today (Mbekeni & Phiri 2020).

South African situation

The reasons for unemployment in South Africa range from global issues that many countries face, such as inflation, to more country-specific problems directly related to South Africa, such as the lasting, and systemic effects of Apartheid (Altman 2007). More recently, South Africa has struggled with recession and poor economic performance (United Nations Development Programme 2021a). A myriad of shocks followed, including the impact of the COVID-19 pandemic (The World Bank Group 2021), the ongoing electricity crisis and flood damage in KwaZulu-Natal (Trade & Investment KwaZulu-Natal n.d.). The real gross domestic product decreased by 0.7% in the second quarter of 2022 (Statistics South Africa 2022) and inequality remains high, with a Gini coefficient of .68 (target: 0.63). With about 1.2 million young people entering the labour market every year, of whom more than 65% remain outside of employment, education and training, the problem of increased unemployment and lack of sufficient income streams for young people is far from solved. Some of the contributors to lack of jobs and income streams include;

- Poor economic performance, recession, and shocks. Income streams and Job opportunities are limited by slow economic growth(United Nations Development Programme 2021b) .
- Global pandemics such as the Covid -19, which followed economic recession and preceded the disruptive Russia-Ukraine war (Mago 2019).

- The skill-intensive structure of the South African economy in a weak education and skills development system; Despite a high demand for skilled labour, Youth employability remains severely hampered by persistent vertical skills mismatch resulting in one of the world's highest youth unemployment rates in South Africa (Habiyaemye, Habanabakize & Nwosu 2022).
- The systems for demand-led training as well as for placing and supporting talent in the jobs that do exist are weak (National Youth Development Agency 2022b).
- Many young people also lack social networks that connect them to the labour market, have limited access to information, or cannot afford the costs (e.g., transport) needed to access opportunities (du Toit 2003a).
- **Exclusionary and blunt instruments to judge the potential of young people create barriers to accessing employment and income streams.** This includes rigid qualification requirements and expectations of prior work experience in the absence of opportunities for young people to gain this initial experience (Altman 2007).
- **Young people who find opportunities often struggle to gain a permanent foothold in the economy.** This includes young people who have completed public employment programmes (PEPs), education and training interventions, or already have worked (Dladla 2020).
- **Weak support to young entrepreneurs** - When young people turn to self-employment, they find limited avenues for support and face a challenging

market environment that is rarely skewed in their favour (Ndebele, Ndlovu, Mlambo & Thusi 2022). While the government has numerous programmes to support enterprise development, too few are geared towards supporting young people's early-stage entrepreneurship efforts, yet Youth entrepreneurship is an alternative mode of job-creation. In addition, the South African competitive economic environment places additional pressures on young entrepreneurs.

The Impact of Lack of Jobs and income streams on Youths

Pre-Covid-19 Situation (2018/2019)

From 2011 to 2019, worldwide poverty decreased at a rate of 49 million per year with the overall number of people living in extreme poverty decreasing from 1.1 billion to 691 million. The COVID-19 outbreak, and subsequent worldwide economic slowdown led to an increase in the number of poor people by 50 million.

Young entrepreneurs have been one of South Africa's best hopes for solving the jobs crisis. However, even at the best of times, South Africa's labour market had been marked by high levels of unemployment and inactivity up to and including 2018/19 period (The World Bank Group 2021).

South Africa's economy grew relatively more slowly in the past two decades, its labour market outcomes worsened in the last decade, and its public finances had been deteriorating rapidly before the pandemic leading to the interconnected challenges of economic growth, worsening labour market, straining public

finances and debt. The unemployment rate had exceeded 25 % since 2016 and reached 29 % at the start of the COVID-19 crisis (The World Bank Group 2021). To make matters worse, the share of people of working age who were not in employment, education, or training (NEET) was also high, at 24 %. This meant that even before the pandemic, two in every five people of working age were NEET. South Africa's employment ratio was much lower than its peers.

During Covid-19 Situation (2019/2020)

Globally, unemployment rose from 5.4% to 6.5% in 2019 and 2020 respectively. In 2020, youth employment around the world declined by 8.7% compared to 2019 with middle-income nations experiencing the steepest decline (United Nations Statistics 2021). From 1991 to 2020, the number of unemployed people globally increased from 185.95 million to 223.67 million. Sub-Saharan Africa's unemployment rate rose from 6.0% in 2019 to 6.3% in 2020 (United Nations Statistics 2021).

For South Africa, The Covid 19 crisis made a bad situation worse. COVID-19 brought the deepest recession since the end of apartheid. South Africa's GDP shrank by 7 % in 2020, more than in almost all other emerging economies. Falling GDP and fiscal revenues, combined with a sizeable relief package, saw the fiscal deficit growing to 12.9 % of GDP and public debt to 78.8 % of GDP. By the end of 2020, despite two-quarters of employment growth, the number of employed people had fallen by nearly 1.5 million, and the wages of workers who still had jobs had fallen by 10–15 %, meaning double loss of jobs and income streams. (World Bank

2021). Survey data from May 2020 on MSMEs showed that 47 % of surveyed firms were closed, with informal firms being the most affected. Among firms that remained open, sales dropped by close to 70 % year-on-year. The collapse in MSME activity translated into wage cuts, reduced hours, and layoffs.

Furthermore, increased use of digital technologies implied that those without requisite skills could not remain or cope in jobs that required such skills. Businesses led by young people are more likely to use digital solutions, providing more opportunities for jobs and income streams, therefore access to government support programs improved between May and November 2020, but many needs remained unmet. About 28 % of SMMEs reported accessing government support by November, up from only 15 % in May. Microenterprises were least likely to have obtained government support.

Post Covid-19 Situation (2021-2023)

In 2021, around 698 million people were living in extreme poverty globally (UN Statistics 2021). With the combined loss of employment and earnings, the average South African of working-age was about 18 % worse off at the end of the year than at its start (World Bank 2021). For 2021, the World Bank projected growth in the gross domestic product (GDP) of 4 %, followed by 2.1 % in 2022 and 1.5 % in 2023 (World Bank 2021). There are an increasing number of start-ups, especially in the digital sector, which is growing fast and could in future become an engine of job growth. However, for the entrepreneurship ecosystem to realise its full potential, its key weaknesses need to be resolved. A vibrant start-up sector could

also help close the relative gap in self-employment (own-account workers with their businesses, freelancers). Self-employment represents only 10 % of jobs in South Africa, as against about 30 % in most upper-middle-income economies, including Turkey, Mexico, and Brazil. If South Africa were to match the self-employment rate of its peers, it could potentially halve its unemployment rates (The World Bank Group 2021).

One of the key effects of the differential sectoral and occupational effects of the lockdowns and demand contractions have translated into greater job losses among poorer workers than among those who are better off hence worsening the inequality problem in South Africa. Among people who kept their jobs, wages fell more for those with higher earnings. However, since employment losses have wider income implications, the pandemic has, overall, increased the extent of inequality in the country.

Government Response to Youth Job and Income Situation in South Africa

Persistent growth in youth unemployment has a negative impact on social development. It can lead to the marginalisation and exclusion of young people. Without adequate opportunities and investments, youth unemployment can lead to increased vulnerability among some young people to crime, violence, and substance abuse. “Furthermore, there is evidence that unemployment can expose youth to greater risks of lower future wages, repeated periods of unemployment, longer unemployment spells as adults, and income poverty” (National Youth Development Agency 2022a).

Consequently, the South African Government has instituted policies and programmes aimed at reversing this trend. The **National Development Plan (NDP) Vision 2030** set a target of reducing unemployment to 6 % by 2030, resulting in a working labour force of 24 million. To eliminate poverty and reduce inequality, South Africa has to raise levels of employment and, through productivity growth, the earnings of working people. Vision 2030 which is the National Development Plan of South Africa that aims to eliminate poverty and reduce inequality by 2030 appreciates that South Africa needs faster growth and growth that is more inclusive. The Key elements of this plan include raising exports, improving skills development, lowering the costs of living for the poor, investing in a competitive infrastructure, reducing the regulatory burden on small businesses, facilitating private investment, and improving the performance of the labour market to reduce tension and ease access to young, unskilled work seekers (South African Government 2012). The 2019-2024 Medium Term Strategic Framework set the expected outcome of more decent jobs created and sustained, with youth, women and persons with disabilities prioritized. Three interventions were identified with set targets to reduce the unemployment rate from 27.6% to 20-24%, summarised in Table 4.

Table 5: Interventions towards Job and income creation for youth in South Africa (South Africa Department of Planning n.d.)

Interventions	Indicators	Baseline	Target
Creating jobs through Job Summit Commitments , Operation Phakisa and other public sector employment programmes	Number of jobs created per year through Job Summit initiatives	New indicator	275 000 jobs created per year until 2024
	Number of Jobs created through Operation Phakisa	9,146	402 950 jobs created by 2024

	Number of work opportunities reported through other public employment programmes	4.4 million work opportunities	5 million work opportunities created by 2024
Implementing Presidential comprehensive youth employment intervention	Number of youth NEET absorbed in employment	New indicator	1 million youth jobs by 2024
Creating an enabling environment for employment through policy and regulations	Draft employment policy developed, consulted, piloted, and implemented	New indicator	Employment policy drafted and implemented by 2024
	Revise the visa regime to support importation of critical skills, and improve processing turnaround time	<p>Visa regime revised,</p> <p>85% of critical skills visas adjudicated within 4 weeks for applications processed within the RSA</p>	<p>Implementation of revised visa regime</p> <p>95% of visa applications adjudicated in 4 weeks by 2022</p>

The Presidential Youth Employment intervention

To address the youth unemployment crisis, President Ramaphosa initiated the PYEI in 2020 (The Presidency Republic of South Africa 2023) PYEI seeks to realise rapid gains by linking more young people to new and existing opportunities and put them on pathways towards sustainable incomes. Ultimately, the goal is to create 2 million jobs for young people in the course of the decade. The PYEI has four components comprising; 1. National Pathway Management Network (NPMN) 2. Demand-led Skills

Development, 3. Local Ecosystem Enablement and 4. Revitalised National Youth Service (The Presidency Republic of South Africa 2023). Over five years, the PYEI is expected to realise the following outcomes;

- At least 5 million young people between the ages of 15 and 35 will be engaged in the National Pathway Management Network (NPMN) and access services to help them grow their employability and pursue opportunities;
- Young people will be supported to access 1.5 million temporary earning opportunities including 1 million work-based placements, 250 000 work-integrated learning opportunities and 250 000 paid-service opportunities; and
- 500 000 young people will be engaged in sustainable earning opportunities

Youth entrepreneurship as an alternative mode of job creation

Entrepreneurship can be a powerful tool to help fight youth unemployment and enhance their income streams. While Youth entrepreneurship offers innovative solutions for economic growth among young people, youth enterprise initiatives are still relatively new to global development and more so in developing economies. Entrepreneurship is seen as a possible avenue for increasing economic growth and dealing with poverty and unemployment but is not satisfactorily entrenched among the youth in South Africa. AS Measured by Global Entrepreneurship Monitor (GEM), Global Entrepreneurship Spirit Index (GESI) and Total early-stage entrepreneurial activity (TEA), entrepreneurship

levels in South Africa are lower than the African averages and the rest of the world (Bowmaker-Falconer & Meyer 2022). (Pompa & Pasanen 2015) suggests five pathways to strengthen youth Entrepreneurship including;

1. ***Getting families and communities on board.*** Family support to start and operate a business is one of the most influential factors in the ability of entrepreneurs to make headway, especially for rural youth. Finding ways to engage and gain support from families and communities is vital.
2. ***Developing business, technical and life skills for use beyond government projects.*** Many young people, especially in developing economies, turn to entrepreneurship because of a lack of job opportunities. Nevertheless, they might not always be in entrepreneurial roles. Development programmes that feature skills training that can be used beyond the end of the project are more effective for youth, families, and communities.
3. ***Supporting young people to access finance.*** Accessing finance varies from country to country – but also from community to community. As such, development programmes need to plan carefully how best to support young people to get the funds they need. This means thoroughly examining different financial models and developing products tailored to the needs of participating youth.
4. ***Using mentors and setting clearly defined goals.*** Mentors can help young people to examine their business plans and ideas. They connect them to larger networks, act as role models and demonstrate models of success. Literature and evaluation on youth entrepreneurship indicate that for mentorship to make a

difference, mentors and youth entrepreneurs must have strong relationships based on clearly defined goals and obligations.

5. ***Adapting your approach for different contexts.*** Rural poverty has some universal characteristics, but the problems youth entrepreneurs face requires locally grounded solutions. Young people are more vulnerable to external changes (such as changes in climate, economic crisis, or political and social changes) and may have different needs and aspirations, depending on their local environment. Adaptability and adjustability can be the lifeline of a programme, as situations arise and evolve.

(i) Global best practices and recommendations for youth job creation and wealth stream enhancement.

(O'Higgins, Shawa & Sossa 2020) sought to address job creation by looking at various dimensions including sources (Sectors) of work for young people; the role of education and training; determinants and consequences of informality to conclude that the challenge for the developing world is how to translate economic growth into sustainable decent jobs, hence incomes and wealth. Owing to the significance of agriculture, manufacturing, and hospitality sectors as sources of employment, the report (O'Higgins et al. 2020) recommended moving from subsistence farming to agro industrialisation as well as education and training of the youth among the priority strategies for enhancing youth employment opportunities. Additionally, the potential for the digital economy to generate new employment prospects for young people arising from the provision of digital skills is recognised. This confirms the growing importance of 'soft skills' in bolstering employability, when jobs are scarce (Habiyaemye et al. 2022).

The ILO Decent Work Agenda outlines four pillars for decent work employment creation, social protection, rights at work, and social dialogue that shaped the inclusion of decent work in the sustainable development goals (International Labour Organization 2018). Hence, decent work is anchored on SDG Goal 8 (“Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all”). Importantly, this goal includes several targets that relate to young people: reducing the proportion of youth NEETs; operationalising a global strategy for youth employment; supporting the development of job-creation opportunities through entrepreneurship, creativity, and innovation; and formalising MSMEs in the informal sector, improving their access to financial services. SDG Target 8.2 focuses on labour-intensive sectors and increasing economic productivity through diversification, technological upgrading, innovation, and value addition.

Closer home with the population of young people expected to almost double by 2050, and 10 to 12 million young Africans join the job market each year, “Visionary leadership suggests that we must do things differently if we are to anticipate different outcomes in the not-to-distant future” (African Development Bank 2018). The JfYA project is an example of collaboration between Development partners (AfDB) and key partners in the public and private sectors across Africa towards youth job creation and opportunities for enhancing income streams. Based on models around Rural Microenterprise, Agri-Business Led Employment, Agro-industrialisation, and Skills (entrepreneurship, digital, and ICT skills) enhancement, the project could be a source of learning and experience on what works for Africa.

The World Bank recommended four broad areas of intervention, in the Covid-19 recovery period (The World Bank Group 2021).

Job Creation; To strengthen job recovery, a sequenced set of interventions would combine time-bound emergency support for poorer workers. It would also include the continuation of the Temporary Employee/ Employer Relief Scheme (TERS) for lockdown-damaged sectors.

Providing a moratorium on measures that have negative employment implications; the moratorium should be strictly time-bound (12–18 months) and linked to the pandemic and its economic consequences. It should be used primarily to benefit vulnerable people, who have disproportionately lost their jobs during the pandemic period.

Revisiting the approach to entrepreneurship, self-employment, and micro and small businesses; creating an ecosystem devoid of unfavourable legal constraints and rules that prevent the development of entrepreneurial economic activities. Second, scale up programs that provide both entrepreneurial training and start-up grants to address other barriers to entry.

Improving the governance of active labour market programs; First, systematically incorporate job search and training modules into active labour market programs, such as the Expanded Public Works Programme and the Presidential Employment Stimulus. Second, incentivise labour intermediation services to help firms re-engage workers and quickly resume business. Third, give employers access to funds in the Unemployment Insurance Fund to supplement the wages of part-time workers. Fourth, develop

institutions for active labour market programs, especially monitoring and evaluation systems to improve the targeting and efficiency of the currently fragmented system.

Legislative, and policy effectiveness and or lack thereof

As a matter of concern, the government should come up with new legislation and policies that put youth matters at the centre stage and those that will positively address issues that currently affect youth. In these new policies, government should ensure equitable distribution of resources and implementation of programmes throughout the country and including rural areas.

The government of South Africa, and all Provinces included, to agree that there is an Unemployment problem and develop strategies that can be used to moderate youth unemployment. These strategies should be geared towards creating and developing the currently needed skills within the industry because most of the acquired diplomas and degrees could be irrelevant to the working environment because they are not tailored to do that.

Through policy, there should be a concerted effort to address any form of discrimination in job allocation and continue its efforts to ensure the inclusion of all from all parts of the country during employment exercises both in urban and rural communities. This will support full and productive employment and decent work as an explicit goal in the post-2015 global development agenda.

Role of other key stakeholders in complementing the government (private, CSO, academia, GDAs

The South African government cannot solve the unemployment problem alone. They have to partner with the private sector to solve or reduce this long-standing problem by initiating joint empowerment programmes such as those geared towards education and

training. Institutions such as religious organisations provide learning centres while the government equips centres with learning resources and resource personnel.

They also need to create a conducive environment for partner organisations and agencies to evaluate the effect and impact of industrial and sectoral policies and those of trade and investment on employment and structural transformation as they may affect employment levels because of the shift and more focus towards capital intensive investment and digitisation as opposed to labour intensive.

South Africa's overall economic characteristics

Looking at how the countries' natural and artificial resources are regionally distributed, it is recommended that the government should come up with legislation that will promote the pursuit and implement the absolute advantage economic policy. This will enable each region to produce and trade with the other regions by supplying what they have an absolute advantage in producing. Moreover, it will reduce duplication and encourage specialisation thereby enjoying economies of scale.

Contribution of these characteristics to jobs situation and income streams

The government should re-evaluate its economic blueprint to capitalize on the unique resource mix in the economy. Following the above recommendations, applying an absolute advantage economic policy could better harness these resources to enhance job opportunities and income streams for the youth.

Specific economic characteristics of the nine South African Provinces

Some provinces have attracted more development and pose as economic hubs for South Africa. This has caused economic imbalance among them, thereby causing low development in other provinces. At the same time most, youths have lacked employment, especially in rural areas because of a lack of employability skills. The government should therefore come up with policies that support equal distribution of resources and give incentive packages for those lagging to grow and develop. This will attract movement of people to those provinces and stimulate economic growth.

4. DATA PRESENTATION AND ANALYSIS

Analysis of both quantitative and qualitative data was based primarily on all completed responses, and some inferences made in relation to the partial responses and the statistical relevance to the primary and secondary objectives of the research.

4.1. Data Analysis Process and Procedure

Data analysis followed the below listed steps:

- Step 1: Organisation of data
- Step 2: Identification and organisation of ideas and concepts.
- Step 3: Categorise and code emerging ideas and concepts
- Step 4: Merging of related themes into a major or main theme
- Step 5: Interpretation and explanation for the findings: The derived findings from the study were then accompanied by possible and plausible explanations that outline the views as to why the findings are as they are. While doing so, any divergences

from the themes identified during the review of literature were addressed and plausible explanations deduced.

The analysis, presentation and discussions were categorised into organisations and youth participants. Table 4 presents a summary of the response rates for all completed and submitted responses (completed and partially completed). The complete sets of raw data collected have been provided as annexure to this report.

Table 6: Data Response Rates Summary

Stakeholder Group	Completed Response	Partial Responses	Total Engagement
Organisations	19	27	46
Ratios	41.30%	58.70%	100%
Youth	402	271	673
Ratios	59.73%	40.27%	100%

The quantitative data was analysed using standard statistical measures. The analysis was based on the completed responses and is presented in a series of tables and graphs, aligned to each question from the online data collection tools with the analysis following each table and graph as was deemed appropriate.

The qualitative data was analysed using sentiment and trend analysis. This was aligned with each question from the data collection tool using sentiment and trend analysis.

R for data analytics was used to conduct sentiment analysis to determine the average (mean) sentiment in relation to how the lack of jobs and income streams affects the South African youth across the targeted stakeholder groupings. The results were categorised as follows;

- Positive sentiment – Values > 0
- Neutral sentiment – Values = 0
- Negative sentiment – Values < 0

The average (mean) sentiment was calculated based on the responses provided by the different stakeholder groups and focused on the words used in the different responses. This conveyed positivity, negativity, or neutrality about a particular situation relating to the issue under focus.

The key aspects for sentiment analysis were chosen based on the qualitative questions presented to both organisations and youth. For the purposes of this research, the sentiment analysis and discussions focused on the mean values and the derived R statistics.

Trend analysis was used to identify patterns and themes that can feed into the policy brief. Patterns and themes were firstly identified separately for organisations and youth; these were then compared to identify any common thematic areas from the two groups of participants.

4.2 Organisational Data Analysis

The organisational data was analysed in two (2) sections following the structure of the online questionnaire sequence. The explanatory sequential design was used in analysing the data by first analysing the quantitative data followed by the qualitative data to explain and contextualise the quantitative findings. There was a total of 46 responses, with 19 fully completed responses from organisations out of the 50

organisations contacted as informed by the stakeholder mapping. This translated to just over 41% response rate. The low response rate may imply little to no integrated approach and collaboration among key stakeholders in the youth economic empowerment sector, hence low levels of commitment to youth-related matters.

4.2.1 Quantitative Data Analysis

Question 1: How do you classify your Organisation?

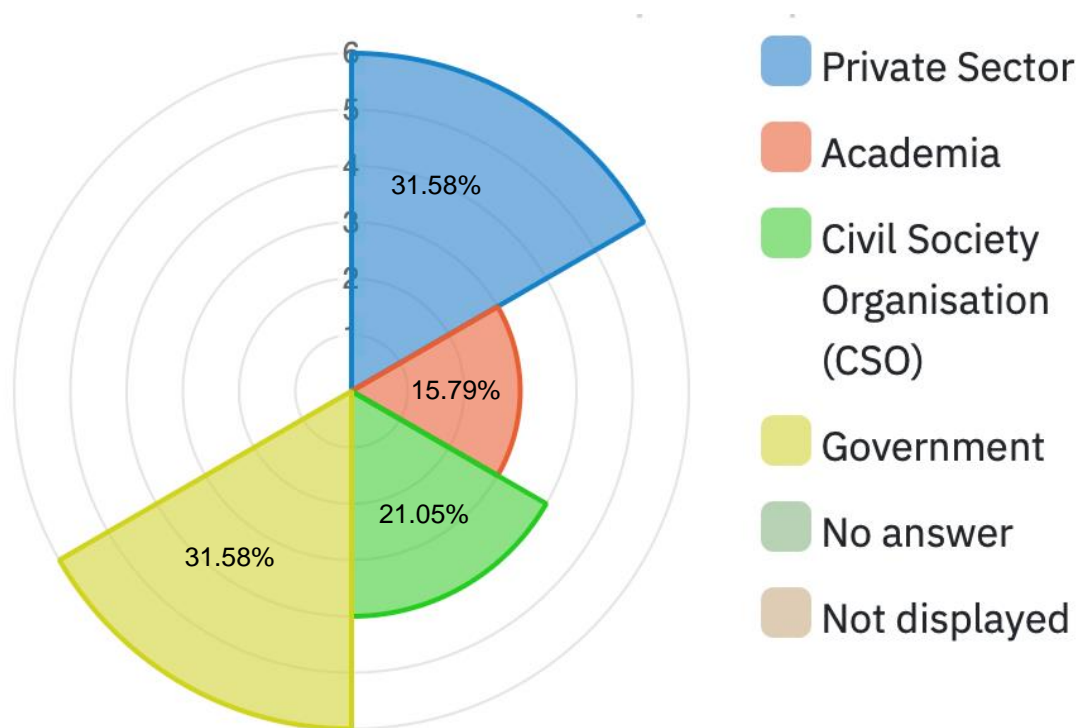


Figure 2: Type of Organisation

As per Figure 2, the biggest numbers of respondents were from the government and private sector with academia being a distant third.

Question 2: What is your geographical coverage within South Africa?

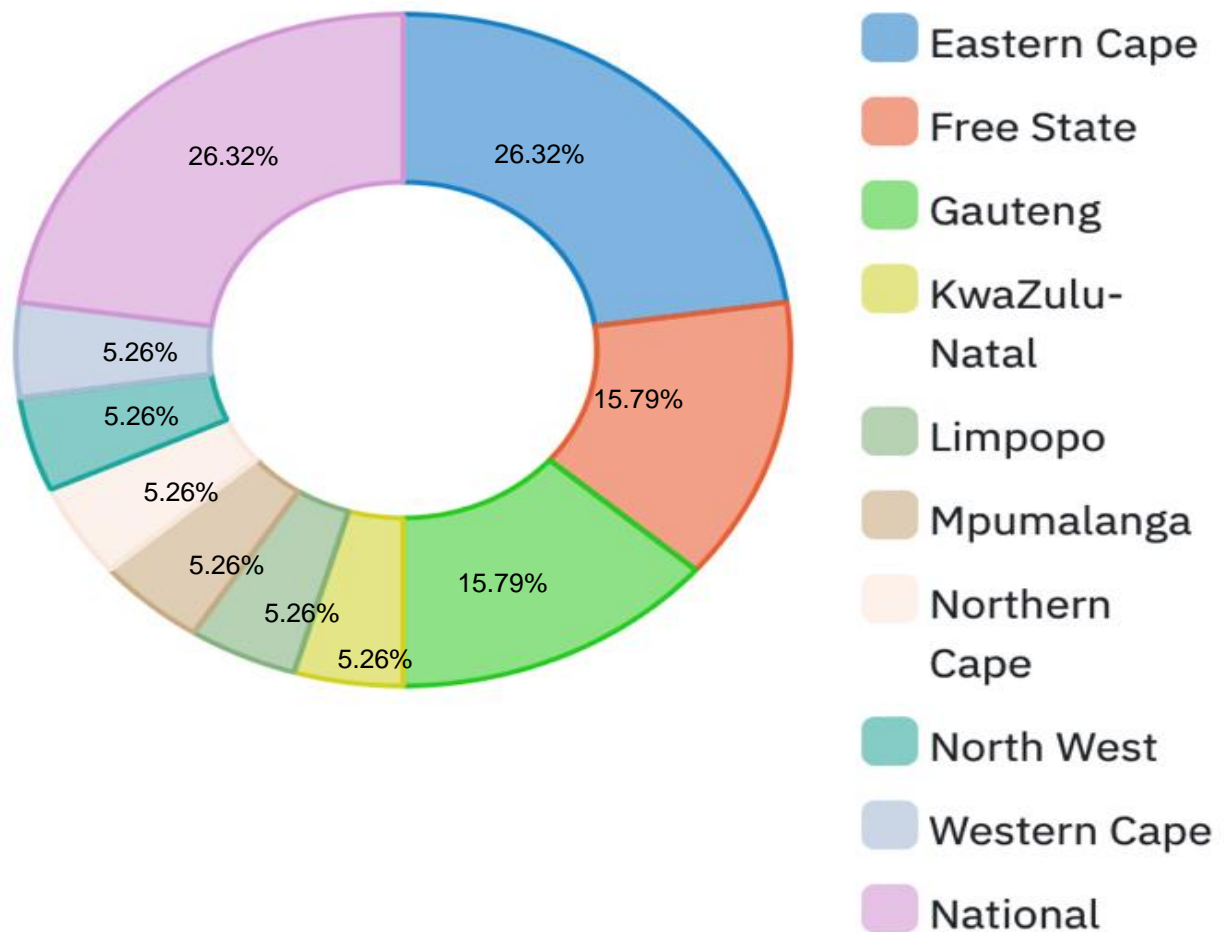


Figure 3: Organisation Geographical Coverage

As a measure of a regional balanced approach with regard to organisational support to the youth sector, the participants were clustered into provinces. An additional category representing national government organisations was considered. As revealed in Figure 3, most of the participants were from the National Government (5 respondents) and Eastern Cape (5 respondents) with 26.32% respectively, followed by Gauteng (3 respondents) and Free State (3 respondents) with 15.79%. All other provinces experienced low levels of participation with 5.26% (1 respondent) per province.

Question 3: was based on a five-point Likert scale comprising 10 statements. The participants were expected to select a rating between 1 and 5, Where 1= Strongly Disagree, 2 = Disagree, 3 = Neutral, 4 = Agree and 5 = Strongly Agree) How would you evaluate the following Policy Areas impacting the Youth in South Africa?

The following figures present information gathered and gives an overview of the responses and data collected from responsive participants on each of the 10 statements.

3.1 The current policy formulation approach targeting youth concerning job creation and income generation stream is relevant to the South African context

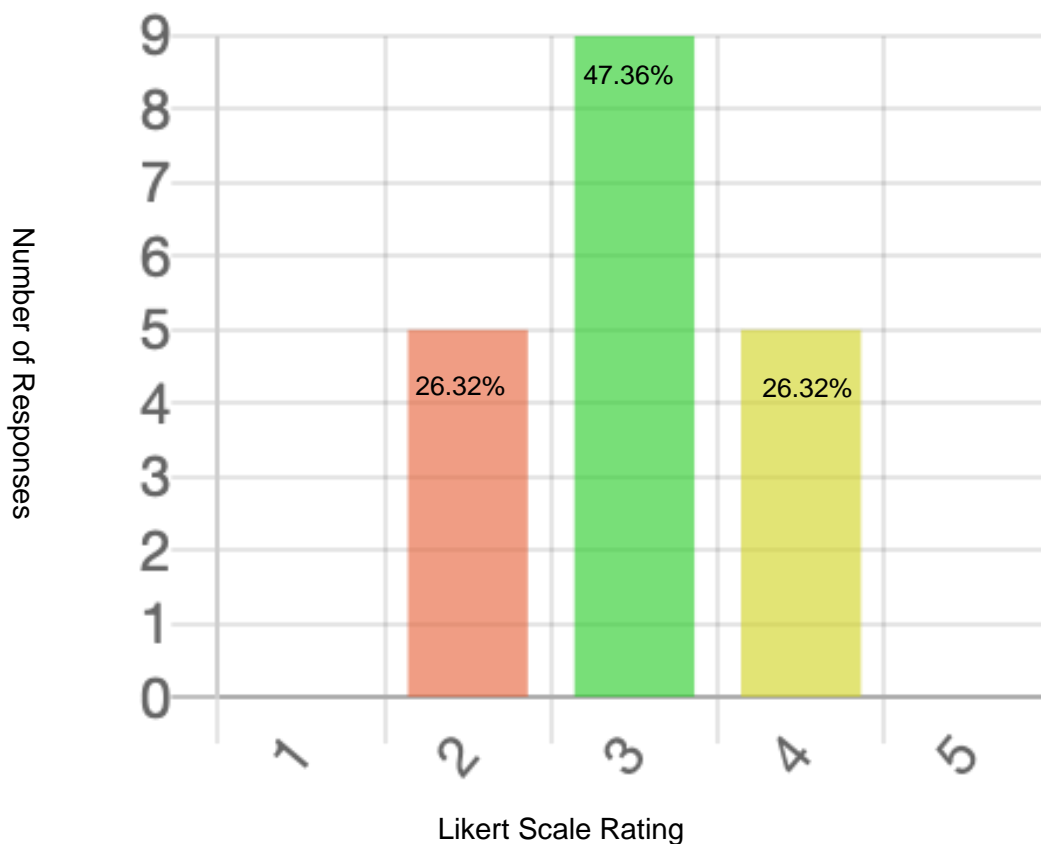


Figure 4: The current policy formulation approach targeting youth in relation to job creation and income generation streams is relevant to the South African context.

Arithmetic Mean = 3	Standard Deviation = 0.75
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Findings from Figure 4 indicate that a significant majority of the respondents disagreed or were undecided, with those in agreement and disagreement in equal measure. In addition, the standard deviation of 0.75 indicates a wider variation in the participants' responses.

3.2 The existing policies on Youth Unemployment have been implemented effectively

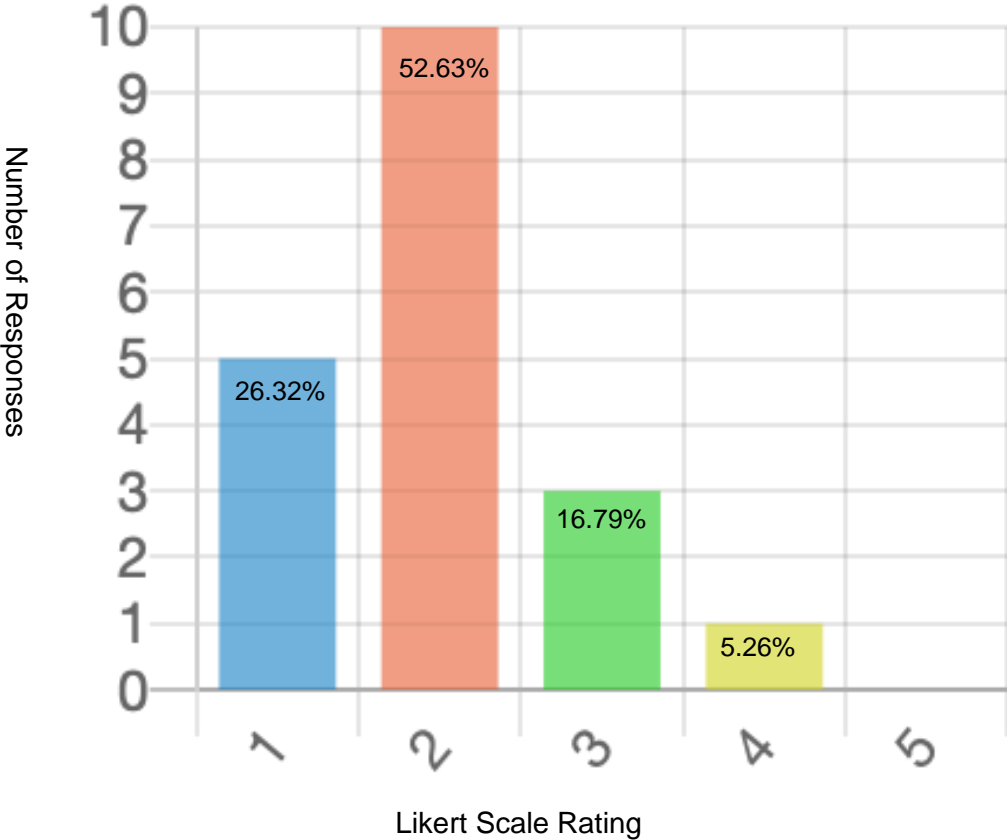


Figure 5: The existing policies on Youth Unemployment have been implemented effectively

Arithmetic Mean = 2	Standard Deviation = 0.82
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As tabulated in Figure 5, a significant majority (52.63%) of the respondents disagreed and about 26.32% strongly disagreed on the issue of successful policy implementation. On the contrary, about 5.26% agreed that there is successful policy implementation, whereas 16.79% of the respondents were undecided on the issue. In addition, the standard deviation of 0.82 indicated a huge variation in the participants' responses.

3.3 The current Monitoring, Evaluation, Research, and Learning (MERL) Frameworks relating to youth unemployment interventions are effective

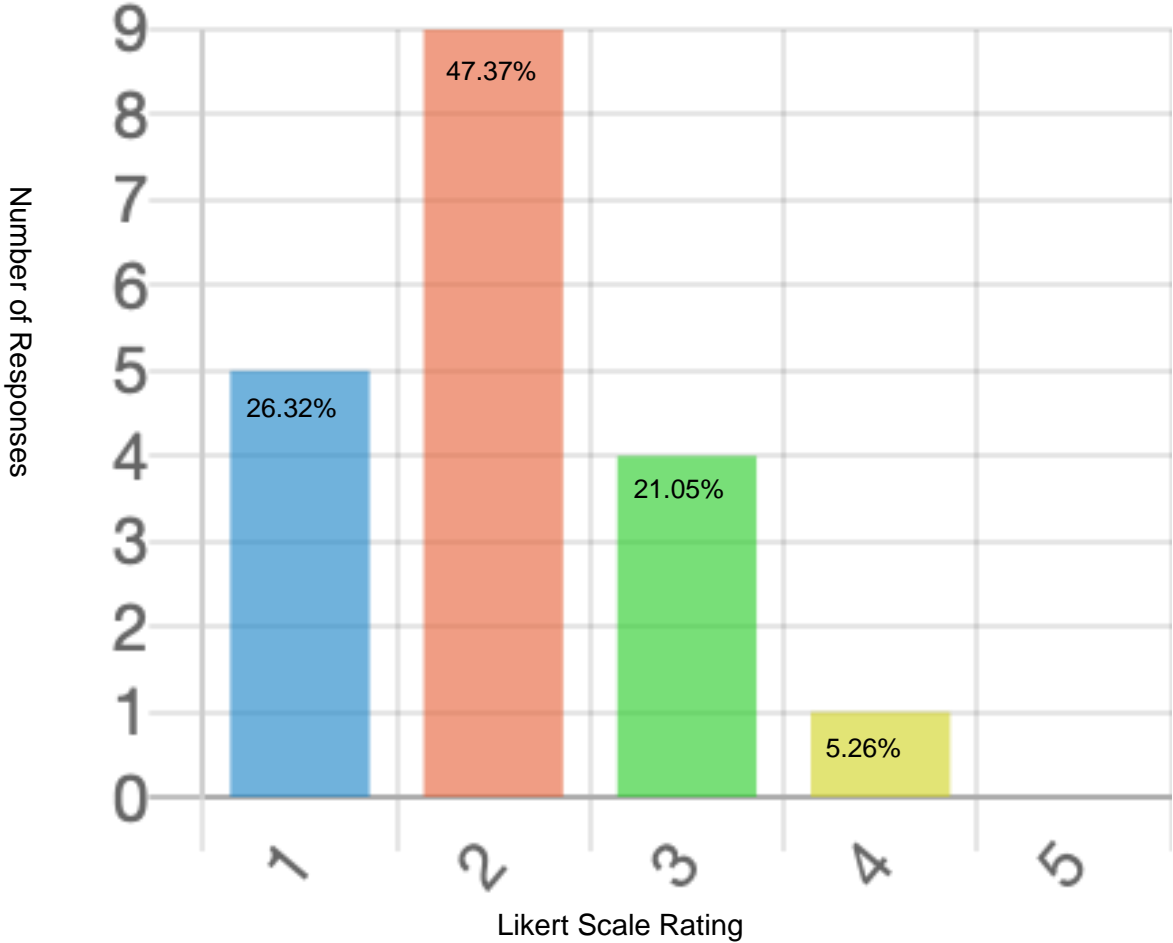


Figure 6: The current Monitoring, Evaluation, Research, and Learning (MERL) Frameworks relating to youth unemployment interventions are effective

Arithmetic Mean = 2.05	Standard Deviation = 0.85
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Findings in Figure 6 reveal that a majority (about 73.69% combined) of the respondents strongly disagreed and disagreed on the effectiveness of MERL Frameworks relating to youth unemployment interventions. At the same time, there was a wide variation in the participants' responses.

3.4 The current stakeholder engagement in developing Youth Unemployment policies is relevant

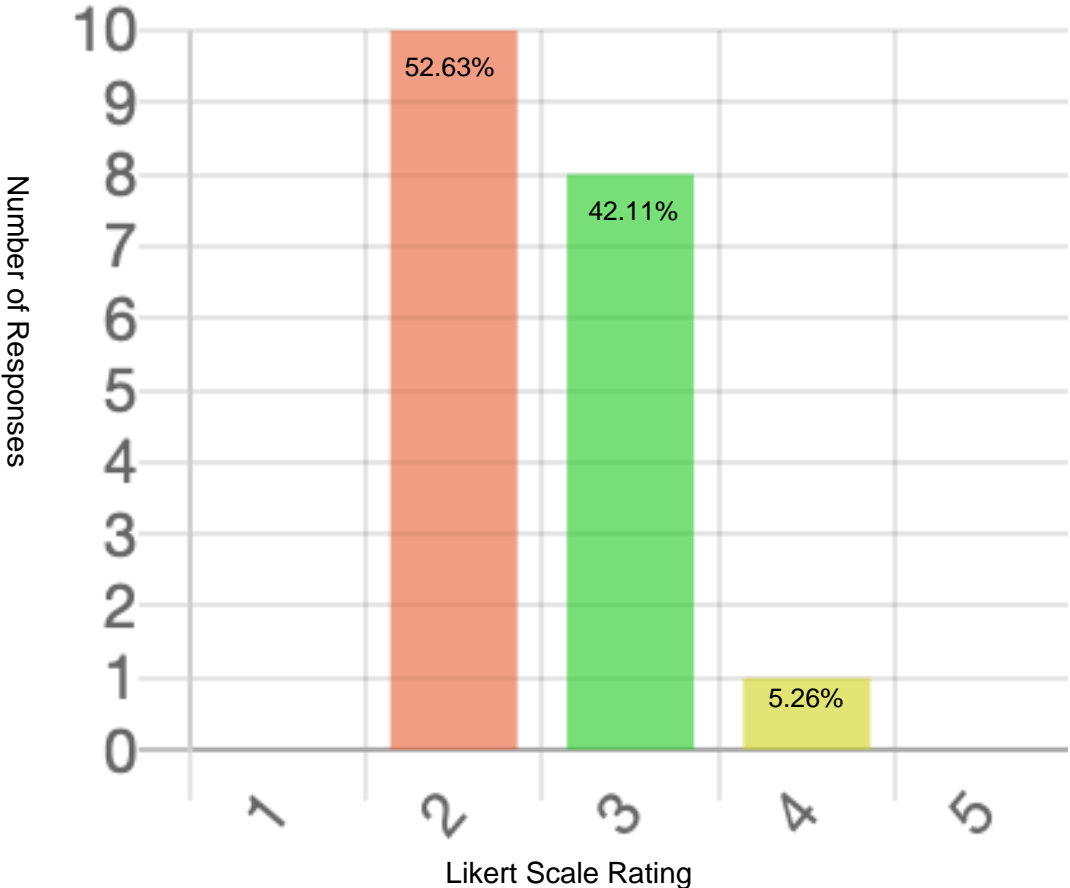


Figure 7: The current stakeholder engagement in developing Youth Unemployment policies is relevant.

Arithmetic Mean = 2.53	Standard Deviation = 0.61
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As indicated in Figure 7, a majority of the respondents were in the disagreement or undecided category with regard to stakeholder engagement in youth unemployment policy development. The standard deviation at 0.61 though still high, shows a sudden drop in comparison to other areas of concern identified during the review of literature.

3.5 Current policies address the need to empower Youth with skills that are relevant to their context

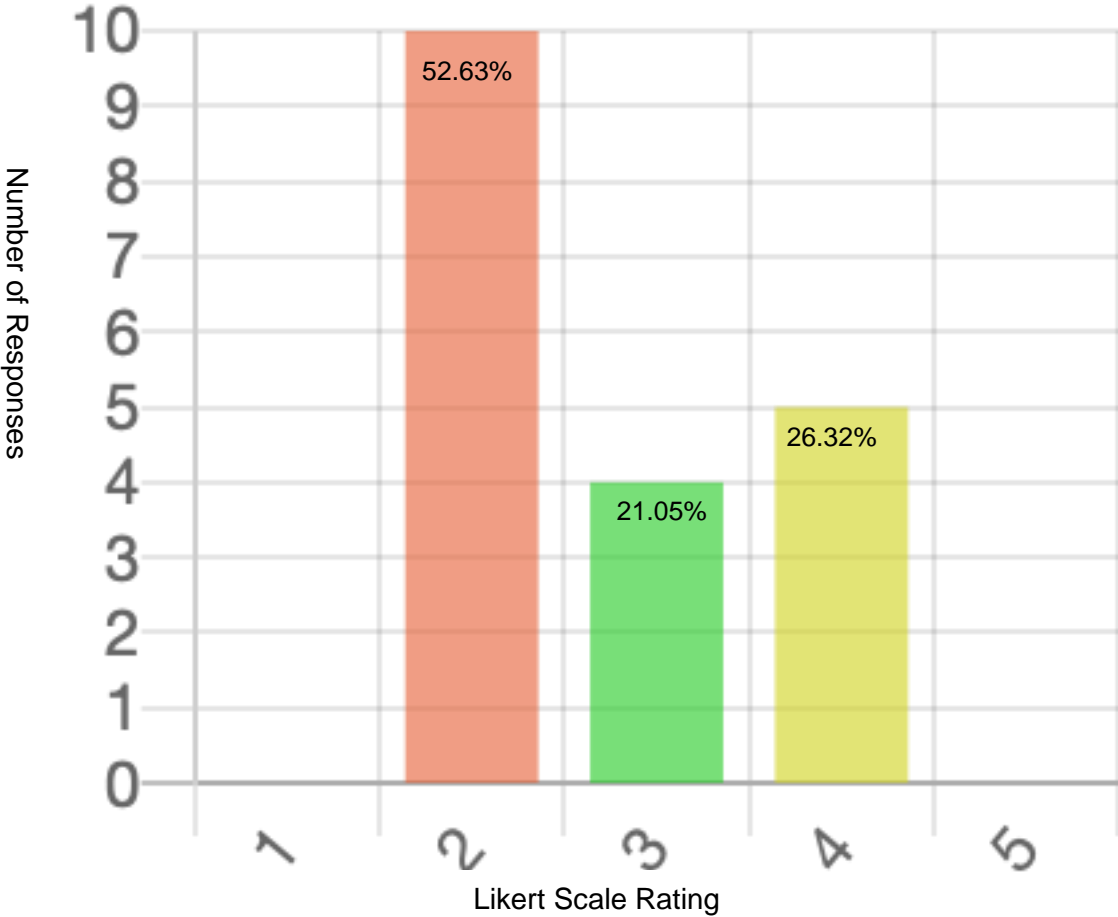


Figure 8: Current policies address the need to empower Youth with skills that are relevant to their context

Arithmetic Mean = 2.74	Standard Deviation = 0.87
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Figure 8 contains findings that indicate that a significant majority of the participants disagree that the youth policies in place are relevant when it comes to ensuring that the youth thrive within their current context. The standard deviation of 0.87 further reveals that there is a huge variation in the participants' responses.

3.6 Current Youth capacity building initiatives are effective e.g., SETA driven Learnerships

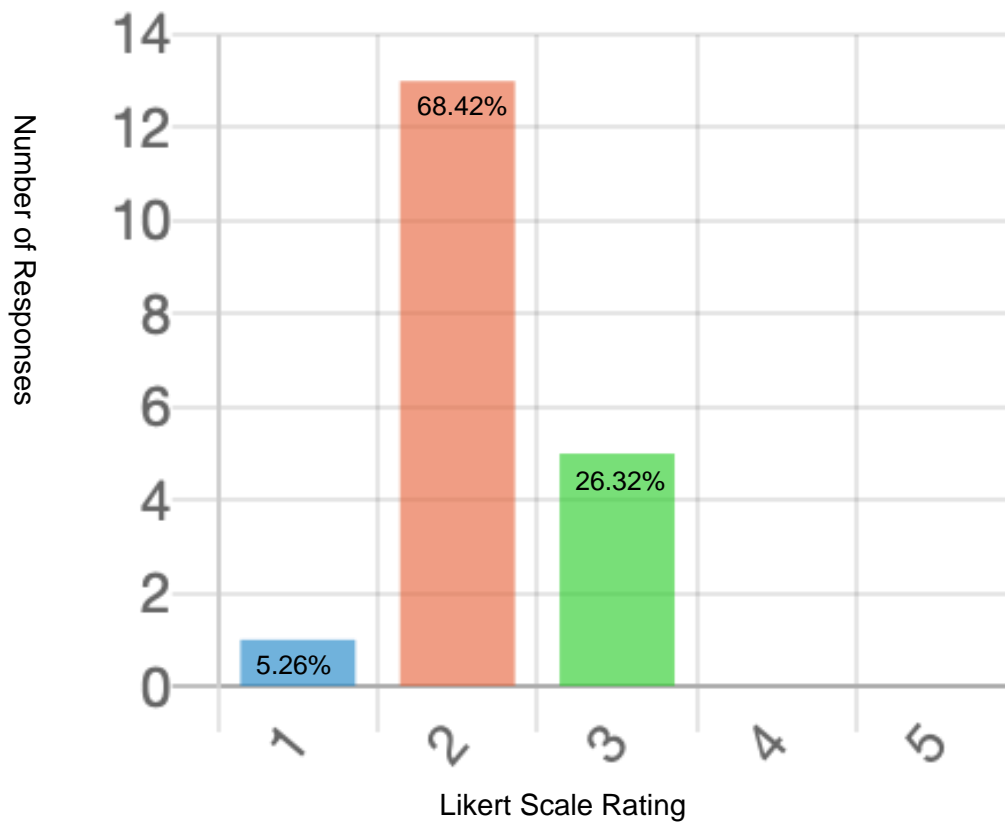


Figure 9: Current Youth capacity building initiatives are effective e.g., SETA driven Learnerships

Arithmetic Mean = 2.21	Standard Deviation = 0.54
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As revealed in Figure 9, almost all of the participants with a few in the undecided category disagreed that the capacity building initiatives for the youth were effective.

3.7 The current policies effectively match youth skills to the market requirements

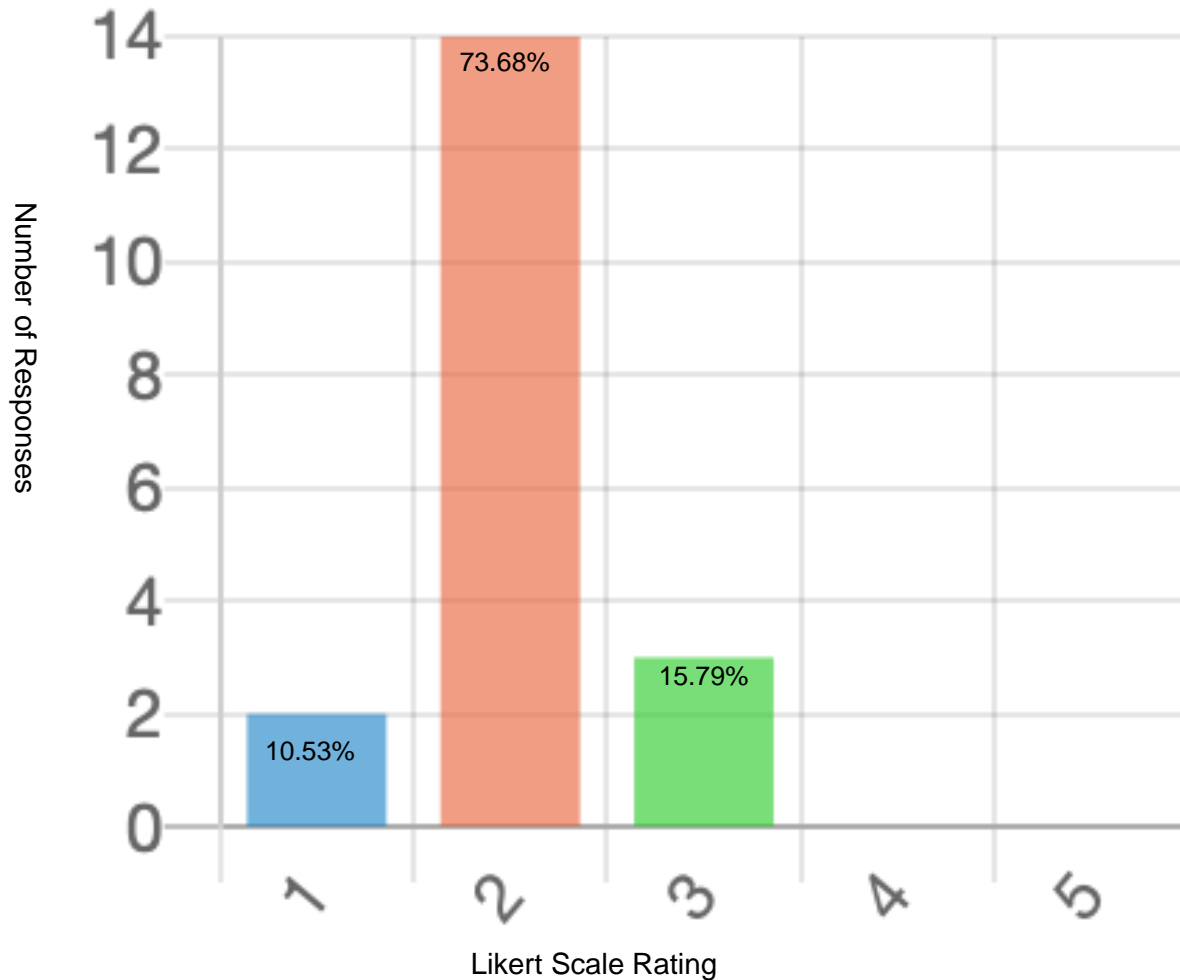


Figure 10: The current policies effectively match youth skills to the market requirements

Arithmetic Mean = 2.05	Standard Deviation = 0.52
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Figure 10 reveals that a significant majority of the respondents disagreed regarding the existing frameworks and their ability to match youth skills to the market needs. The

standard deviation at 0.52 supports this supposition as it reveals that the variation in participants' responses had narrowed down, indicating high levels of them talking in one voice.

3.8 The current approach in South Africa to address youth unemployment is integrated (i.e., All sectors are working together)

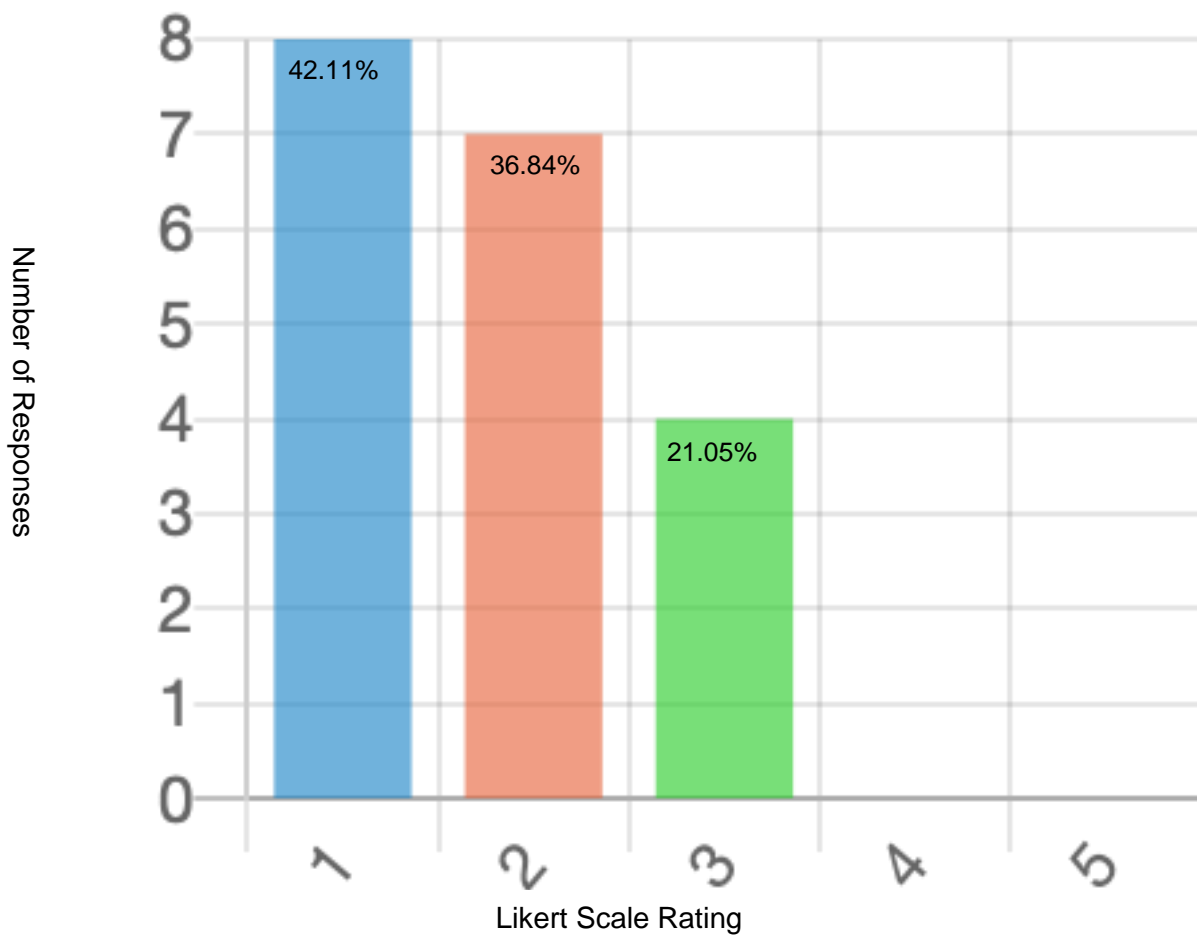


Figure 11: The current approach in South Africa to address youth unemployment is integrated (i.e., All sectors are working together)

Arithmetic Mean = 1.79	Standard Deviation = 0.79
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As indicated in Figure 11, all the respondents were either undecided or in disagreement on the aspect of there being an integrated approach by key stakeholders. A significant majority were in the disagreement category. The standard deviation revealed a wide variation in the participants' responses.

3.9 Youth are actively engaged, at a community level, in the process of developing policy and related interventions.

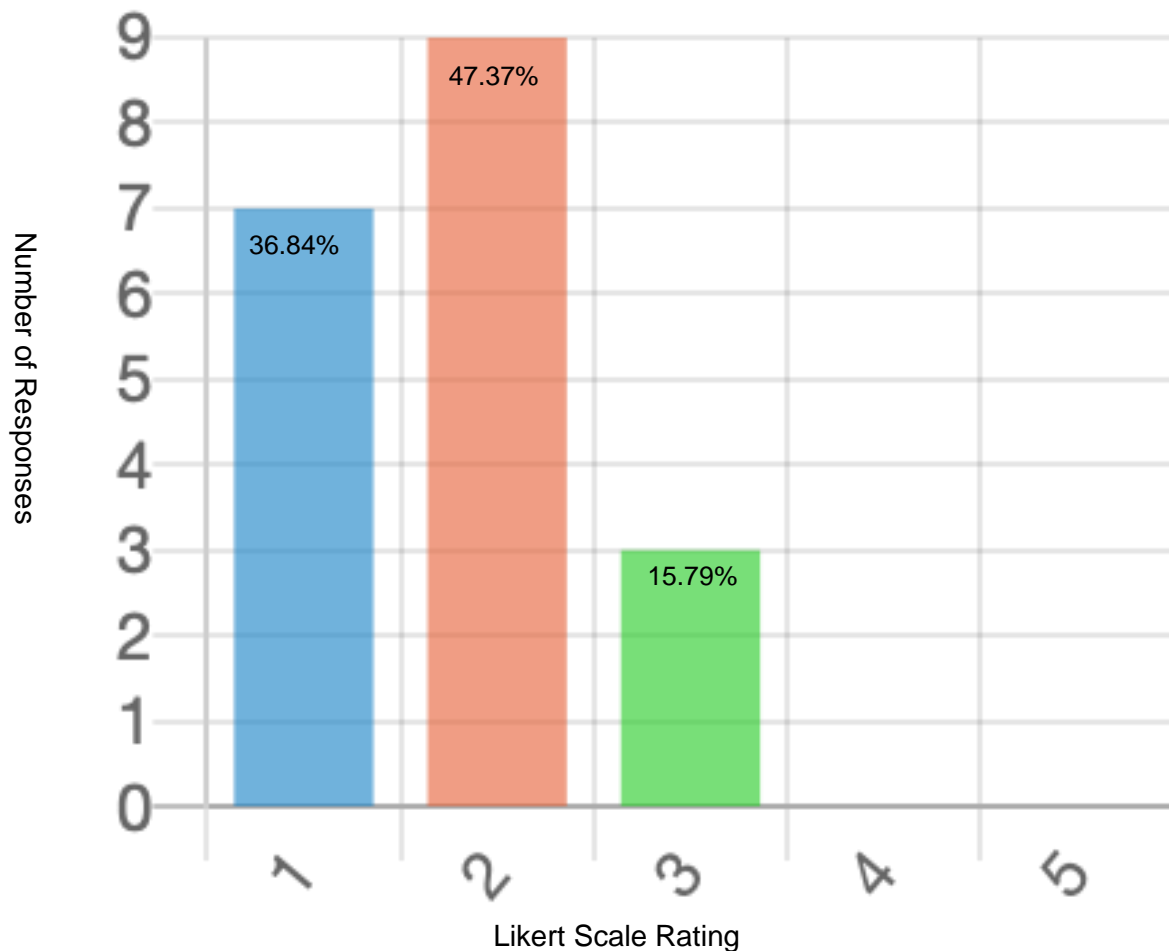


Figure 12: Youth are actively engaged, at a community level, in the process of developing policy and related interventions.

Arithmetic Mean = 1.79	Standard Deviation = 0.71
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As tabulated in Figure 12, a significant majority disagreed that there was youth engagement at community levels. The standard deviation at 0.71 indicated a huge variation as there were a few respondents that were spread throughout the disagreement and undecided categories.

3.10 South Africa can use experiences from other countries that have addressed youth unemployment to develop appropriate policies.

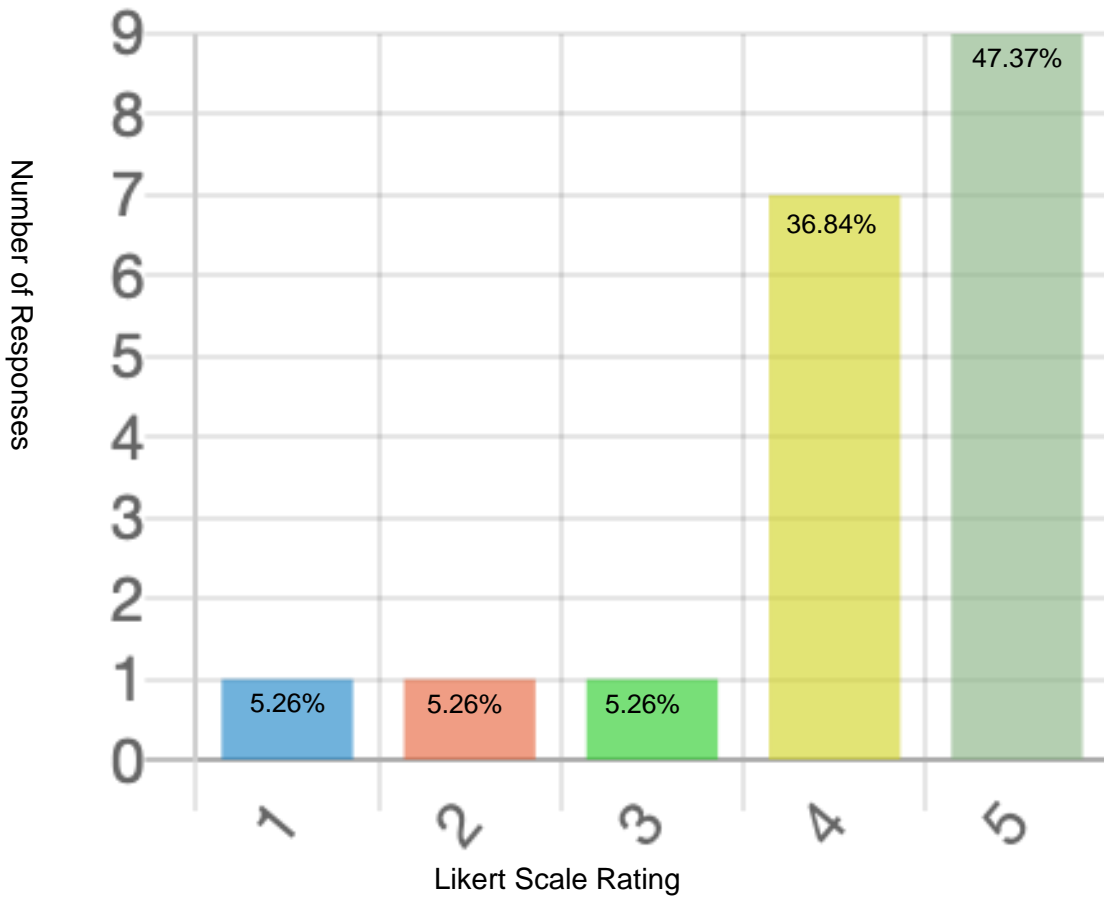


Figure 13: South Africa can use experiences from other countries that have addressed youth unemployment to develop appropriate policies.

Arithmetic Mean = 4.16	Standard Deviation = 1.12
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Findings contained in Figure 13 underscored the need for benchmarking, a majority of participants agreed that experiences from other countries can be used to guide policy development in South Africa.

4.2.2 Qualitative Empirical Analysis

The sentiment analysis for organisations was based on 8 qualitative questions and an overall sentiment combining all the eight questions. Interviews were conducted with number of preselected key stakeholders. The study gave rise to several themes and the related analyses are as follows:

Question 1: To what extent does lack of jobs and income streams affect the youth economically?

Table 7: Economic Effect of Lack of Jobs on Youth

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-1.0000	-0.2733	-0.00038	-0.158000	0.0000	1.07962

As indicated in Table 5, the mean of -0.15 is less than 1. The implication from the findings suggest that most of the respondents believed youth employment and income had negative impact on their economic empowerment. *“For instance, a participant mentioned that for one to generate income they need to first secure a job”*. The implication from the response being that job creation has a direct link to income streams.

Question 2: How effective are government and private sector interventions towards combating lack of jobs and improving income streams for the youth in South Africa?

Table 8: Effectiveness of Government and Private Sector Interventions

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-1.51026	-0.52657	-0.07129	-0.25479	0.01118	0.63059

Table 6 reveals that several respondents felt that government and private sector interventions for youth empowerment fell below expectations. This is indicated by the mean score of -0.25, which is less than one (1). A respondent observed that *“the government, which is expected to be a key stakeholder, does not fully address the issue of youth economic empowerment. At the same time, the private sector approaches the issue individually and not collectively”*.

Question 3: Is there a relationship between South Africa’s overall economic characteristics, lack of jobs and income streams for the youth?

Table 9: Relationship between Economic characteristics, lack of jobs and income streams

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-1.0000	0.0000	0.003219	0.113789	0.401107	0.956889

As indicated in Table 7, the mean score on the aspect of the relationship between economic characteristics, jobs, and income streams at 0.11. The score means that a majority of the respondents are undecided/not sure. *For instance, “a participant noted that economic characteristics though important does not hinder youth empowerment as long as there is adequate support from the key stakeholders.*

Question 4: What are immediate and long-term mechanisms to effectively stimulate and increase, jobs, and income streams for the South African youth?

Table 10: Immediate and long-term mechanisms

Min.	1st Qu.	Median	Mean	3rd Qu.	Max
-0.2683	0.0000	0.2239	0.1934	0.3969	0.6097

As indicated in Table 8, the need for mid to long-term mechanisms to address the job creation and income streams scored a mean score of 0.019. The finding meant that the key stakeholders in the sector were undecided about the issue. Several appropriate mid and long-term interventions were suggested by the participants. These included; alignment of the education system to the prevailing economy, alignment of skills and competencies to local economic activities, integrated approach and collaboration among key stakeholders, policy reviews, education reforms and benchmarking with best practices.

Question 5: Are you aware of any best practice models that if adopted by South Africa could reduce youth’s lack of jobs and improve income streams?

Table 11: Awareness of Best Practices

Min.	1st Qu.	Median	Mean	3rd Qu.	Max
-0.10206	0.0000	0.0000	0.09049	0.02169	0.52880

The issue of best practices had a mean score of 0.09 as indicated in Table 9. This meant that a majority of the participants were not sure of any existing best practices. A respondent noted that, some countries inclusive of Botswana have superior youth support systems that South Africa could emulate.

Participants made several suggestions on the possible benchmarking best practices to boost job creation and income streams among the youth. The best practices include; curriculum alignment to prevail in economic situations, facilitating local sourcing, comprehensive skills development, matching skills to local economic activities, collaboration among key stakeholders, community, and youth engagement, promoting local production using local resources for local and international consumption, continuous learning, and up-skilling.

Question 6: Is there collaboration between your organisation and other stakeholders to help young people find work in SA? Elaborate further on the partnerships.

Table 12: Collaboration with other Organisations

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-0.95459	-0.09402	0.00000	-0.12452	0.08331	0.33204

The aspect of collaboration with your organisation with others in the youth empowerment sector scored a mean score of -0.12 in Table 10. This means that a majority of the respondents experienced little if any collaborative efforts between their organization and others within the sector. With this regard, *a participant argued that for there to be synergy, all the support by all the key stakeholders to the youth should be coordinated.*

Question 7: How would you evaluate the collaboration between stakeholders (i.e. employers' organisations, trade unions, organised civil society, private sector, etc) in South Africa regarding youth employment? Please explain, giving suggestions for improvement where necessary or practical examples if any?

Table 13: Collaboration between Stakeholders

Min.	1st Qu.	Median	Mean	3rd Qu.	Max
-0.75000	-0.08572	0.00000	0.06804	0.19087	1.07400

The aspect of collaboration among key stakeholders within the youth empowerment sector had a mean score of 0.068 as shown in Table 11. The score implies that the participants are undecided on the collaboration aspect.

Several suggestions to enhance collaboration among key stakeholders were made by participants. These included; goal alignment among key stakeholders, alignment of local, municipal, provincial, and national government organizations, fostering dialogue, integrated approach, engagement strategy and strengthening of private, and public partnerships (PPPs).

Question 8: What can be done to create more sustainable jobs for the youth? How can interventions, programmes, policies, and strategies be improved to address youth unemployment? Are there any other innovative ways of dealing with youth unemployment?

Table 14: Creating more sustainable jobs

Min.	1st Qu.	Median	Mean	3rd Qu.	Max
-0.185625	0.006314	0.195982	0.246124	0.462975	0.804984

With a mean score of 0.24, according to the respondents with regard to there being other innovative ways of dealing with youth unemployment as per Table 12. The findings indicate that the respondents though aware of the need for innovative ways, were unsure of how to go about it. Participants identified some of the innovative ways through which, youth economic empowerment could be enhanced. Some of the

suggestions include; eradicating corruption, unity of purpose, aligned education policy, multi-faceted approach, integrated approach, collaboration, match skills to local economic activities, civic education, policy framework review and alignment, networking, and mentorship.

4.1.3 Overall Sentiment

The overall sentiment is an aggregation of all the qualitative responses from the 8 questions above.

Table 15: Overall Organisation Sentiment

Min.	1st Qu.	Median	Mean	3rd Qu.	Max
-1.51026	-0.08712	0.00161	0.04034	0.26805	1.07400

A summary of all the findings from the qualitative part of the organisational was summarised in Table 13, which resulted in a mean score of 0.04. The findings indicated that on average the participants were not happy with the level of job creation and income streams in the country.

4.3 Youth Data Analysis

There were 402 completed responses from youth, out of 673 youth that participated in the study, representing a 59.73% completed response rate. The analysis of the completed responses by the youth is provided in this section.

A slightly different approach was used to analyse the responses from the youth as some questions were binary (Yes/No – Which are classified as quantitative responses) with an option to provide further comments (Which are classified as qualitative responses).

As such, the analysis is presented to match purely quantitative, mixed methods, and purely qualitative questions. Questions 1 to 12 were all quantitative, and questions 13 to 17 were mixed methods.

4.3.1 Quantitative Data Analysis

Question 1: Please select the Province you live in.

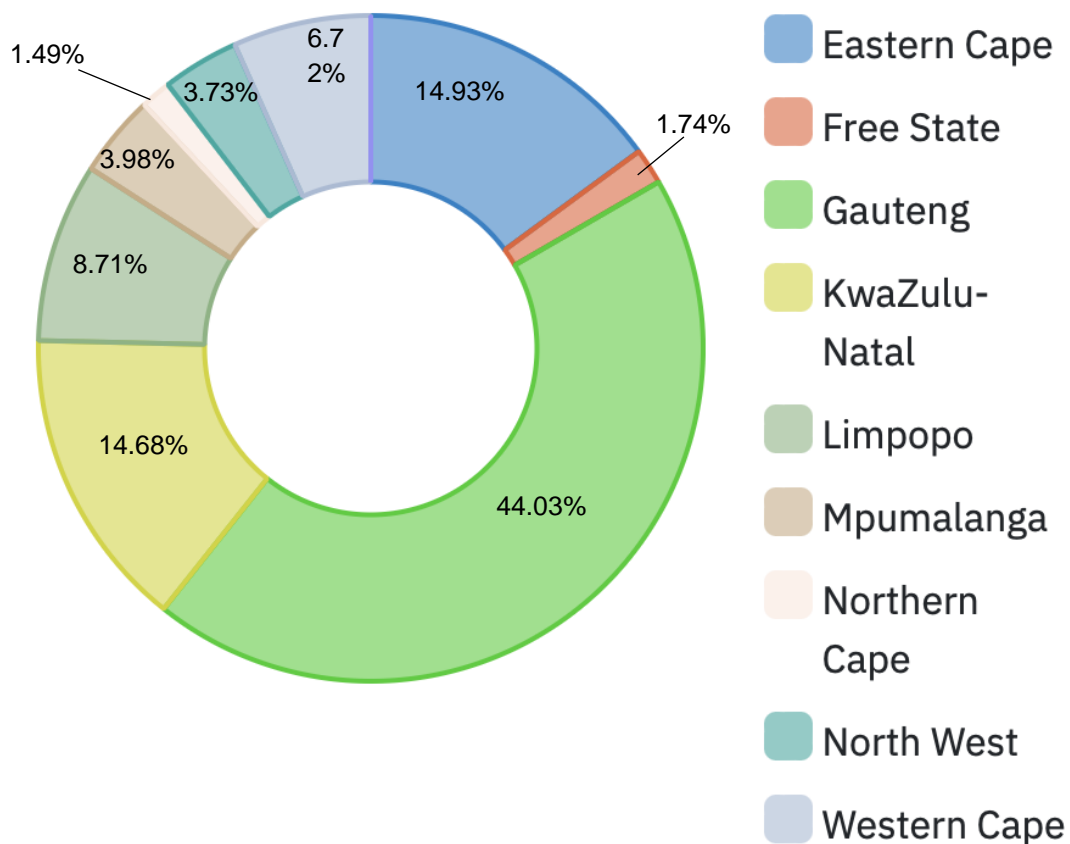


Figure 14: Province where Youth Live

The highest response rate was from Gauteng (44.03%) with the lowest response rates from Northern Cape (1.49%) and Free State (1.74%) as per Figure 14.

Question 2: Do you live in a Rural or Urban Area?

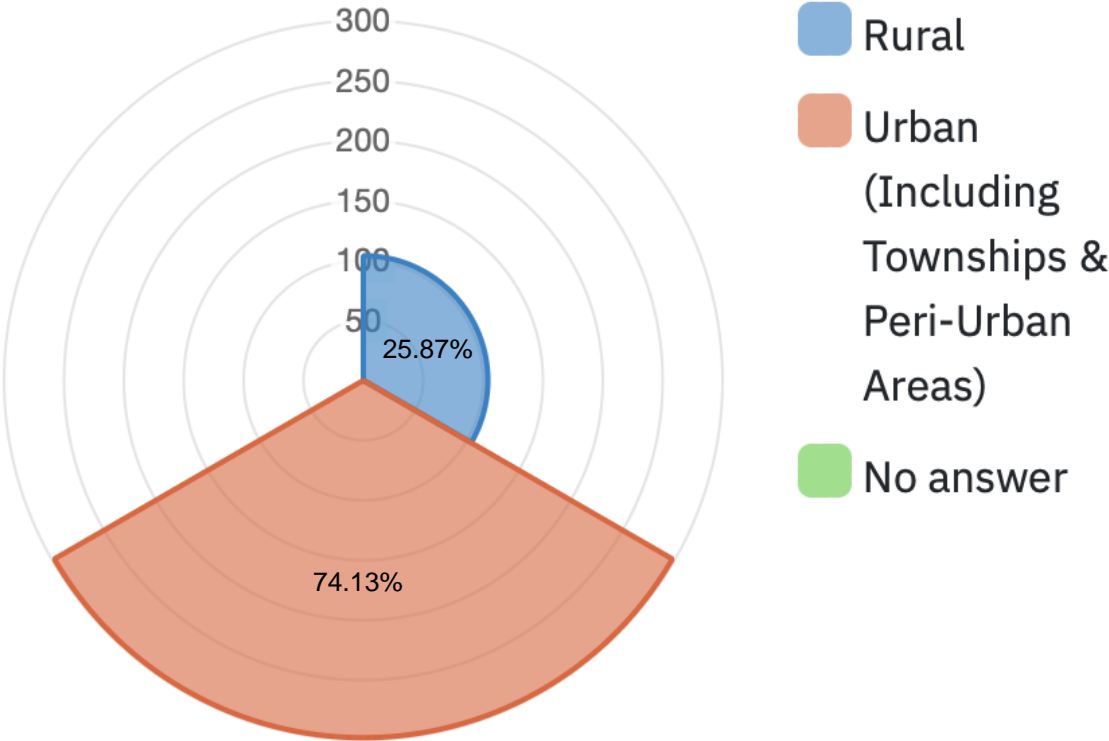


Figure 15: Urban - Rural Distribution

Figure 15 shows that a majority of the participants are from urban areas.

Question 3: What is your Gender?

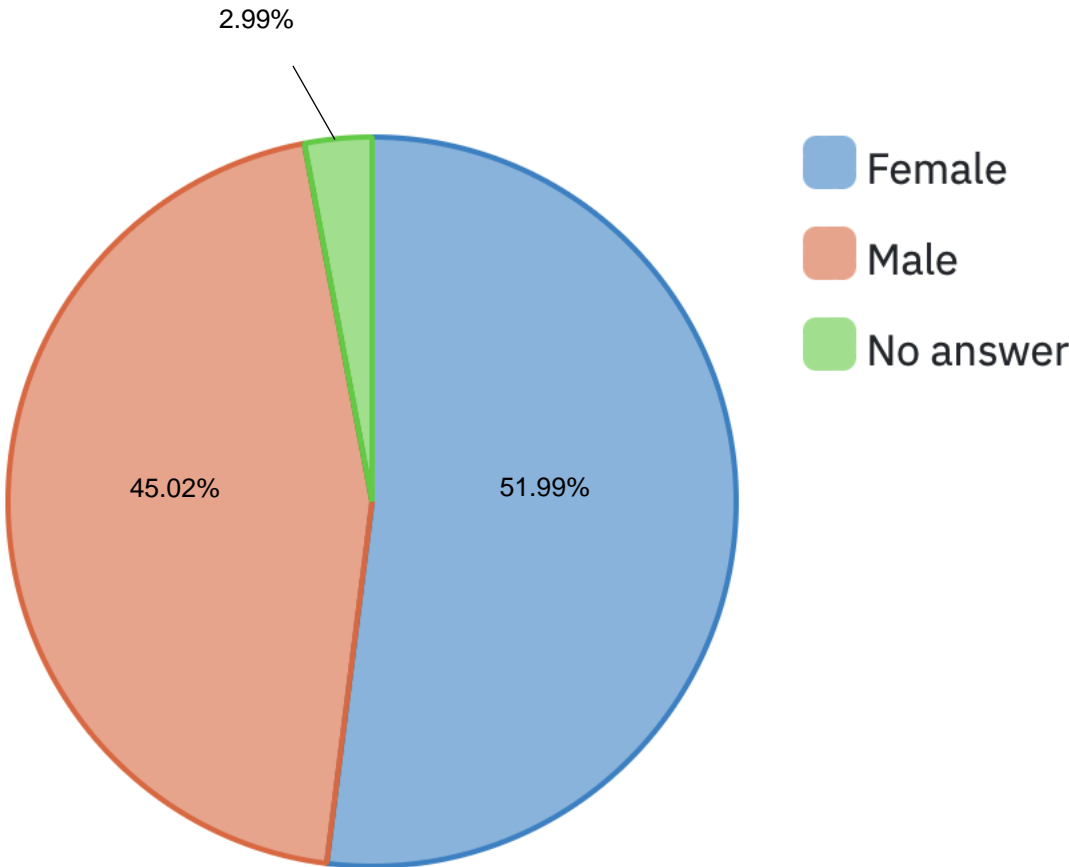


Figure 16: Gender Split

As indicated in Figure 16, the participating youth were equally balanced along gender lines. The question on gender was not a compulsory question during the research and as such resulted in some youth skipping the question.

Question 4: Please select your Age Group.

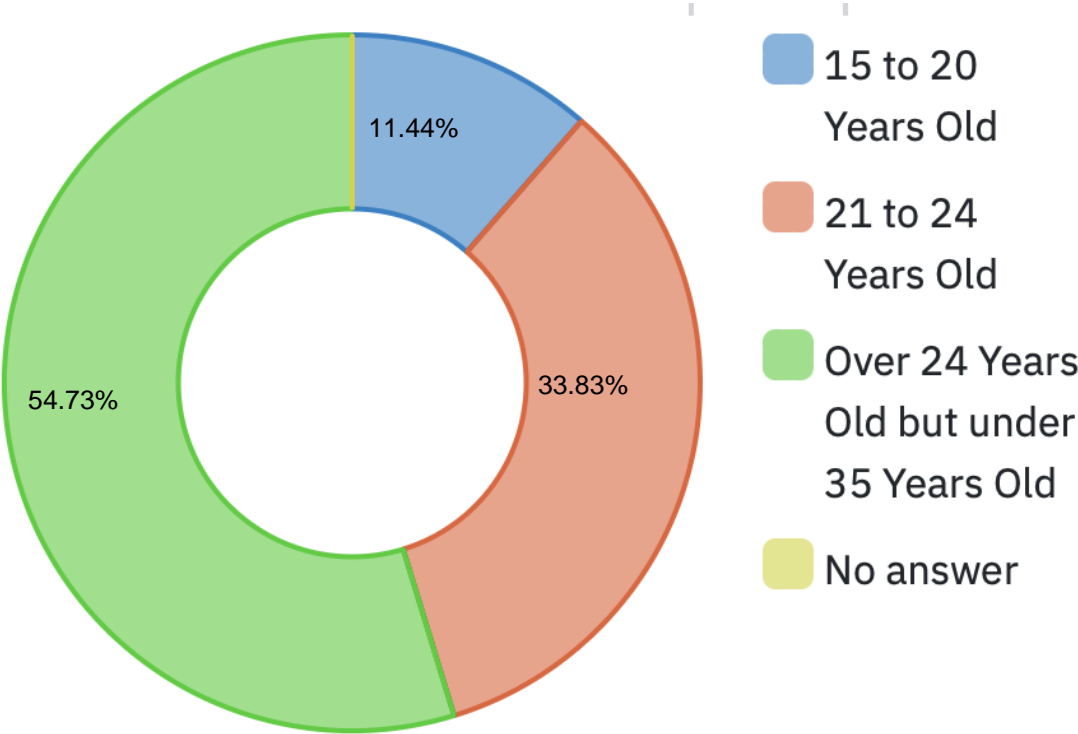


Figure 17: Age Group Spread

A significant majority of the respondents as revealed in on Figure 17 are within ages 21 and 35 years.

Question 5: Please specify your Ethnic Group

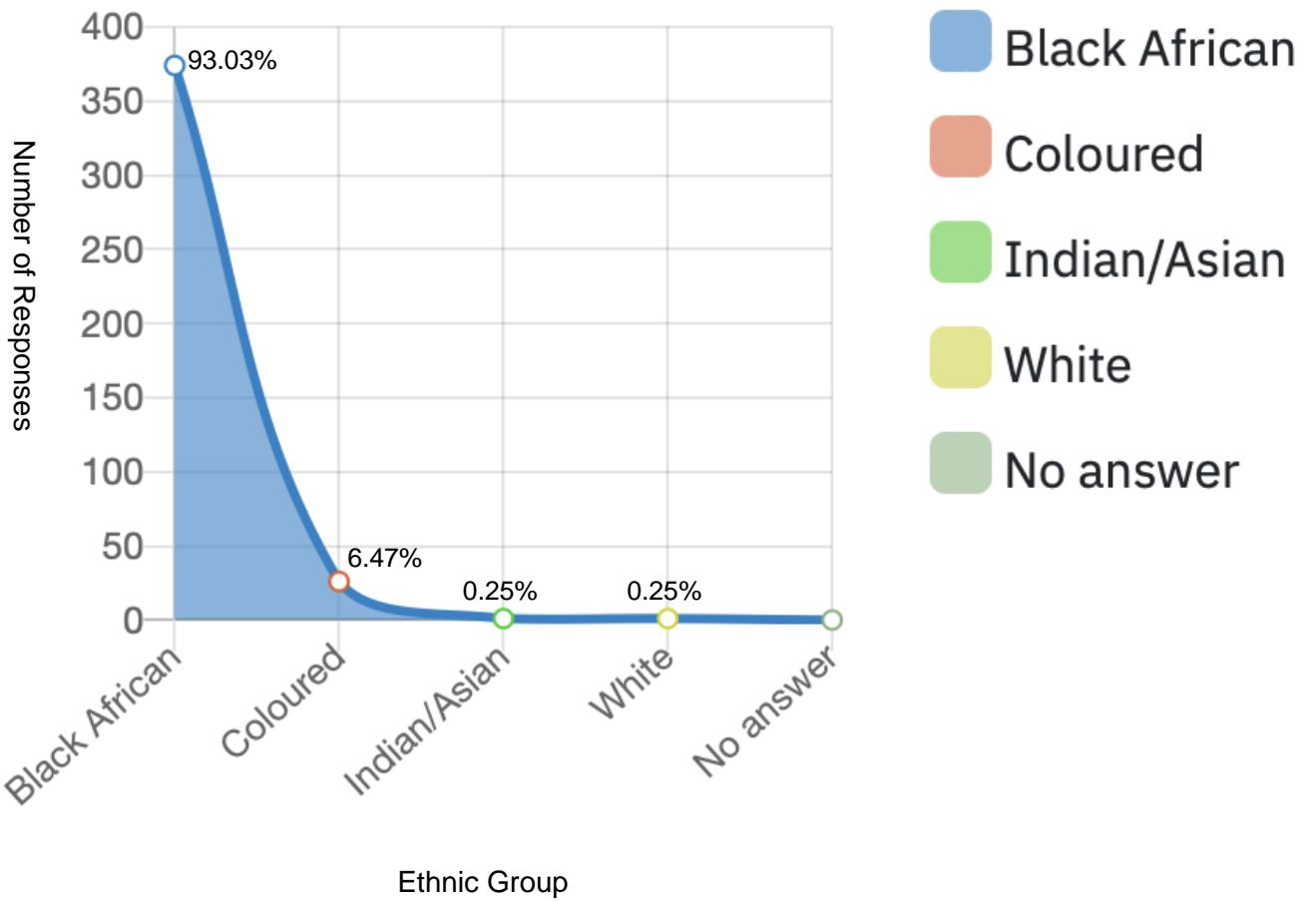


Figure 18: Ethnic Group

Figure 18 reveals that almost all the respondents were from the Black African ethnic group with only a couple of respondents from other three (3) categories.

Question 6: What is your level of Education?

Table 16: Highest Educational Qualification

Level of Education	No. Responses	Percentage
NQF 1: Grade 9	3	0.75%
NQF 2: Grade 10 and National Vocational Certificate Level 2	6	1.49%
NQF 3: Grade 11 and National Vocational Certificate Level 3	20	4.98%
NQF 4: Grade 12/ Matric (National Senior Certificate) and National Vocational Certificate Level 4	193	48.01%
NQF 5: Higher Certificates and Advanced National Vocational Certificate	38	9.45%
NQF 6: National Diploma and Advanced Certificate	79	19.65%
NQF 7: Bachelor's Degree, Advanced Diplomas, Post Graduate Certificates and Bachelors of Technology	53	13.18%
NQF 8: Honour's Degree, Post Graduate Diploma and Professional Qualifications	10	2.49%
NQF 9: Master's Degree	0	0.00%
NQF 10: Doctor's Degree	0	0.00%

Based on Table 14, 48% of the responding youth had matriculated, and over 92% had matric and above qualifications. This formed the majority of the respondents.

Question 7.: Are you currently employed?

Table 17: Employment Status

Current Employment Status	No. Responses	Percentage
Yes	260	64.68%
No	142	35.32%

From Table 15, it is to be noted that the majority of youth respondents, over 64%, were employed in some form of employment. Employment was classified as either part-time or full-time and this was also analysed. Based on the logical design of the

questionnaire, it is to be noted that the term “Not displayed” appearing in figures 18, 19, and 20 refers to the 260 youth respondents who indicated they were employed at the time of the research based on the preceding question. A substantial number of youth who engaged with the questionnaire (271 representing 40.27% of total respondents) did not fully complete the questionnaire. This could be attributed to inadequate access to the internet and appropriate mobile devices. This is yet another area of concern putting into consideration the impact of 4IR on youth economic empowerment.

Question 8: If Employed, How Long have you been Employed?

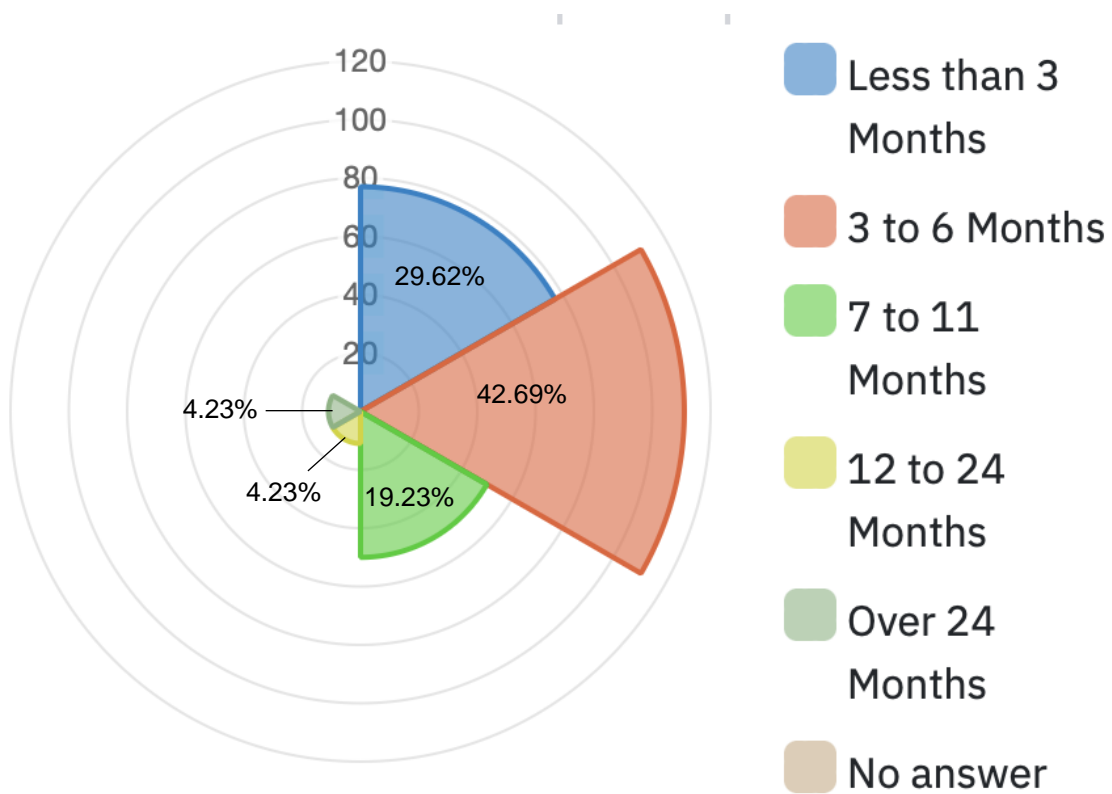


Figure 19: Employment Duration

As indicated in Figure 19, a majority of the youth have been employed for less than 12 months.

Question 9: If Employed, Where are you currently Employed?

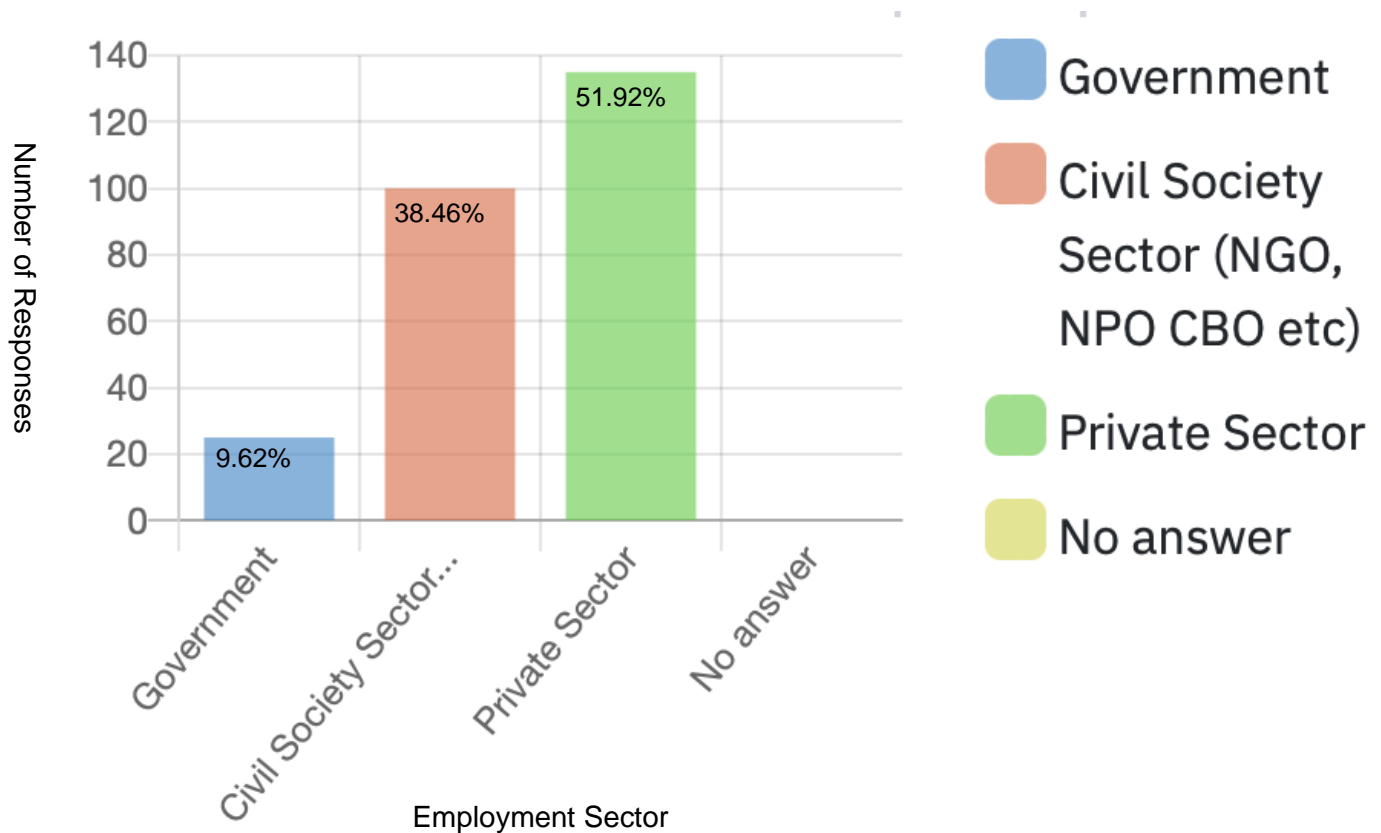


Figure 20: Employment Sector

Figure 20 indicates that a majority of the youth were engaged by the private sector, followed by civil society and the government comes at a distant third.

Question 10: If Employed, please select the type of your employment

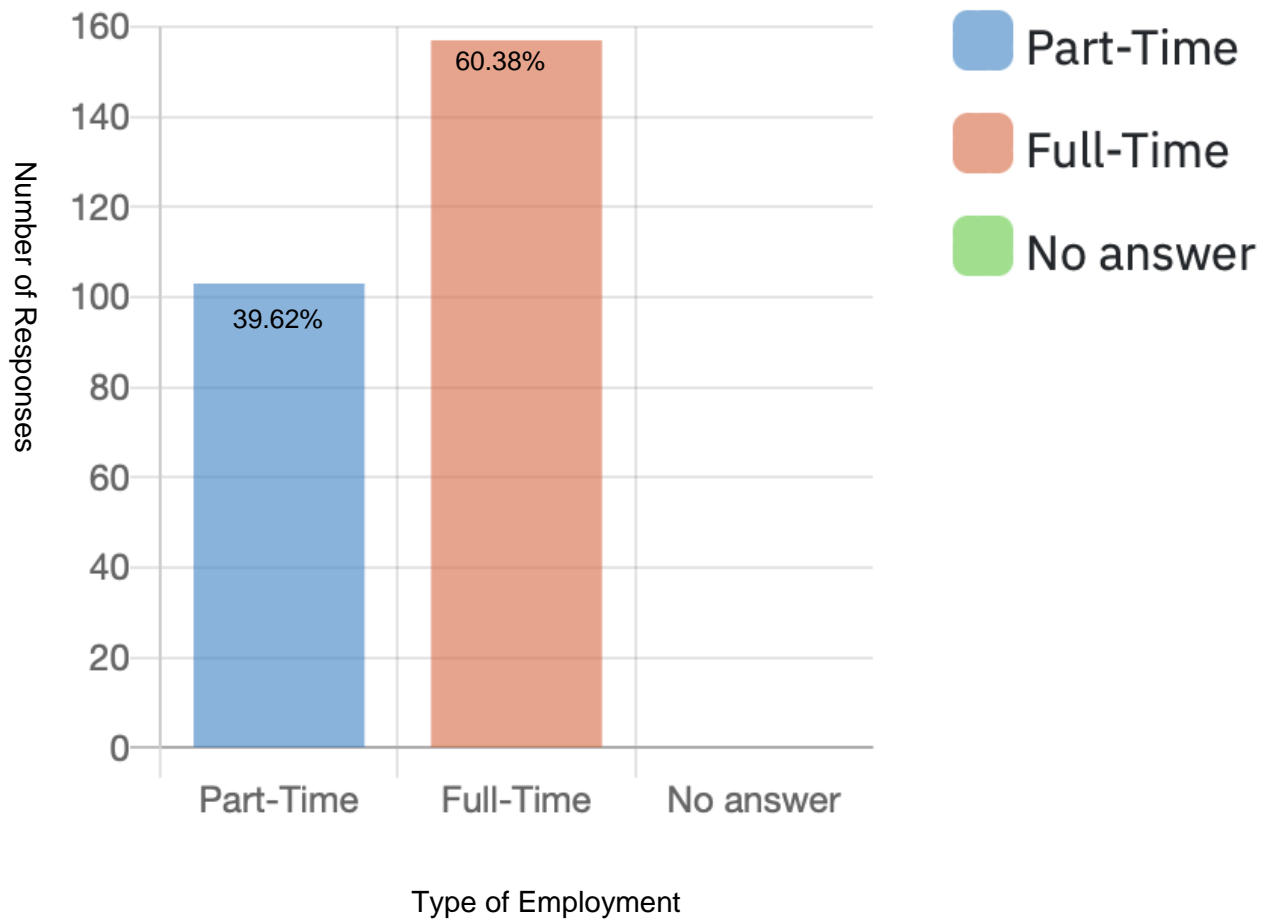


Figure 21: Type of Employment

The bulk of employed youth who indicated they were employed at the time of the research, also indicated that they were in full-time employment, as per Figure 21. This is a positive and future policies should focus on creating more full-time employment opportunities that can be achieved through aligning training and skills development initiatives to market demand.

Question 11: If Unemployed, How Long have you been Unemployed?

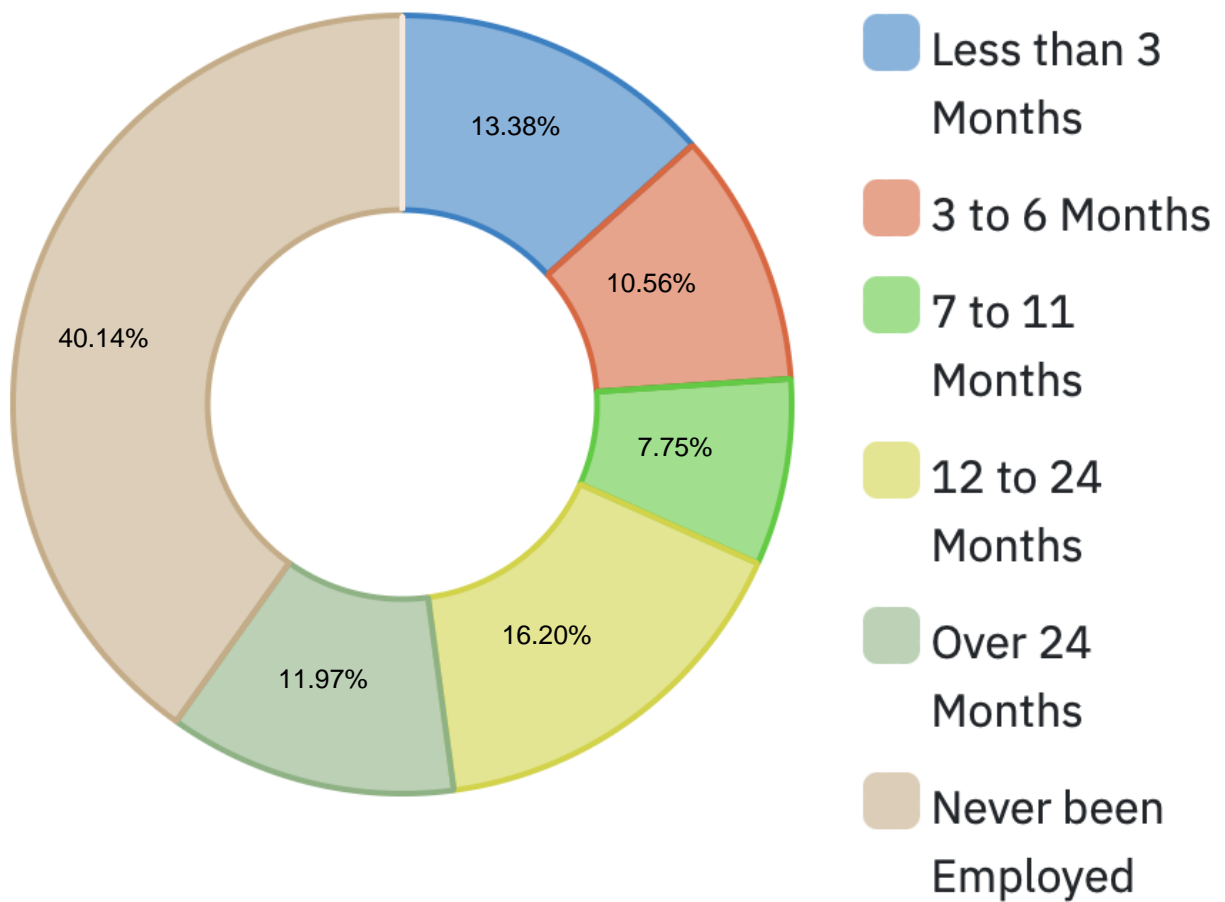


Figure 22: Duration of being Unemployed

Figure 22 focuses on the duration of unemployment for youth who indicated that they were unemployed during the research period.

Question 12: If you have never been employed please select one of the options

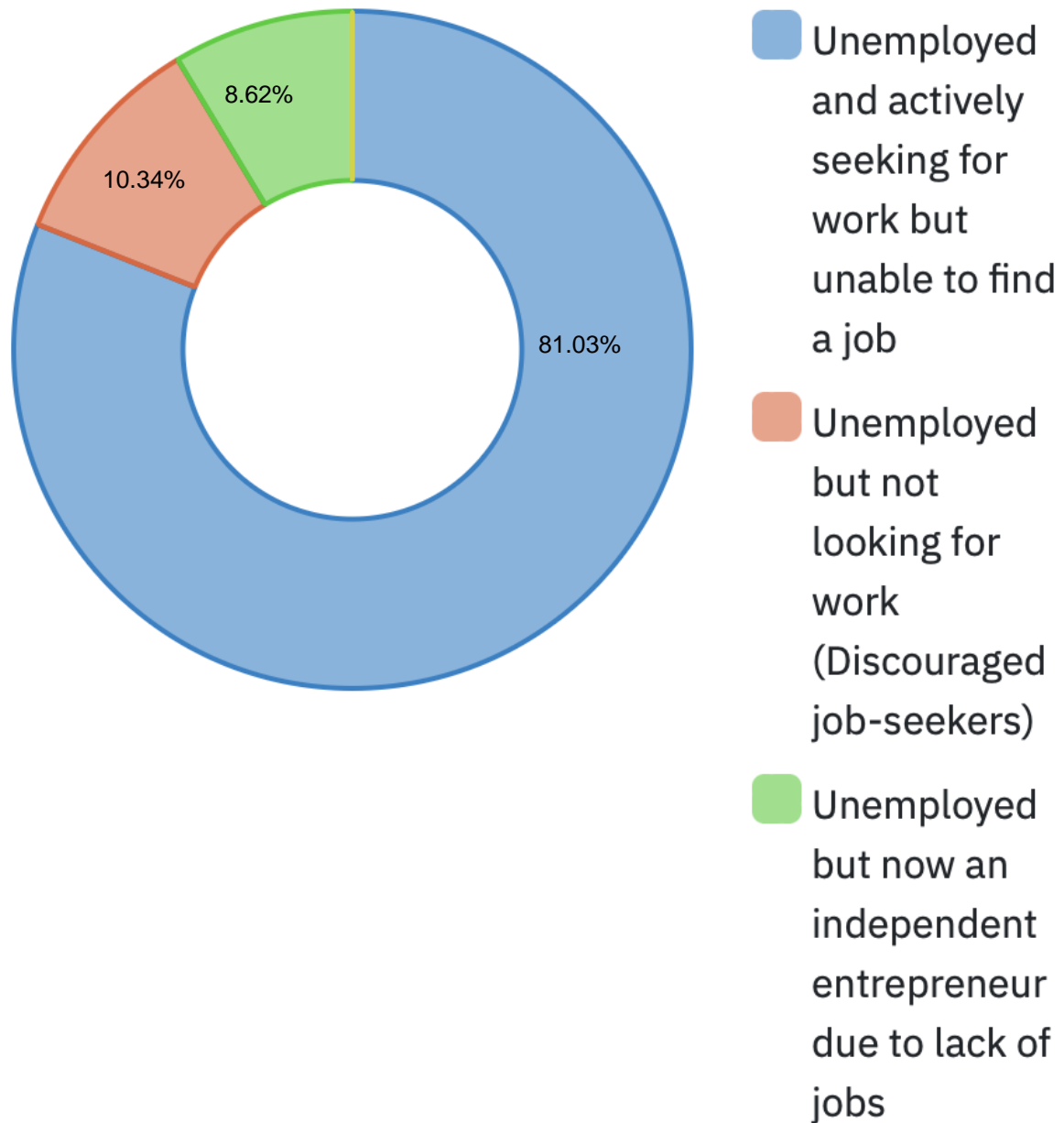


Figure 23: Activity while Unemployed

As tabulated in Figure 23, majority of the youth 81.03% who responded to this question indicated that they are looking for work but unable to find jobs. The findings may lead to

the conclusion that a majority of the unemployed youth have hope to find a job, and very few, 8.62%, have turned to entrepreneurship as an option. This may call for civic education through community engagement in order to expose more youth to self-employment opportunities and skills development.

4.3.2 Mixed Methods Data Analysis

The following questions, 13, 14, and 15 were analysed using mixed methods, quantitative and qualitative. The first part of each question was binary (Quantitative - Yes or No) and the second part of the question, “Kindly elaborate” involved providing a comment (Qualitative). The qualitative parts of the questions are addressed in the next section dealing with qualitative data analysis.

Question 13: In your opinion, is the South African Government providing support to assist youth get employment or generate an income? Kindly elaborate

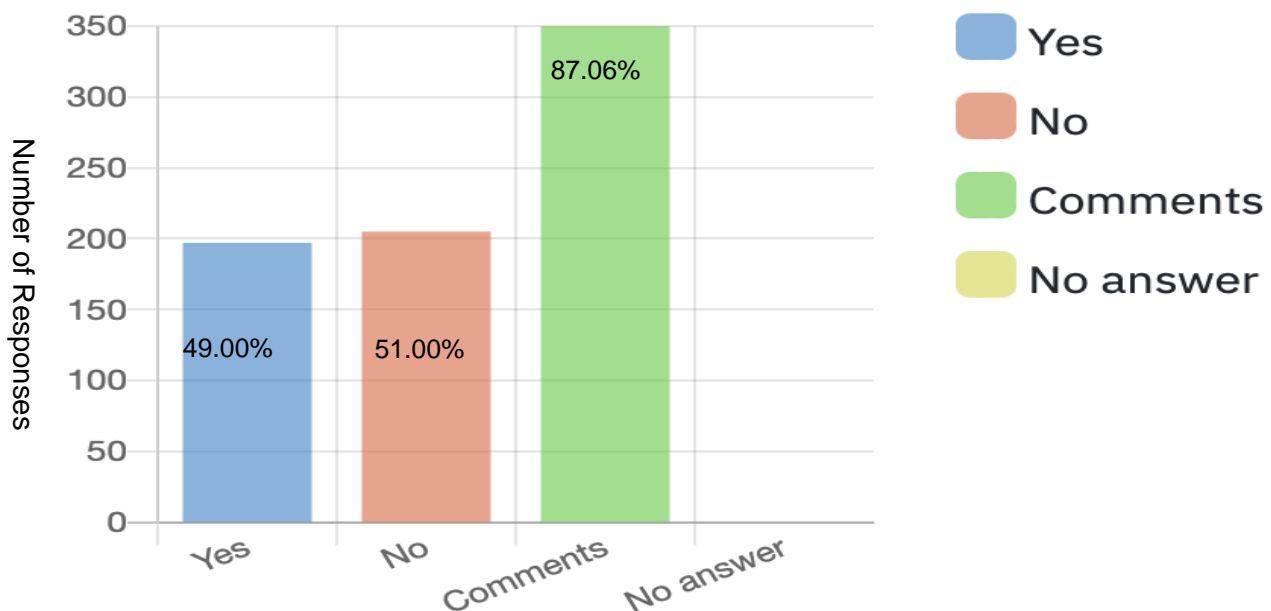


Figure 24: Government Support for Youth Employment and Income Generation

Table 18: Youth Sentiment on Government Support

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-0.81250	-0.10860	0.09487	0.12241	0.33797	1.02859

As indicated in Figure 24, on the aspect of government support towards youth economic empowerment participants in agreement were 51%, and in disagreement were 49% of the total respondents. The findings are supported by the sentiment mean score in Table 16 of 0.122. The findings indicate that youth opinion on the support offered was spread both ways.

Question 14: In your opinion, is the South African Private Sector providing support to assist youth get employment or generate an income? Kindly elaborate

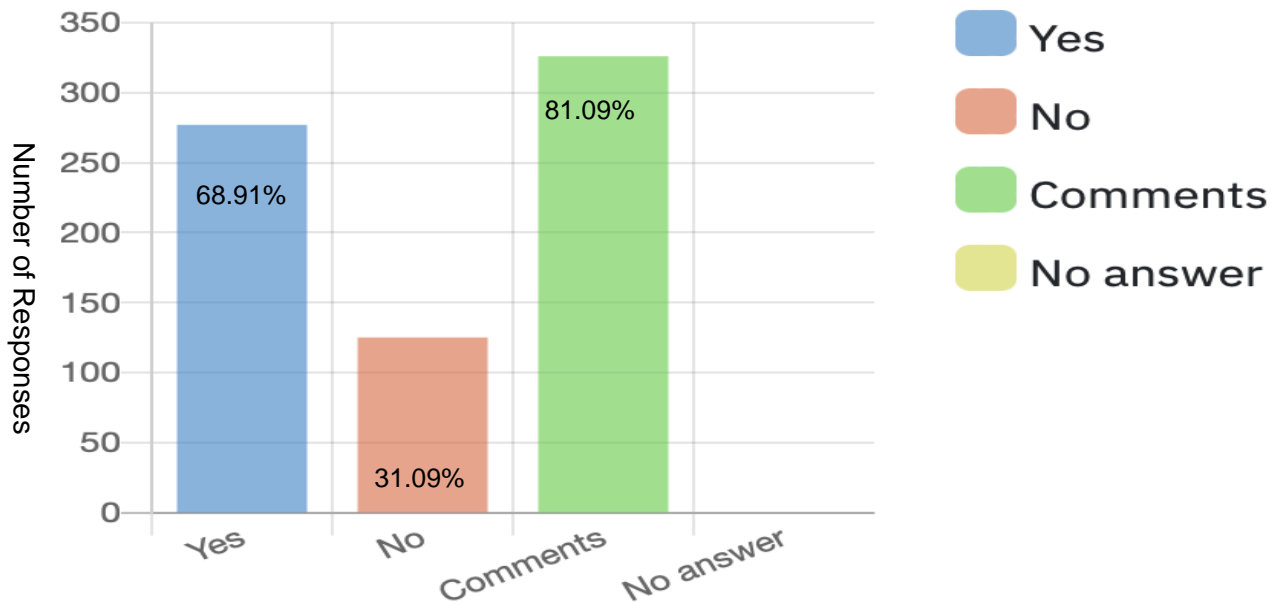


Figure 25: Private Sector Support for Youth Employment and Income Generation

Table 19: Youth Sentiment on Private Sector Support

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-0.9406	0.0000	0.1809	0.2112	0.4243	1.2586

Figure 25 indicated that 69% agreed and 31% with the adequacy of private sector support towards youth job creation and income streams. With a sentiment mean score of 0.424 as tabulated in Table 17, the implication is that to a large extent, the private sector offers more support as compared to the government sector.

Question 15: Are you aware of any enterprise development channels for youth employment? If yes please elaborate.

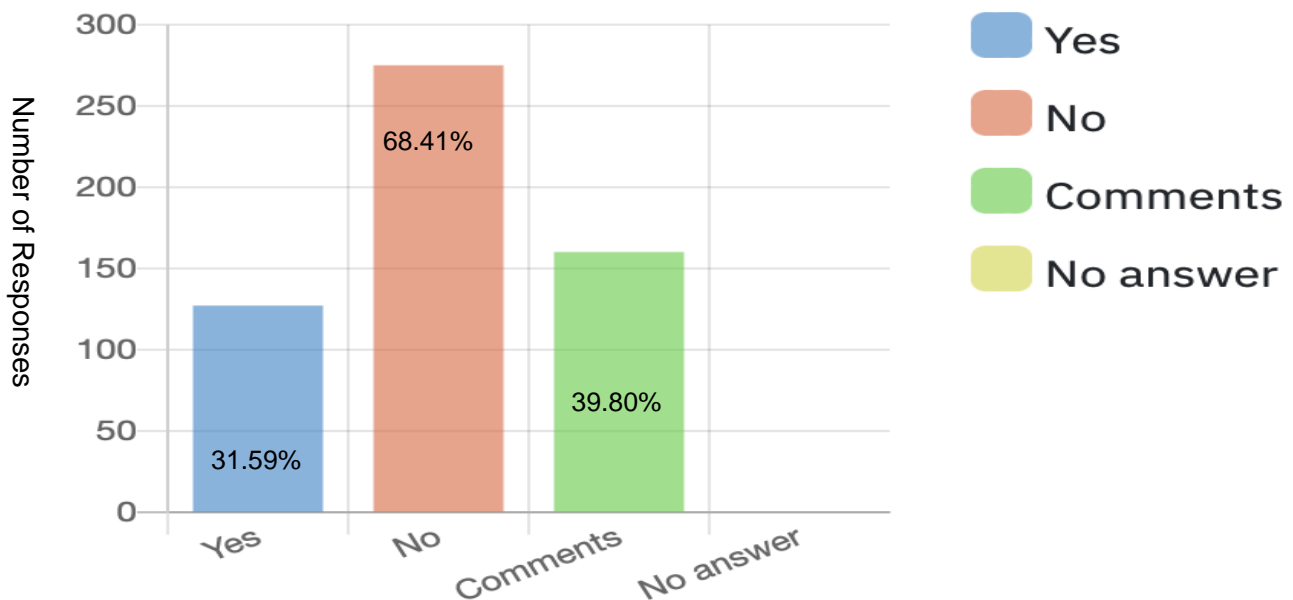


Figure 26: Awareness of Enterprise Development Channels amongst the Youth

Table 20: Youth Awareness of Enterprise Development or Employment Channels

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-0.7217	0.0000	0.1768	0.2522	0.5013	1.2900

A significant majority of the youth at 68% with a complementary sentiment score of 0.252 were not aware of any enterprise development channels for youth employment as revealed in Figure 26 and Table 18.

Question 16: In your opinion, what can be done better to support and assist youth in getting employment or generating income in South Africa? Kindly elaborate.

Table 21: Youth Sentiment on what can be improved

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-0.55902	0.02604	0.23333	0.29077	0.48299	1.69047

As tabulated in Table 19, the sentiment analysis mean of 0.29 indicates that youth would prefer better support. Unfortunately, it appears that they are not very clear on the type of support needed. To address this issue, R statistics was used to identify patterns and themes from youth responses on the type of support they require most. The key support issues identified included; Job opportunities and training on entrepreneurship skills.

Question 17: Please suggest any sustainable mechanisms through which to drive youth employment in South Africa.

Table 22: Youth Suggestions on mechanisms that can drive employment

Min.	1 st Qu.	Median	Mean	3 rd Qu.	Max
-0.5612	0.0000	0.1768	0.2558	0.4619	0.15260

The sentiment analysis mean of 0.46 indicates that youth are of the opinion that there is a need to formulate mechanisms to drive youth employment in the country as per Table 20. However, it appears that they are undecided on the nature of the mechanisms as at a glimpse their responses seem not to converge. R statistics was used to identify patterns and themes from the responses. The suggested mechanisms to drive youth employment identified included; creating job opportunities, empowering youth with skills and expertise, training, PPP to drive youth economic agenda in the country, and empowering youth with entrepreneurial skills.

4.3.3 Overall Sentiment

The overall sentiment is an aggregation of all the qualitative responses from the 5 questions above.

Table 23: Overall Youth Sentiment

Min.	1st Qu.	Median	Mean	3rd Qu.	Max
-0.9406	0.0000	0.1732	0.2264	0.4472	1.6905

A summary of all the findings, Table 21, from the qualitative part of the youth data gathering instrument was summarised, which resulted in a mean score of 0.22. The findings indicated that on average the participants were not happy with the level of job creation and income streams in the country. The implication is that the issue needs to be addressed, hence the purpose of this study and preparation of a policy brief that will shape the dialogue between the key stakeholders in the youth empowerment sector.

5. KEY FINDINGS, IMPLICATIONS, & RECOMMENDATIONS

The summary of findings, implications, and recommendations thereof consist of primary research findings derived from online questionnaires administered to identified key stakeholders namely government institutions, private sector (businesses), CSOs, Academia and the beneficiaries (youth). As part of the research report initial recommendations on how to approach the dissemination of the findings to key stakeholders in order to start a policy conversation are included.

These led to policy brief recommendations identified through a literature review and complemented by findings and conclusions derived from primary sources, which are summarised in a separate comprehensive policy brief document.

5.1 Organisations & Youth

Key findings and implications thereof were derived from data analysis section of the report. For ease of presentation, this part of the report is in form of paragraphs and follows the order of the research questions as they are outlined on the data gathering instrument administered to organisations and youth.

5.1.1 Organisations

A majority of the respondent were from the government and private sector with academia being a distant third. The findings may imply a minimal level of collaboration among key players in the sector.

Most of the participants were from the National Government and Eastern Cape, followed by Gauteng and Free State. All other provinces experienced low levels of

participation. Varying levels of participation may lead to the implication that organisational support is not balanced across provinces and if this is the case then it is an issue of concern.

The issue of the current policy formulation approach targeting youth in relation to job creation and income generation streams and its relevancy to the South African context was explored from organisations point of view. A significant majority of the respondents disagreed or were undecided. The findings that are in support of reviewed literature may lead to the implication that the current policy formulation approach is to some extent not relevant to the South African context.

A view of organisations with regards to implementation of existing youth empowerment policies was investigated. A significant majority disagreed on the issue of successful policy implementation. The findings are in support of the literature that existing policies on youth unemployment are not effectively implemented; as a result, this area of policy implementation needs to be reviewed further.

Another area of concern under investigation was the effectiveness of Monitoring, Evaluation, Reporting, and Learning (MERL) frameworks relating to youth formulated interventions. A majority of the respondents disagreed. The findings do imply that the MERL function requires special attention if it were to realise its intended mandate. The findings complement the reviewed literature.

The relevancy of the current stakeholder engagement in developing Youth Unemployment policies was explored from organisations point of view. A majority of the respondents were in the disagreement or neutral category. The findings are of the Implication that the current stakeholder engagement in developing youth unemployment

policies is not relevant, hence an area of concern, and increased stakeholder engagement in policy development is necessary. The findings are in support of reviewed literature.

The current policies ability to empower youth with skills relevant to their context was explored from the organisations' view point. A majority of the participants disagreed. This may imply that to align policy to the current, and future, youth context in South Africa, a policy review may be necessary.

Another issue subject to investigation from organisations perspective included the suitability/alignment of current Youth capacity building initiatives that include but not limited to SETA driven Learnerships. Almost all of the participants with few in the undecided category disagreed that the capacity building initiatives for the youth were effective. The findings are in line with the reviewed literature and may lead to the implication that SETAs and any other capacity-building institutions need to review youth engagement modalities such as; relevance of the training and skills development programmes availed to current and future market trends.

The effectiveness of the current policies in matching youth skills to market requirements was explored from organisations point of view. A significant majority of the respondents disagreed. The findings are supportive of existing literature and of the implication that there is mismatch between skills on offer and market needs. This may call for further investigation and will also inform the policy brief.

A view of organisations was sought on the level of integration of the current frameworks employed when addressing youth empowerment in South Africa (i.e., All sectors are working together). The respondents were either undecided or in disagreement. The

findings are in line with the literature review. The findings imply that this aspect requires further review.

The level youth and community engagement by organisations was explored. A majority of participants disagreed. The findings are aligned with the literature review findings. The implication from the findings is that youth engagement at the community level should be prioritised when developing policies targeted at reducing youth unemployment and developing income streams.

The need and level of benchmarking on experiences of other countries by South Africa on matters of youth empowerment was explored. A majority of participants agreed that experiences from other countries can be used to guide policy development in South Africa. The findings imply that benchmarking, and continuous policy review are crucial elements when developing policy frameworks targeted at youth unemployment and income generation opportunities.

An investigation was carried out with an aim of determining the extent to which, lack of jobs and income streams affects the youth economically. Most of the respondent believed youth employment and income had negative impact on their economic empowerment. The findings do imply that to economically empower the youth, focus should be directed towards job creation and increasing the breadth of income streams, a finding that is supportive of the reviewed literature.

Effectiveness of government and private sector towards combating lack of jobs and improving income streams for the youth in South Africa was explored. Several respondents felt that government and private sector interventions for youth

empowerment fell below expectations. The findings suggest a potential need to revisit current policies. Moreover, these results are consistent with conclusions drawn from the existing literature.

Organisations view point on the relationship between South Africa's overall economic characteristics, lack of jobs and income streams for the youth was investigated. A majority of the respondents are undecided/not sure. The findings imply that, though not very urgent, there is still a need to ensure that economic characteristics are considered to facilitate jobs and income stream creation for the youth.

Organisations views on immediate and long-term mechanisms to effectively stimulate and increase, jobs, and income streams for the South African youth were explored. The participants were to a large extent undecided about the issue. This is contrary to the desired position of being positive, hence the need to prioritise on this issue when formulating relevant policies and interventions. Such interventions and policies as suggested by the participants include; alignment of the education system to the prevailing economy, alignment of skills and competencies to local economic activities, integrated approach and collaboration among key stakeholders, policy reviews, education reforms and benchmarking with best practices.

Organisations awareness of any best practice models that if adopted by South Africa could reduce youth's lack of jobs and improve income streams was investigated. In general, the participants were not sure of any existing best practices. As indicated previously, the need for benchmarking was identified but the challenge identified by the current finding has to do with, the identification of appropriate models to adopt.

However, several suggestions on the possible benchmarking best practices to boost job creation and income streams among the youth. The best practices include; curriculum alignment to prevail in economic situations, facilitating local sourcing, comprehensive skills development, matching skills to local economic activities, collaboration among key stakeholders, community, and youth engagement, promoting local production using local resources for local and international consumption, continuous learning, and up-skilling.

Another issue considered was existence of collaboration between individual organisations and other stakeholders to help young people find work in SA. A majority of the respondents noted that there was little if any collaborative efforts between their organization and others within the sector. The findings are in line with the existing literature and the implication is that the collaboration aspect is crucial to youth empowerment.

In addition, collaboration between stakeholders (i.e., employers' organisations, trade unions, organised civil society, private sector, etc) in South Africa regarding youth employment was investigated. The respondents were undecided on the collaboration aspect, the implication being that it is an issue of concern. Several suggestions to enhance collaboration among key stakeholders were made by participants. These included; goal alignment among key stakeholders, alignment of local, municipal, provincial, and national government organisations, fostering dialogue, integrated approach, engagement strategy and strengthening of public-private partnerships (PPPs).

Organisations in the sector were tasked with the issue of what can be done to create more sustainable jobs for the youth? How can interventions, programmes, policies, and strategies be improved to address youth unemployment and if there are any other innovative ways of dealing with youth unemployment. The respondents were aware of the need for innovative ways, however, were unsure of how to go about it. The findings may lead to the conclusion that over and above knowing what is needed, there is a need to find solutions if the situation is to be addressed. Participants identified some of the innovative ways through which, youth economic empowerment could be enhanced. Some of the suggestions include; eradicating corruption, unity of purpose, aligned education policy, multi-faceted approach, integrated approach, collaboration, match skills to local economic activities, civic education, policy framework review and alignment, networking, and mentorship.

From the organisations view point, findings indicated that on average the participants were not happy with the level of job creation and income streams in the country. The implication being that the issue needs to be addressed, hence the purpose of this study and preparation of a policy brief that will shape the dialogue between the key stakeholders in the youth empowerment sector.

5.1.2 Youth

The province of residency of the youth participants was explored. The highest response rate was from Gauteng with the lowest response rates being from Northern Cape and Free State. Though there is no prior documented literature to explain these response rates, the findings could lead to several possible conclusions namely; level of civic

education, number of youth support institutions, access to the internet to complete an online questionnaire, and distribution of resources (economic, and human capital) variance across provinces. This may call for an equalisation policy to ensure that all provinces are provided with equal opportunities evaluated based on their level of access to resources.

Another aspect investigated was whether the youth participants were from rural or urban areas. A majority of the participants are from urban areas. The findings may lead to the conclusion that urban youth have access to youth economic support systems as compared to those in rural setting. If this is the case then a deliberate inclusion policy for youth in rural areas is a priority.

The study explored the gender of the youth participants. The participants were equally balanced along gender lines. The findings indicate that affirmative action favouring any gender amongst the youth population may not be deemed a priority at the moment.

In the course of the study, the age of the youth participants was captured and analysed. A significant majority of the respondents are within ages 21 and 35 years. The findings may lead to the implication that to have a huge impact among the youth, formulated interventions and policies should be directed to this age group.

The aspect of ethnicity of the participating youth was considered. Almost all the respondents were from the Black African ethnic group with only a couple of respondents from other three. Just as in the case of age group, the policy, and interventions with key focus on the Black African ethnic group may result in a huge impact on youth economic empowerment. Furthermore, this was expected as the majority of youth in South Africa

come from the Black African ethnic grouping and as such the impact of youth unemployment would be higher.

Another issue of interest was education level of the youth participants. A significant majority of the respondents had matric and above in terms of qualifications, however, those at matric level were the majority. The findings imply that to have a significant impact on youth economic empowerment, efforts should be directed towards formulating policies and interventions that favour Grade 12 graduates, and further channelling them to develop skills that are relevant to the current, and future demands.

On the employment aspect, a significant majority of the youth participants indicated that they were employed on part time or full time basis. As revealed during the review of literature, the number of unemployed youth was higher than the employed. The deviation may be attributed to the understanding of the term unemployment by the participants. It may seem that the definition of unemployment among the youth is not clear and may need to be clarified. With regard to employment sector, a majority of the youth was engaged by the private sector, followed by civil society and the government comes at a distant third. The findings therefore imply that any formulated interventions should be coined in favour of private and civil societies for maximum impact.

On the issue of the length of employment, most of the participants indicated that they were in employment for less than a year. This talks to their level of experience and expertise. The findings imply, therefore that when formulating interventions, the issue of empowering the youth with experience through coaching and mentoring should be prioritised.

Opinion of the youth regarding South African Government providing adequate support to assist youth get employment or generate an income was sought. A majority disagreed. The findings indicate that youth opinion on the support offered was spread both ways. This is contrary to the desirable position of a significant majority being in support of a certain supposition. The findings could imply that there is a need for a review of the support accorded to the youth.

Participating youth opinion was sought on the ability of the private sector to provide adequate support to assist South African youth get employment or generate an income. The findings indicated that the private sector offers more support as compared to the government sector. The findings may imply that there is a need for collaboration among the two sectors to offer premium services to the youth sector.

The awareness of youth of any enterprise development channels for youth employment was scrutinised. A majority of the youth seemed not to be. The finding may imply a low level of youth engagement throughout their empowerment process.

Youth opinion on what can be done better to support and assist youth in getting employment or generating income in South Africa was explored. Findings indicate that youth would prefer better support. Unfortunately, it appears that they are not very clear on the type of support needed. To address this issue, patterns, and themes from youth responses on the type of support they require most. The key support issues identified included; Job opportunities and training on entrepreneurship skills.

The South African youth were asked to suggest any sustainable mechanisms through which to drive youth employment in in the country. The suggested mechanisms to drive youth

employment identified included; creating job opportunities, empowering youth with skills and expertise, training, PPP to drive youth economic agenda in the country, and empowering youth with entrepreneurial skills.

5.1.3 Disseminating Research Findings

Findings from the literature review, data analysis, and the stakeholder validation workshop, make it evident that a clear implementation plan is necessary to effectively disseminate the research findings. As such, this section briefly discusses some proposed approaches to this.

Firstly, from the literature review, global practices have shown that to fully understand, and engage youth, on the challenges they face from lack of jobs and income opportunities, it is necessary to engage them at community level. As such, the interventions need to be bottom-up driven with policy direction following the actual identified, and unique, challenges.

Secondly, the data collected from various stakeholders, and subsequently analysed, aligned to the findings from the literature review. There is an overall lack of knowledge amongst the youth on what opportunities exist, more so in rural areas. This again indicates the need to disseminate research findings effectively to all stakeholders at all levels of; National, provincial, and local and across all other stakeholders who work with youth.

As such, some initial recommendations on how to effectively disseminate the research findings include the following:

- A clear stakeholder mapping exercise to have a broad as possible pool of stakeholders receiving the report. This was one of the outcomes of the validation workshop;
- In addition to the policy brief, and the subsequent policy dialogue, consistent follow-up with all stakeholders to evaluate the impact of the research findings and therefore implications on future policy direction. This will for example, enable government actors to work with a unified approach and common purpose.
- Identify the level of political will to implement policy recommendations arising from the policy dialogue. This is order to enable follow up with all relevant stakeholders post the dialogue.

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7. ANNEXURES

7.1 Data Collection Instruments

In order to ensure that data collection was comprehensive, two separate logic-driven data collection instruments were used both instruments were designed on a mixed methods methodology to collect both quantitative and qualitative data:

1. Online Youth Perspectives questionnaire on How does lack of jobs and income streams affect the south African youth?
2. Online questionnaire targeted at organisations that work with youth on How does lack of jobs and income streams affect the south African youth?

The above was done so to collect primary data that will provide comparisons about how the youth express the impact vs. how organisations (Public, Private, Academia, and NGO/CSO etc) understand the impact.

Links to the online questionnaires were provided to the NDA for verification and these are also attached as attachments to this final report.

7.2 Survey Privacy Policy

The data collection instruments were based on anonymous online questionnaires. Despite this, a privacy policy was put in place that all participants had to accept before they could access the questionnaire. The contents of this privacy policy are outlined below:

Voluntary participation, anonymity, and data protection

Your participation in the survey is voluntary and anonymous. No identifying personal data will be collected. You will be provided with a unique link via email to complete the questionnaire. Once completed please ensure that you submit your survey and get a confirmation of submission.

Data protection notice

All persons involved in organising and conducting this survey have signed a confidentiality agreement and they will take all measures necessary to ensure the protection and prevent the misuse of all data collected in line with the POPI Act.

Data from the survey will be aggregated and not presented as individual responses. All responses will be retained for the minimum period required by Law.