



labour

Department:
Labour
REPUBLIC OF SOUTH AFRICA

**REPORT OF THE PUBLIC HEARINGS ON YOUTH UNEMPLOYMENT FOR
THE**

PORTFOLIO COMMITTEE ON LABOUR

Venue: Old Assembly Chamber, Cape Town

Dates: 30 May, 02 and 07 June 2006

Chairperson: Ms Rebecca Kasienyane, MP

Summary of the submissions:

Attached as Annexure A...

Copies of the Submissions:

Attached as Annexure B...

Introduction

As the country celebrates the 30th Anniversary of the historic 16 June 1976 student uprising, young people are still faced by various challenges and more importantly, youth unemployment despite the interventions made by Government since the advent of democracy. Youth unemployment and underemployment challenges in South Africa are part and parcel of the broader challenges of unemployment, underemployment and poverty facing the developing world. Developing countries are characterized by low economic growth, lack of investment and high indebtedness. These challenges have negative implications for employment creation and poverty alleviation in general.

Issues of youth development and unemployment are of concern to all of us. Influenced by these concerns, the Portfolio Committee on Labour convened the public hearings on youth unemployment. The three-day public hearings were an attempt by the Committee to hear and elicit views from the public with more emphasis and bias on the young people, on the policy framework, current interventions, their challenges and proposed interventions. As a Department¹, we participated actively in the public hearings.

The following report is an attempt to summarise the submissions made during the public hearings. It also attempts to respond to some of the submissions, especially those relevant to the Department and its statutory bodies. There were (number) organisations that made presentations during the three days.

¹ The delegation from the Department was led by Mr. Sam Morotoba (Acting DDG: ESDS and HRD) and Mr. Sabata Nakanyane (Executive Manager: Research, Policy and Planning). The delegation included: Benedict Mogadime; Ms Valeine Lategan; Ms Serurubele Kgaswane; Mr Linda Mngoma; Ms Dolly Chiloane; Mr Hannes Hoon; Ms Lindiwe Gwebu-Gqada; Ms Tsholofelo Mokotedi; Mr Shaheen Buckus and Ms. Nomsa Gumbi.

DAY ONE: 30 MAY 2006

ORGANISATION	SUBMISSION
<p>SOUTH AFRICAN YOUTH COUNCIL – WESTERN CAPE</p>	<ul style="list-style-type: none"> ↓ That the Western Cape Policy Review Summit supports the notion of and imperative for an integrated Youth Development strategy to ensure greater accountability for youth programmes and uniformity across all three spheres of government for sustainable youth development ↓ The Western Cape Youth Commission should build stronger working relationship with Provincial Development Council and Wesgro ↓ Lobby business and higher education to co-operate closely in developing industry relevant skills ↓ Engage partners on issues of free education ↓ Lobby partners to make higher education more accessible and affordable for youth ↓ Lobby business to create more employment opportunities for young people. ↓ Promote co-operatives as a vehicle for Black Economic Empowerment ↓ Lobby all spheres of government for preferential Procurement opportunities for young people ↓ Lobby for more skills development at high school level ↓ Conduct research on industry skills needs especially scarce skills ↓ Promote opportunities in agri-business amongst youth ↓ Lobby for accelerated implementation of Recognition of Prior Learning system ↓ Instil in youth the value of education in changing conditions in society and not only in self enrichment. ↓ Drive implementation of National Youth Service programmes ↓ Ensure implementation of Expanded Public work programme ↓ Drivers of government programmes to use conferences of this nature to explain to youth ↓ Lobby for business to invest resources in local youth development
<p>QUADPARA ASSOCIATION OF SOUTH AFRICA</p>	<ul style="list-style-type: none"> ↓ The lack of relevant information, especially regarding workplace and training needs of the mobility-impaired has resulted in haphazard planning of programmes that ensure full integration of individuals with mobility-impairment into the workplace. Many programmes have almost no impact or cannot be measured. It is even debatable whether individuals with mobility –impairment exercise, or even understand, their right to be active members of the South African workforce. For too long they have kept silent, resulting in gross discrimination and violation of their human rights. ↓ The Quadriplegic Association of South Africa, Education, Training and Development Practices Sector Education and Training Authority Baseline Research project, conducted among 300 South African

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	<p>individuals with mobility-impairment, has resulted in identifying more suitable interventions. The research was designed to determine, (in terms of the current employment status of individuals with mobility-impairment in South Africa), the needs, perceptions, challenges/issues that need to be addressed in order to ensure full integration of the mobility-impaired into the workplace. An attempt was made to document the physiological and social effects in context of a more suitable intervention as this would help in the developing of other interventions that would also reduce social damage. Important information was gathered on the workplace and training needs of the mobility-impaired sector, which forms crucial base information for Work Skills Training Programmes and Employment-Equity programme designers.</p> <ul style="list-style-type: none"> ↓ Factors and mechanisms were identified that could increase the integration and reduce the workplace discrimination of the mobility-impaired in the South African Workforce. ↓ Another important lesson learnt was that it is possible to reduce the effects of a number of factors that are contributing to the current employment status of the mobility-impaired. ↓ There will be a great deal of advantages for the Education, Training and Development Practices Sector Education and Training Authority as a result of the research. With the Department and Ministry of Labour placing prominence and focus on policies of equal opportunities through initiatives such as Technical Assistance Guidelines on the employment of people with disabilities, the research was conducted at an opportune time. With the challenges for employers, flowing from such government initiatives, and with the insight as a result of the research, ETDP SETA is in a better position to provide advice to its members with this regard. ↓ The insights gained from the research should be formulated into a more suitable intervention model for further consideration and possible implementation, by the relevant role players, authorities and African programme leaders. Follow-up and comparative research should be done without delay. The research method established a model of it's own to do continued impact evaluation. ↓ This publication is the first of a series of publications based on the QASA ETDP SETA Baseline Research Project, and is a summary of all the most important aspects. It is aimed to be a detailed introduction and outline of this unique project, and paves the way for an in-depth and vast follow-up. ↓ The challenge now facing South African organisations is how they aim incorporating the Technical Assistance Guidelines on the Employment of People with Disabilities and the QASA ETDP SETA Research findings into their employment equity programme.
RURAL EDUCATION ACCESS PROGRAMME	<ul style="list-style-type: none"> ↓ Youth unemployment is a threat to the stability of the country. Lack of opportunity or support may drive young people to criminal activities. While there are no easy answers to the youth unemployment problem we appreciate Parliament's initiative to seek stakeholder input. Government needs to proactively involve

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	<p>stakeholders in searching for, and implementing solutions.</p> <ul style="list-style-type: none"> ↓ A multi-sectoral approach is needed to deal with the challenge of youth unemployment, underpinned by drive and passion. We believe partnerships with non-government organisations and business are vital and in our domain we have much evidence to demonstrate the importance of tertiary education and the support of disadvantaged youth with education. ↓ Our partnership with NSFAS is a fruitful one bringing benefit to some 400 youth (female & male) from rural areas. This initiative needs to be sustained so young people can receive just the right support required, and grow so many more disadvantaged young South Africans can benefit. Such a programme might be of relevance to the Further Education and Training sector currently receiving attention. ↓ REAP has a range of corporate sponsors which provide very valuable support. Partnerships with South African development agencies such as the Umsobomvu Youth Fund and/or the National Development Agency, or similar, and the National Lotteries Distribution Trust Fund could greatly enhance the scope and ability of REAP to contribute to the reduction of youth unemployment in South Africa.
FREE MARKET FOUNDATION	<ul style="list-style-type: none"> ↓ Issue to every unemployed person who has been unemployed for 6 months or more, on application, a Special Exemption (SPEX) Certificate valid for a minimum period of 2 years, exempting the jobless person from the labour laws. ↓ Allow the SPEX Certificate holder to work for any small firm with 200 or fewer employees on whatever basis or conditions they agree upon. ↓ The SPEX Certificate holder and the employer must enter into a basic, simple written employment contract and government must not set minimum conditions for such contracts ↓ This proposal is submitted in the hope that it can be utilised to improve the lives and alleviate the poverty of the millions of people who want to work but cannot, for reasons they do not understand and that are beyond their control. ↓ The Special Exemption (SPEX) Certificates described in this submission are the result of a great deal of thought and numerous discussions with unemployed people. The proposal recognises the realities of the current labour dispensation and accepts that labour unions have a right to protect their members with every instrument available to them, including the statutes that are biased in their favour, even if this has unfortunate consequences for the unemployed. That is their job. Levelling the playing field so as to provide the unemployed, especially the young unemployed, with a fairer dispensation is the responsibility of Parliament. ↓ Special exemption (SPEX) certificates for the young unemployed would reduce unemployment

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	<p>considerably without reducing job security for existing workers. They would also provide a major boost to the economy.</p> <ul style="list-style-type: none"> ↓ Young people with jobs are young people with hope for the future, with self-respect and independence. Young people without jobs, desperately looking for and not finding jobs, are crushed and stunted souls, their beings disintegrating at the very time when they should be growing into proud and confident citizens of our great country. ↓ Mass unemployment will destroy the fabric of South African society if it is allowed to continue. A new dispensation must be created and implemented as soon as possible to save our nation from the negative results of the shattering of the hopes and dreams of our young people. ↓ Government and Parliament have the power to sweep away the deterrents that are preventing our young people from getting jobs. The sooner those powers are used the better it will be for our youth.

GENERAL COMMENTS ON DAY ONE:

DAY TWO: 02 JUNE 2006

ORGANISATION	SUBMISSION
DISABLED PEOPLE OF SOUTH AFRICA	<ul style="list-style-type: none"> ↓ Improve on gathering sufficient & quality of data on disability; ↓ Improve willingness of employers to comply; ↓ Establish link between skills development and EE on disability at workplace level; ↓ Increase momentum for Public Service to reach 2% target by the end of 2005; ↓ Introduction of innovative recruitment strategies; ↓ Change negative perceptions of employers on disability; and ↓ Induce ownership, commitment & collective response ↓ Sensitivity training of employers and disabled people about their rights
CIVIL SOCIETY PRISON REFORM INITIATIVE - COMMUNITY LAW CENTRE, UNIVERSITY OF CAPE TOWN	<ul style="list-style-type: none"> ↓ The emphasis should be placed firstly on preventing that young people end up in prison. If this cannot be avoided the emphasis should fall on preventing that young people return to prison. This means rendering effective programmes to this particular category of prisoners. Extensive research has demonstrated what works and what does not, and the following highlight some of the salient findings: <ul style="list-style-type: none"> ▪ Facilities should provide an appropriate institution environment

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	<ul style="list-style-type: none"> ▪ The known predictors of crime and re-offending should be targeted ▪ Programmes should be cognitive behavioural in nature ▪ Target high risk offenders ▪ Contain positive programme attributes, eg. <ul style="list-style-type: none"> ○ focus on skills applicable to the job market; ○ matching offenders' needs with programme objectives; ○ programme participation is timed to be close to release date so that skills are up to date and relevant; ○ programming lasts several months; ○ the programme deals with each offender's needs and is well integrated into other prison programmes and services; ○ prison programmes are followed by post-release treatment and services; ○ the programme is based on effective programme design, implementation and monitoring, and ○ researchers are involved in the programme as evaluators. ↓ Employment is not the magic wand for the successful reintegration of prisoners. Employment should be seen as a component of successful functioning in society, similar to living in family and respecting other citizens. Put crudely this means that giving somebody a job does not mean that he will not re-offend. It must be accepted that there will be significant re-offending. It is furthermore important to see offender reintegration programmes as efforts to prepare offenders to use opportunities well, for example to use an employment opportunity successfully. ↓ The period immediately after release is critical, and public works programmes coupled with additional support services have been proven to be successful. There must be active efforts at economic integration. This can be greatly facilitated by preparing potential employers for job seekers who have been released from prison, exposing employers to prisoners prior to their release, and job placement. ↓ Structured relapse prevention programmes assist released prisoners to adhere to a structured programme and reinforces skills and qualities acquired during earlier intervention programmes. ↓ Against this background it is of critical importance that the DCS must focus its attention on programmes that have been proven to be effective in preparing prisoners for life after release and ensure that they receive training and support services that will significantly increase their chances for economic integration. ↓ In conclusion, the employment situation of young people leaving prison cannot be left to the normal market forces. This category of youth finds themselves vulnerable for a number of reasons as has been outlined above. It also known that they have the ability and very often inclination to engage in risk behaviour. Whilst they constitute a small proportion of the total youth population in the country, their

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		<p>impact on society is significant as a result of re-offending. Employment and other support services can reduce this negative impact.</p>
CHILDREN'S RIGHTS PROJECT - COMMUNITY LAW CENTRE, UNIVERSITY OF CAPE TOWN		<ul style="list-style-type: none"> ⬇ It is submitted that although South Africa has extensive labour and education policies in place, children are still becoming involved in crime, through the influence of adults, for income generation reasons. ⬇ CLPA is setting policies and programmes in place for children used by adults or other children to commit crime (CUBAC) and has an integrated approach to child labour. However, implementation is the key. Planning and budgeting of programmes, intersectoral co-operation between Labour, Education and Justice is essential and although there are inter-sectoral committees such as the Inter-Sectoral Committee on Child Justice, there is no discussion on related issues such as youth unemployment, alternative education, vocational training and crime prevention. ⬇ It is therefore submitted that this Committee liaise with their fellow Portfolio Committees on Education and Justice and Constitutional Development around implementation of policies in order to ensure the relevant Departments are actually planning, budgeting and implementing programmes and policies. It is submitted that Parliament, with its oversight role, call the various Departments to account on implementation of policies as well as inter-sectoral co-operation and planning on the issue of youth and unemployment and in particular ensuring employment as a means of crime prevention and eliminating the use of children by adults to commit crime. ⬇ It is also submitted that the Departments should and can approach the International Labour Organisation for technical assistance in this regard, through the abovementioned TECL project.
NATIONAL COMMISSION	YOUTH	<ul style="list-style-type: none"> ⬇ Development of a comprehensive economic empowerment strategy for young people ⬇ Access to funding to start youth owned businesses ⬇ Appropriate and relevant training to prepare young people for the demands of labour market through various higher institutions of learning, FET colleges and SETA's ⬇ Development of coordinated internship programmes to address lack of skills through the involvement of government, parastatals, development finance institutions and NGO's
BUSINESS AFRICA	UNITY SOUTH	<ul style="list-style-type: none"> ⬇ There is a need to change the expectation that big business will absorb <i>all</i> young people coming out of the education system including those who are well skilled and qualified. ⬇ Through the BBBEE business is willing to support young SMMEs to broaden the base and encourage entrepreneurship. ⬇ The labour market system needs to be more flexible and allow business, particularly SMMEs, to have flexibility to respond quickly to changing market conditions.

GENERAL COMMENTS ON DAY TWO:

DAY THREE: 07 JUNE 2006

ORGANISATION		SUBMISSION
SOUTH AFRICAN YOUTH COUNCIL		<ul style="list-style-type: none"> ↓ Create worker co-operatives to take part in and manage EPWP Labour Intensive Construction Projects. ↓ Conduct impact assessment/analysis on learnerships over the past five years. ↓ Increased access to higher education. ↓ Increase the social security net.
TUKS STUDENTE (TAS)	AFRIKAANSE	<ul style="list-style-type: none"> ↓ Affirmative action must not be applicable to those born after 2 February 1990, or ↓ for the definition of the "designated group" in the Employment Equity Act to be broadened to at least include all youth, irrespective of race, as part of the employment equity targets, and ↓ to allow new business enterprises created by young people to be treated equally to so-called black companies or black empowered companies in as far as they compete for government procurement tenders.
BELLVILLE UNEMPLOYMENT FORUM	SOUTH	<ul style="list-style-type: none"> - Request for funding to launch unemployment youth project in Bellville -
MALAMULELA MOVEMENT FOR THE UNEMPLOYED	SOCIAL FOR THE	<ul style="list-style-type: none"> ↓ Tangible figures have to be demonstrated as to, how many youths that are unemployed do we really talk about. This would amongst other drives, involve establishing local structures of the unemployed on the ground, who would in-turn help in the processes of doing fieldwork. ↓ Logic follows that there should be an establishment of a national office of the unemployed youths which would amongst other issues, coordinate activities between itself, members and other stakeholders such as NPOs, unions, business and government. ↓ The national office should be instrumental in the establishment of one-stop shops at every ward. Their focus would be to provide relevant information on job opportunities, available vacancies and learnership training to the unemployed. ↓ There is also a need for the prioritization of strategic employment opportunities that would cater for the varying interests of the youth. ↓ The ability of registered placement institutions and companies to link up with offices of the unemployed,

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	<p>and be prepared to place their members into available jobs. The placements of unemployed youths, should ensure that none of our people regard them as a money spin-off for the few.</p> <ul style="list-style-type: none"> ↓ All the above processes should be able to have buy-in from various stakeholders such as political parties, business, educational institutions, unions, government and civil society. ↓ An injection of funds is needed for continuous monitoring of the processes and to cover over heads and the management of the programme.
UMSOBOMVU YOUTH FUND	<ul style="list-style-type: none"> - Youth unemployment is an international problem and very high in Western Asia, North Africa, and Sub-Saharan Africa - Interventions to address youth unemployment could include: <ul style="list-style-type: none"> - Improved skills development - Self employment through support to SMMEs - Increased activation of EPWP and National Youth Service programmes - Increased foreign and local investment - Evaluation of impact of labour legislation and immigration - Learnerships and career guidance awareness - Improvements in maths, science and English - Improve throughput of historically disadvantaged universities - Increase enrolments of FET institutions, bursaries and recapitalisation - Increased practical skills provision in universities of technologies - Increased access to finance - Increase business development support - Increase procurement opportunities - Improve awareness and information -
CONGRESS OF SOUTH AFRICAN TRADE UNIONS	<p>Labour believes that there is a need for a holistic approach to addressing unemployment, covering a range of strategies including education, skills development, infrastructure development, accessible transport, targeted public works programme and a developmental social security system</p> <ul style="list-style-type: none"> • The need to ensure the creation of quality employment and decent work <ul style="list-style-type: none"> - access to paid work - protection against unfair employer action against workers joining trade unions

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	<ul style="list-style-type: none"> - Acceptable levels of pay, benefits and job security - Protection against unfair discrimination - Elimination of child and forced labour - Protection against occupational threats, and OHS

GENERAL COMMENTS ON DAY THREE:

ORGANISATION	SUBMISSION
<p>SOUTH AFRICAN GRADUATES DEVELOPMENT ASSOCIATION</p>	<ul style="list-style-type: none"> ⬇ Job opportunities through social development: Some examples are a) Graduates can be trained and deployed to address illiteracy in the country b) graduates could provide extra classes for those with poor matric results c) graduates can advance further the concept of community development workers. ⬇ Entrepreneurship development as a job creation strategy: a) The Youth Enterprise strategy led by Umsobomvu Youth Fund should ensure procurement opportunities for young people especially through government departments b) NAFCOC strategy of creating 100 000 SMMES can utilise graduates as business and technical advisors and thorough a new venture creation programme and co-operatives. ⬇ DOE through the Council on Higher Education has to advance the implementation of the New Academic Policy, especially relating to critical cross cutting fields which are basically life skills needed by all students. Higher education institutions have to partner with SAGDA in terms of graduate development as they are the central custodians of the preparation of graduates.
<p>MR A MAPHOSA FROM THE VAAL UNIVERSITY OF TECHNOLOGY</p>	<p>⬇ To identify the nature, scope and challenges faced by young people in accessing employment; Young people lack knowledge or are not exposed to employment affairs. At the Universities students take political engagement more seriously than to engage in debate on the curriculum relevance or debates around employment related subjects. The students only take seriously the subjects that form part of the exams and</p>

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	<p>↓ To gauge the effectiveness of labour market institutions in dealing with the issue of youth unemployment. It is bad I score them nil in dealing with this matter, in fact it is laughable that these institutions when they are formed they themselves become employers of choice for their good salaries. SETAs have failed dismally and the Department of Labour has no teeth to implement some of the related strategies.</p> <p>In conclusion I propose that the Ministers of DoL and DoE come together and form a strategy to attack this enemy number of our country. They should combine their departments that deal with common issues regarding skills development.</p> <p>Because of unemployment we have:</p> <ul style="list-style-type: none">↓ HIV Aids↓ Crime↓ Poverty and↓ Morale degeneration