

ORGANISATION	SUBMISSION	COMMENTS: DEPARTMENT OF LABOUR	COMMENTS: PORTFOLIO COMMITTEE ON LABOUR
	<p>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.</p> <ul style="list-style-type: none"> ↓ 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. 	<p>minimise stigmatisation or discrimination against ex-prisoners when applying for jobs.</p>	

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	<p>✦ 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 impact on society is significant as a result of re-offending. Employment and other support services can reduce this negative impact.</p>		
<p>CHILDREN'S RIGHTS PROJECT - COMMUNITY LAW CENTRE, UNIVERSITY OF CAPE TOWN</p>	<p>✦ 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.</p> <p>✦ 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</p>	<p>The Department of Labour is committed to eradicate the use of child labour and has undertaken to beef up labour inspection through the employment of more qualified and trained labour inspectors.</p> <p>As Government we have ratified various International Labour Organisations' Conventions dealing with the elimination of Child Labour. We also have adopted the Child Labour Action</p>	

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	<p>unemployment, alternative education, vocational training and crime prevention.</p> <ul style="list-style-type: none"> ✦ 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. 	<p>Programme (CLAP) to implement the programmes and strategies on the elimination of the programme.</p>	
<p>NATIONAL COMMISSION</p>	<p>YOUTH</p> <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 	<p>DoL acknowledges that access to finance is a major problem for graduates due to lack of collateral etc. It is for this reason that DoL through UYF continues to support various initiatives.</p>	

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	<p>learning, FET colleges and SETA's</p> <p>↓ Development of coordinated internship programmes to address lack of skills through the involvement of government, parastatals, development finance institutions and NGO's</p>	<p>The introduction of the new venture creation learnerships in all SETAs was another attempt to ensure that young people are trained in specific trades or occupations and are also empowered and mentored to start their own businesses.</p> <p>DoL is assisting through the provision of information and continues to explore best ways of linking the graduates of these programme to funding agencies such as MAFISA, the APEX fund etc. as their chances of success are very high.</p>	
<p>BUSINESS SOUTH AFRICA</p> <p>UNITY</p>	<p>↓ 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.</p> <p>↓ Through the BBBEE business is willing to support young SMMEs to broaden the base and encourage entrepreneurship.</p> <p>↓ The labour market system needs to be more</p>	<p>The Department finds the proposal concerning the flexibility of the labour and SMMEs problematic. SMMEs are given the opportunity to apply for exemptions from agreements and this system according to the Department</p>	

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	<p>low ss, particularly SMMEs, bili respond quickly to at ons.</p>	<p>is w major being barga is lim of a 11. € it is 300 empl empl agre repre the coun limit agre oppo exen flexil mini</p>

GENERAL COMMENTS

DAY THREE: 07 JUNE 2006

ORGANISATION	SUBMISSION	COMMENTS: DEPARTMENT OF LABOUR	COMMENTS: PORTFOLIO COMMITTEE ON LABOUR
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. 	<p>As part of the Growth and Development Summit Agreement of 2003 EPWP participants are being trained on establishing worker co-operatives.</p> <p>In 2004/05 we commissioned a Learnership evaluation study that looks at the role played by the learnership programme in skills development and job creation. The "<i>Baseline evaluation of the Learnership Programme</i>", evaluated both the internal and external efficiency and effectiveness of the learnership programme and determines the impact of learnerships on the labour market outcomes for both learners and employers.</p>	

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		<p>A follow-up research into the impact of learnerships will soon be undertaken as part of research projects for 2006-2007. The study will focus on the impact of the learnership system in terms of job placement, beneficiaries and equity.</p>	
<p>TUKS AFRIKAANSE STUDENTE (TAS)</p>	<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. 	<p>More research is warranted into this proposal in order to gauge whether it is feasible. Research into the progress on the implementation and impact of the Employment Equity Act should reveal whether it has had a measurable difference in terms of equity for the designated groups and whether the proposal should be considered.</p>	
<p>BELLVILLE SOUTH UNEMPLOYMENT FORUM</p>			
<p>MALAMULELA SOCIAL MOVEMENT FOR THE UNEMPLOYED</p>	<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 	<p>Employment opportunities are being enhanced for unemployed through the social development funding window of the National</p>	

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	<p>other drives, involve establishing local structures of the unemployed on the ground, who would in-turn help in the processes of doing fieldwork.</p> <ul style="list-style-type: none"> ↓ 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, 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. ↓ All the above processes should be able to have buy-in from various 	<p>Skills Fund funds training for young people..</p> <p>The Department currently administers the registration of private employment agencies . The regulations are being reviewed as a number of flaws have been identified especially in instances where labour brokers operates as private employment services placement agency and or a private employment agency.</p> <p>The intention of this review is to ensure that temporary employment agencies are registered in order to better monitor their activities</p>	

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	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			
CONGRESS OF SOUTH AFRICAN TRADE UNIONS			

GENERAL COMMENTS ON DAY THREE:

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SOUTH AFRICAN GRADUATES DEVELOPMENT ASSOCIATION	↓ 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.	The department is seriously considering the proposal to use unemployed graduates in the Adult Basic Education campaign to address illiteracy, the foreign languages problems that may be encountered during the 2010 soccer world cup and tourism.	

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	<p>✚ 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.</p> <p>✚ 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>	<p>The DoL has already entered into partnership with the department of Public Works and is already funding the training of young people in construction supervision learnerships in the EPWP community projects.</p>	
MR A MAPHOSA FROM	✚ To identify the nature, scope and	The DoL has through the National	

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<p>THE VAAL UNIVERSITY OF TECHNOLOGY</p>	<p>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 neglecting subjects such as professional skills. The Universities employ former students who themselves have not seen employment other than teaching making it impossible to pass on the real world of work experiences. Generally students and young people have a mindset that the only way to survive is through working for someone and that defeats the spirit of entrepreneurship. Young people are also victims of movement of people, illustratively, parents move to big cities in search of a better life only to find that opportunities are limited because of overcrowding. Young people find themselves in big cities whereas there are opportunities to develop rural and underdeveloped urban areas. Universities are based in big cities and graduates do not return to underdeveloped areas, they remain in</p>	<p>Skills development Strategy process, identified most of the problems outlined and challenges facing young people in institutions of higher learning.</p> <p>Some of the problems will require changes to curriculum and interventions by institutions of Higher learning.</p> <p>DoL has however identified the need to regularly produce Critical and scarce skills information from the various work places. Work place skills plans are used in this process to produce sector skills plans. These are consolidated and published in a State of skills publication that is widely distributed to assist young people to choose studies that will assist them to enter into careers that are in demand.</p> <p>The DoL has also created a special funding window under the NSF to promote career guidance and to train counsellors.</p> <p>The Department has identified the Establishment of a fully</p>	