



provincial treasury
MPUMALANGA PROVINCE
REPUBLIC OF SOUTH AFRICA

ANALYSIS OF YOUTH UNEMPLOYMENT IN MPUMALANGA, 2008-2015



**WHEN THE SUN RISES
WE WORK HARD TO DELIVER**

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KEY FINDINGS

- For the purpose of this report, Statistics South Africa's youth definition that regards those between 15 and 34 years of age as youth, will be used.
- In Mpumalanga, youth accounted for 58.9 per cent of the working age population in 2015, however, their share of the provincial employed was only 43.8 per cent, which highlights the youth's vulnerability.
- The youth's vulnerability is further emphasised when one consider their share of the unemployed in Mpumalanga was 69.9 per cent in 2015.
- Mpumalanga's youth unemployment rate deteriorated by 5.9 percentage points to 38.8 per cent between 2008 and 2015, which was the fifth lowest/highest deterioration over the 7-year period.
- The youth unemployment rate was more than double the adult (35 to 64 years) unemployment rate over the entire period under observation.
- In 2015, Mpumalanga's male youth unemployment rate was the fourth lowest (best) at 33.2 per cent and its female youth unemployment rate as the second highest (worst) at 46.9 per cent.
- In 2015, the female youth unemployment rate was 1.4 times higher than the male youth unemployment rate.
- Over the 7-year period, African/Black youth recorded the highest unemployment rate among the population groups in Mpumalanga. The unemployment rate of African/Black youth increased from 34.0 per cent in 2008 to 40.9 per cent in 2015.
- The unemployment rate of all four age cohorts that make up the youth of working-age population increased between 2008 and 2015. The 20 to 24 year age cohort registered the highest unemployment rate among the four age cohorts and increased from 43.5 per cent in 2008 to 55.6 per cent in 2015.
- At the end of the first quarter 2015, youth without a complete secondary education (45.5 per cent) registered the highest unemployment rate and youth with a complete tertiary education (23.5 per cent) of any sort recorded the lowest.
- The share of youth that have not worked previously and can therefore not claim any work related skills, increased from 49.4 per cent to 61.6 per cent over the period 2008 to 2015.
- Youth that have been unemployed for longer than one year numbered 212 461 in 2015 or some 66.4 per cent of unemployed youth.
- Over the 7-year period, youth that last worked in skilled and semi-skilled occupations increased (deteriorated) by 15.2 per cent and 3.2 per cent, respectively, and can be said to be increasingly laid off from skilled and semi-skilled occupations.

TABLE OF CONTENTS

KEY FINDINGS.....	i
TABLE OF CONTENTS.....	ii
1. INTRODUCTION.....	1
2. BACKGROUND.....	1
3. DEFINITIONS ON YOUTH AND YOUTH UNEMPLOYMENT.....	2
4. YOUTH UNEMPLOYMENT IN A NATIONAL AND PROVINCIAL CONTEXT.....	4
5. YOUTH UNEMPLOYMENT IN MPUMALANGA.....	7
6. RESPONSES TO YOUTH UNEMPLOYMENT.....	13
7. RECOMMENDATIONS.....	15

1. INTRODUCTION

Youth unemployment is a global problem with the International Labour Organisation (ILO) describing the situation as reaching crisis proportions. In 2011, nearly 75 million youth¹ worldwide (12.6 per cent of youth) were unemployed, an increase of four million since 2007. Not only are the numbers high and on the rise, but for many young people unemployment is a long-lasting condition, with 1 out of every 10 unemployed youth either abandoning job search altogether or delaying transition from the education system to the labour market.

Youth unemployment has been high for many years in South Africa and is one of the country's major socio-economic challenges. Worldwide comparisons regularly affirm that South Africa's youth unemployment rates are among the highest in the world. Youth unemployment in South Africa is high, even in comparison with the country's very high average unemployment rate of 26.4 per cent.

It is critically important to reflect, as Provincial Government, on this major socio-economic challenge in the province. Therefore this report analyses youth unemployment in Mpumalanga from the end of the first quarter 2008 to the end of the first quarter 2015. The report specifically focuses on definitions of youth unemployment, youth unemployment in a national context, youth unemployment in Mpumalanga and responses to youth unemployment. The Quarterly Labour Force Survey (QLFS) published by Statistics South Africa (Stats SA), was used as the main data² source.

2. BACKGROUND

The National Development Plan (NDP) provides an aspiring vision of South Africa in 2030 and the context within which all youth-oriented programmes should be located. The NPC (National Planning Commission) stipulated that the NDP should specifically embrace issues affecting the country's youth, as South Africa has a young population which is rapidly urbanising. A young population can be an advantage to a country, provided that the majority can be employed productively. However, the NDP further states that South Africa must find ways to urgently reduce the alarming levels of youth unemployment and to provide young people with broader opportunities, which is why it has adopted a youth focus or lens in preparing its proposals.

The framework of the New Growth Path (NGP), that was released in 2010, had as its main objective to create 5 million new jobs by 2020. It was stated in the document that

¹ The ILO defines youth as those aged between 15 and 24 years.

² Due to the dynamic nature of data and the regular release of data sets, it is important to note that the cut-off date for data presented in the document was the second week of June 2015.

Government is committed to develop a multi-pronged strategy to support youth employment in particular.

The National Youth Policy 2015–2020 (and its predecessor the National Youth Policy 2009-2014) is an essential planning tool guiding the country on its approach to youth development. In this policy document interventions and services are spelled out that would have to be rolled out to ensure effective and efficient mainstreaming of youth development.

The National Youth Development Agency (NYDA) was formally established in 2009 under the NYDA Act 54 of 2008. Part of NYDA's mandate is to implement the Integrated Youth Development Strategy (IYDS) which aims to set specific targets and milestones for programmes to be implemented as well as mainstream youth development in government departments and the private sector.

In February 2011, National Treasury suggested that the high rate of youth unemployment was a result of insufficient demand within the labour market to meet the rising number of youth job seekers. Therefore a youth employment subsidy was proposed to target job creation for youth and not merely absorbing youth into the labour market at the expense of adults already in the labour market.

3. DEFINITIONS ON YOUTH AND YOUTH UNEMPLOYMENT

Youth

The United Nations (UN), for statistical consistency across regions, defines youth as those persons between the ages of 15 and 24 years. Similarly youth is defined by the International Labour Organization (ILO) as individuals between the ages of 15 to 24 years. However, the UN recognises that for activities at a national level, youth may be understood in a more flexible manner. The UN will then adopt the definition of youth as used by a particular Member State.

For example, in much of sub-Saharan Africa, the term youth is associated with young people from 15 to 30 or even 35 years of age. Therefore the definition given in the African Youth Charter to youth means every person between the ages of 15 and 35 years. In South Africa the definition of youth is consistent with the African Youth Charter's. Therefore, the National Youth Commission Act (1996), the National Youth Development Policy Framework (2002) and the National Youth Policy (NYP) 2015-2020, defines young people as those falling within the age group of 14 to 35 years. The NYP 2015-2020 states further that although much has changed for young people since the advent of democracy in 1994, the motivation for the age limit of 35 years has not yet changed because historical imbalances in the country are yet to be fully addressed.

Youth unemployment rate

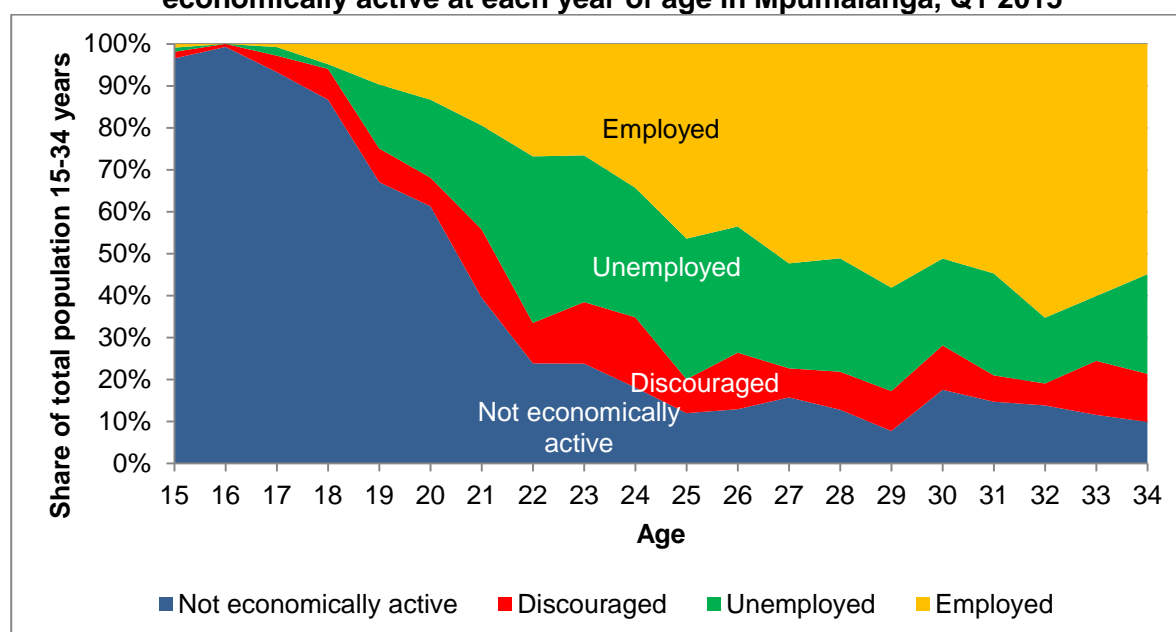
According to, probably the highest international labour authority, the ILO, unemployed youth comprise all persons between the age of 15 and 24. The UN and World Bank definitions are also in line with the ILO definition. However, the European Union (EU) statistics agency, Eurostat, declares that the main indicator of youth unemployment is the youth unemployment rate for the age group 15 to 24 or 15 to 34, depending on which definition is in operation.

Stats SA employs the national (and African) description of youth and therefore the unemployment rate of youth is the population between 15 and 34 years of age that are unemployed divided by the total number of youth in the labour market (employed plus unemployed). For the purpose of this report, this is the definition of youth that will be employed.

The fact that people younger than 18 can be regarded as in the labour market is also not in conflict with important labour legislation in South Africa. According to the Basic Conditions of Employment Act (2002) it is legal to employ a child less than 18 years of age but not less than 15 years of age. Therefore, because it is legal to employ individuals between the ages of 15 and 18 and it is acceptable to include them in the definition as well.

Furthermore, at 15 to 18 years of age between 90 and 99 per cent of the youth population in Mpumalanga is not even economically active as can be viewed in Figure 1. As the young grow older, many move into the labour market, becoming employed, unemployed and discouraged or remain outside the labour market and thus not economically active.

Figure 1: Proportion of young people employed, unemployed, discouraged or not economically active at each year of age in Mpumalanga, Q1 2015



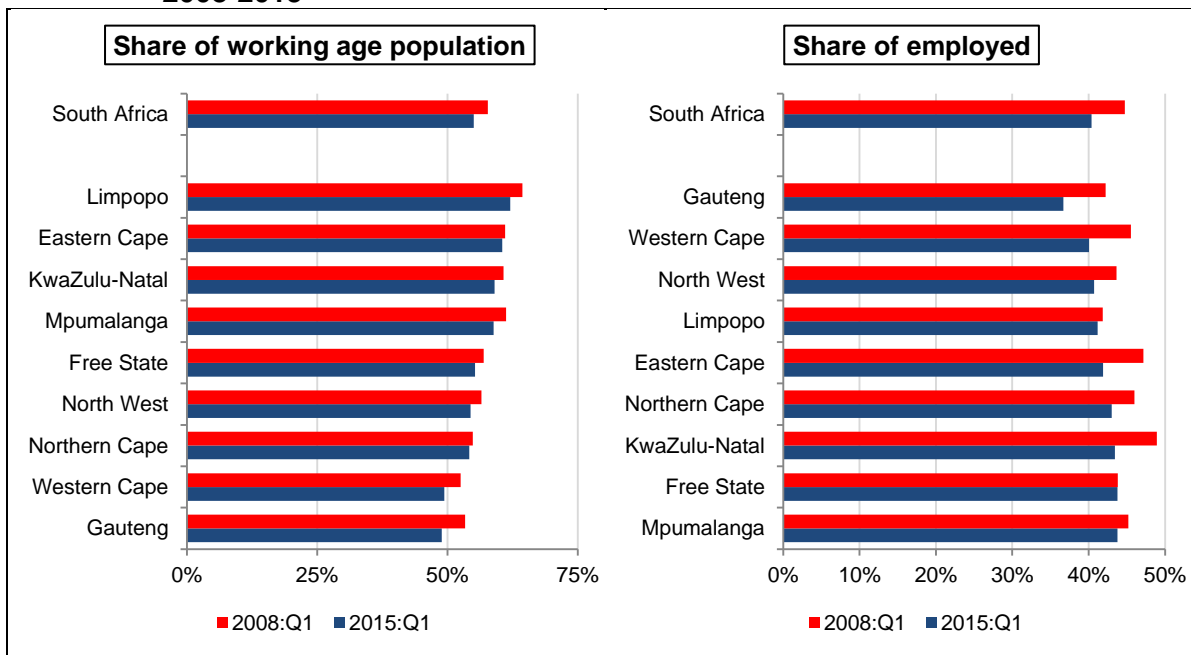
Source: Statistics South Africa – QLFS 2015

4. YOUTH UNEMPLOYMENT IN A NATIONAL AND PROVINCIAL CONTEXT

The vulnerability of youth in the labour market poses a major challenge for policymakers across the world. The ILO states that around the world, youth unemployment and underemployment is prevalent not only because of inadequate job opportunities, but also because youth lack skills, work experience, job search abilities and financial resources to find employment.

In an ideal world one would expect that a specific age cohort will have roughly the same share of the number of employed than they would of the working-age population. However, from Figure 2 it is evident that youth in the South African labour market are particularly vulnerable. Nationally, youth accounted for 57.7 per cent of the working-age population in 2008³ and 55.0 per cent in 2015⁴. However, the youth's share of the employed was 44.7 per cent in 2008 and only 40.4 per cent in 2015. The difference between the youth's share of working-age and employed was 13.0 percentage points in 2008 and deteriorated to 14.6 percentage points 7 years later.

Figure 2: Youth's shares of working age population and employed in South Africa, 2008-2015



Source: Statistics South Africa – QLFS 2015

Over the period 2008 to 2015, nationally as well as in every province, there was a decline in the share of youth of the working-age population. With the exception of Free State, the youth's share of the number of employed was also lower at the end of the first quarter 2015 than 7 years earlier. In 2015, Limpopo, with 20.8 percentage points, recorded the largest difference between shares of working-age population and employed and Western

³ Throughout the document, 2008 refers to the first quarter of 2008.

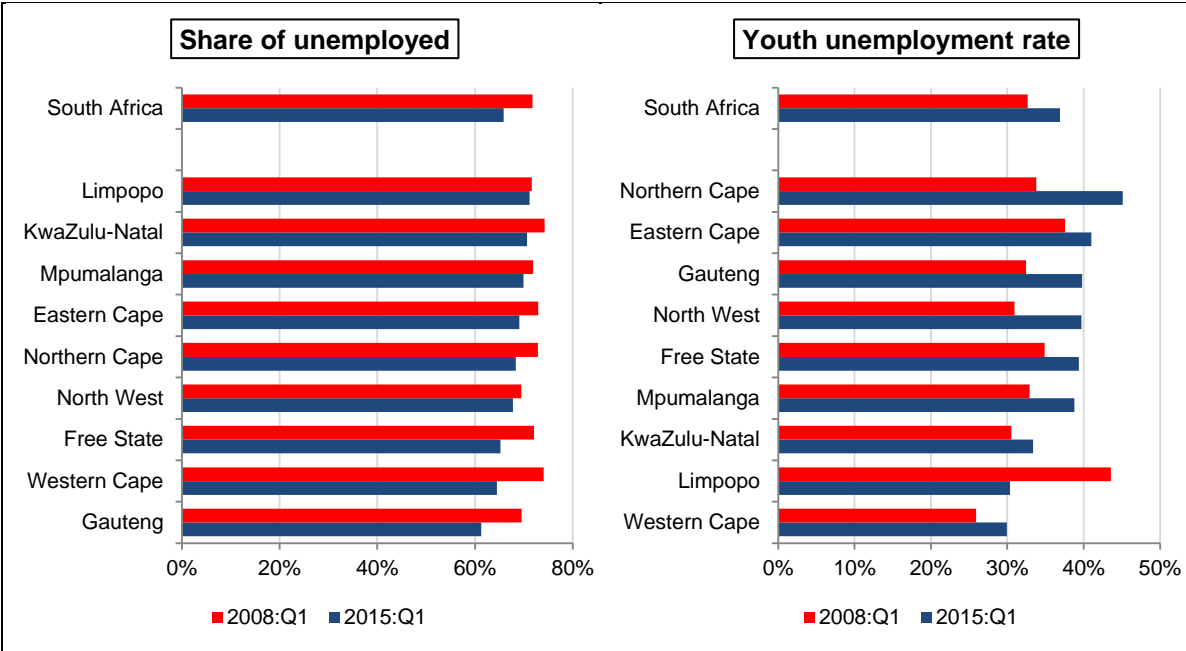
⁴ Throughout the document, 2015 refers to the first quarter of 2015.

Cape (9.3 percentage points) the smallest. In terms of this indicator, Limpopo’s youth could be regarded as the most vulnerable cohort in the South Africa working-age population.

Mpumalanga’s youth (58.9 per cent) had the fourth highest share of working-age population among the nine provinces. In 2015, Mpumalanga’s youth had the highest share of the employed among the provinces with a 43.8 per cent share. Mpumalanga (15.1 percentage points) also recorded the fourth largest difference between shares of working-age population and employed. With this, Mpumalanga’s youth was more vulnerable than the average youth in South Africa (14.6 percentage points), however, Mpumalanga’s vulnerability decreased (improved) from 16.1 percentage points in 2008.

Another manner in which to portray the youth’s vulnerability in the working world is to observe the youth’s share of unemployed as depicted in Figure 3. Similar to the share of employed, one would expect it to be approximately equal to the share of working-age population (55.0 per cent in 2015). South Africa’s youth of working-age constituted 65.9 per cent of the total number of unemployed in 2015. Although it emphasised the vulnerable status of the youth, it was an improvement from the 71.8 per cent share in 2008.

Figure 3: Youth’s shares of unemployed and youth unemployment rate in South Africa, 2008-2015



Source: Statistics South Africa – QLFS 2015

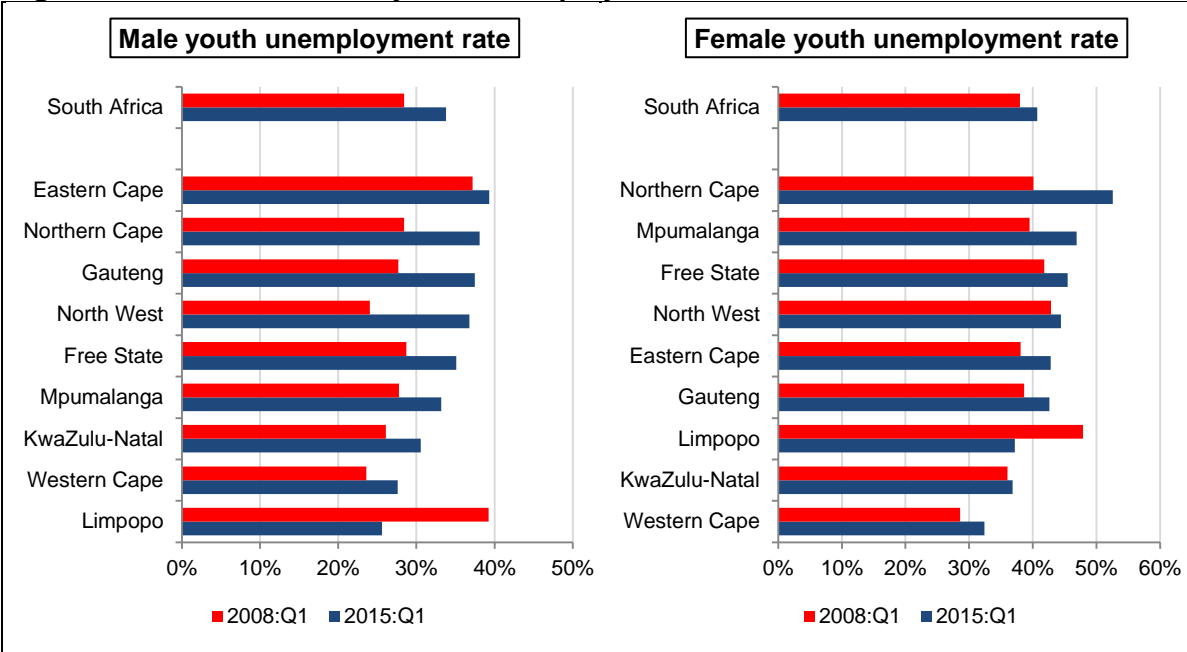
All the provinces’ youth, Mpumalanga’s included, experienced a lower share of the unemployed in 2015 than in 2008. According to this indicator, Mpumalanga recorded the third most vulnerable youth in 2015 with a share of unemployed equal to 69.9 per cent.

Further from Figure 3 it is evident that the youth unemployment rate in South Africa was higher in 2015 than in 2008. In every province, the unemployment rate among youth was more than double that of adults (35 to 64 years). With the exception of Limpopo, all the provinces recorded a similar deterioration in their respective youth unemployment rates. Mpumalanga registered the fourth lowest youth unemployment rate among the nine provinces in 2015. Between 2008 and 2015, Mpumalanga’s youth unemployment rate deteriorated by 5.9 percentage points to 38.8 per cent. This was the fifth lowest/highest deterioration over the 7-year period.

Figure 4 shows that both South Africa’s male youth and female youth unemployment rates increased (deteriorated) between 2008 and 2015. It is also evident that the female youth unemployment rate (40.7 per cent) in 2015 was higher than the male youth unemployment rate (33.8 per cent) by a difference of 6.9 percentage points. Young women, therefore, face a more difficult situation in the labour market compared with young men.

In 2015, Eastern Cape (39.3 per cent) registered the highest (worst) male youth unemployment rate and Northern Cape (52.6 per cent) the highest female youth unemployment rate. In 2015, Mpumalanga’s male youth unemployment rate was the fourth lowest (best) at 33.2 per cent and its female youth unemployment rate as the second highest (worst) at 46.9 per cent. In 2015, Mpumalanga’s gender gap of 13.7 percentage points was nearly double South Africa’s 6.9 percentage points and the second highest (worst) of all provinces.

Figure 4: Male and female youth unemployment rates in South Africa, 2008-2015

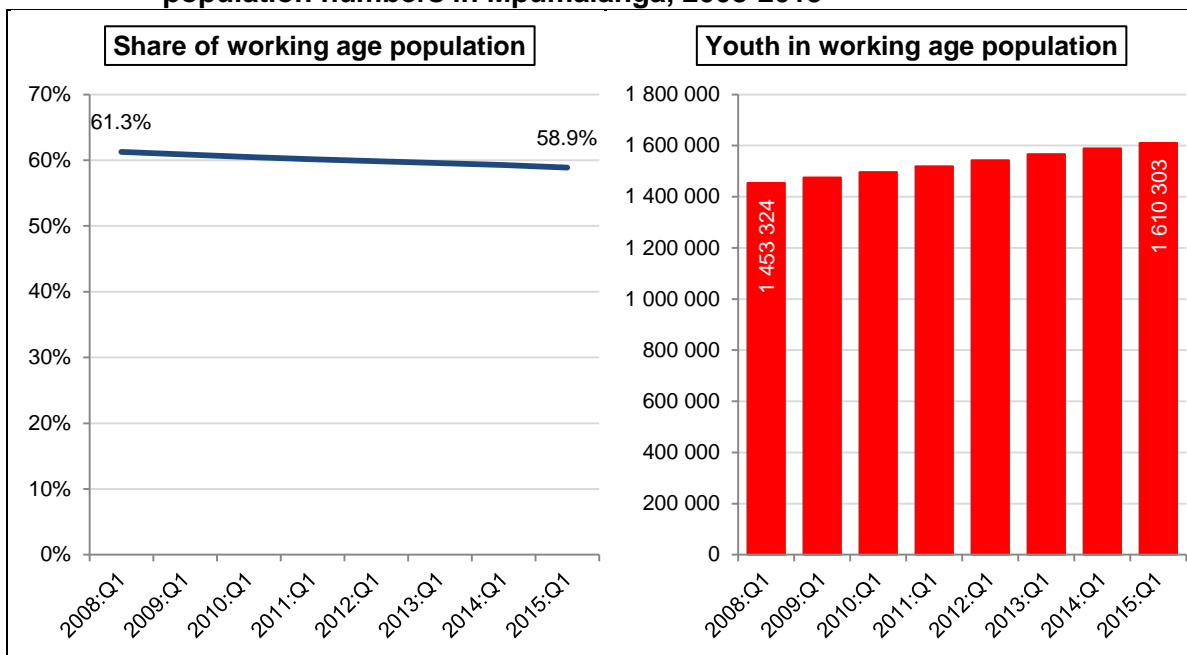


Source: Statistics South Africa – QLFS 2015

5. YOUTH UNEMPLOYMENT IN MPUMALANGA

Over the period 2008 to 2015, the youth in Mpumalanga accounted for a larger share of the working-age population compared with adults (35–64 years). However, the annual increase in the working-age population among adults was higher than among youth, who had an average annual increase of 22 400. As a result, as shown in Figure 5, the youth's share of working-age population declined slightly and steadily from 61.3 per cent in 2008 to 58.9 per cent in 2015.

Figure 5: Youth's shares of working-age population and youth in working age population numbers in Mpumalanga, 2008-2015

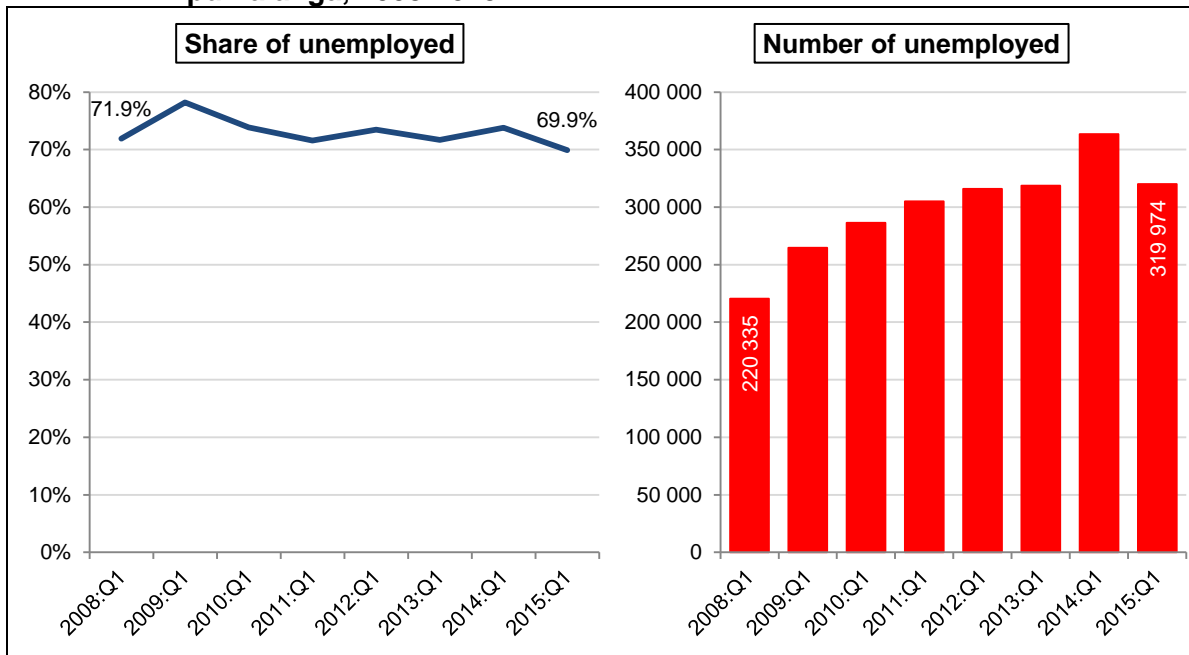


Source: Statistics South Africa – QLFS 2015

Over the 7-year period, the youth in Mpumalanga accounted for a share of more than two thirds of Mpumalanga's unemployed. Over the 7-year period the youth's share of the unemployed in Mpumalanga declined slightly from 71.9 per cent in 2008 to 69.9 per cent in 2015 (Figure 6). The number of unemployed youth increased however, by 99 639 from 220 335 in 2008 to 319 974 in 2015.

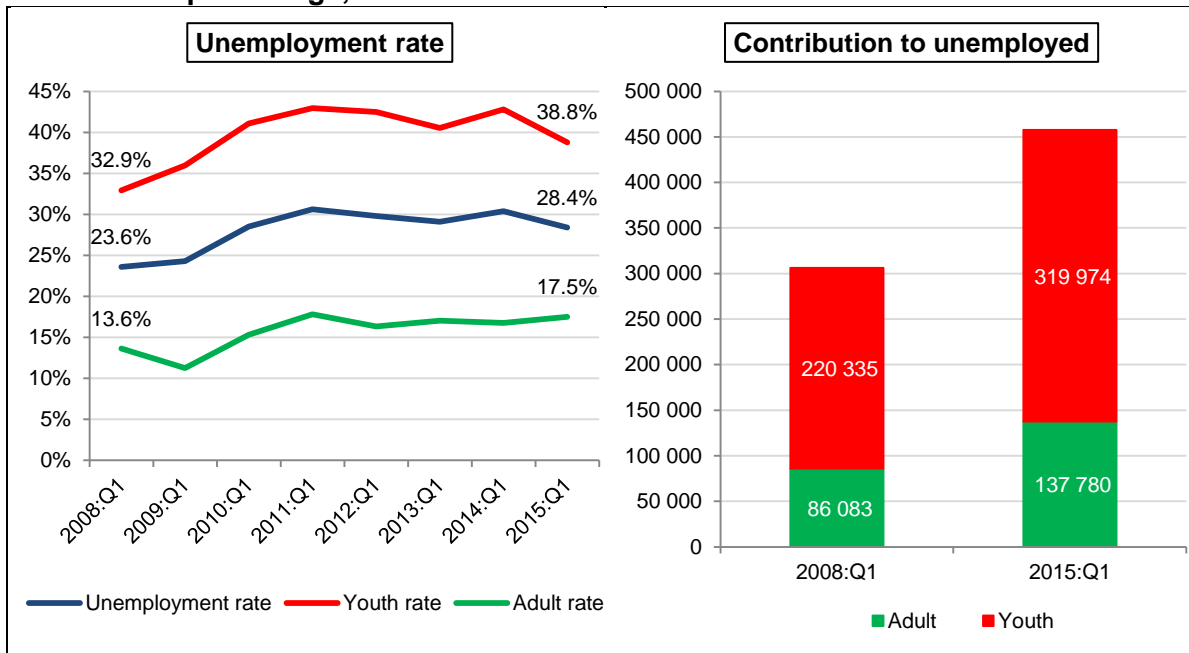
The youth unemployment rate was consistently higher than the unemployment rate for the province over the 7-year period (Figure 7). The youth unemployment rate was more than double the adult unemployment rate over the entire period under observation. However, the average annual increase in unemployment numbers among adults was 7.0 per cent, which was higher than among youth, who had an average annual increase of 5.5 per cent. As a direct result, the youth's share of the unemployed in Mpumalanga declined slightly as can be observed in Figure 6.

Figure 6: Youth's shares of unemployed and unemployed youth numbers in Mpumalanga, 2008-2015



Source: Statistics South Africa – QLFS 2015

Figure 7: Youth unemployment rate and contribution to unemployment numbers in Mpumalanga, 2008-2015

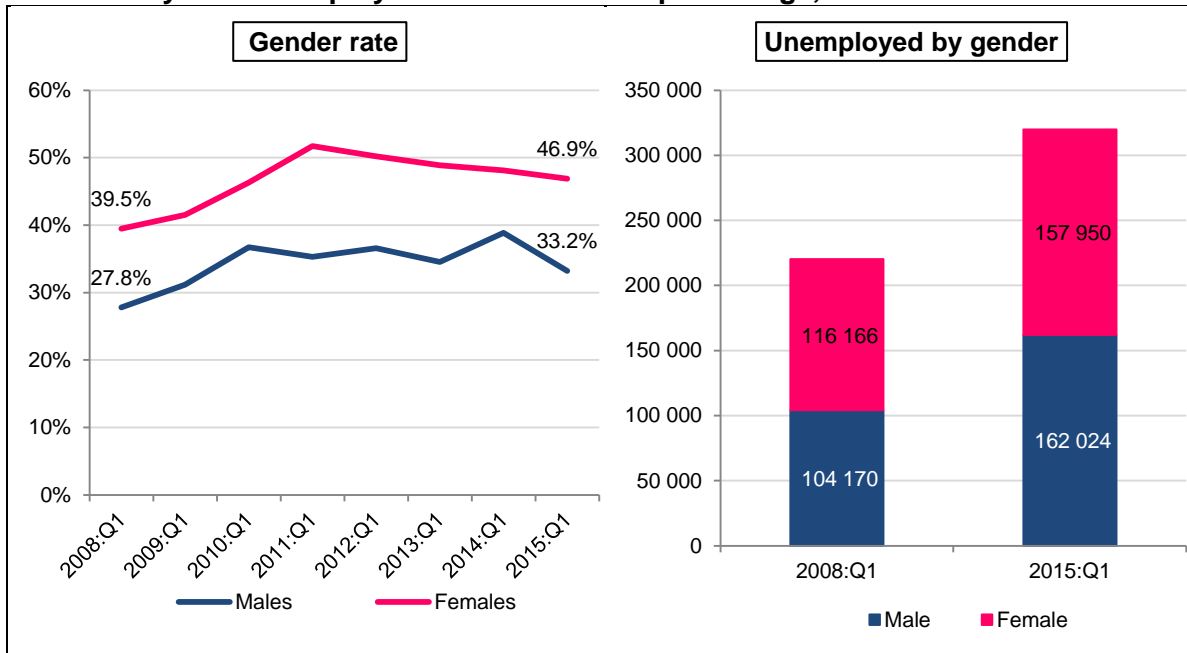


Source: Statistics South Africa – QLFS 2015

Over the period 2008 to 2015, the male youth unemployment rate in Mpumalanga was consistently lower than the female youth unemployment rate. In 2015, the female youth unemployment rate was 1.4 times higher than the male youth unemployment rate. However, the average annual increase in unemployed male youth at 6.5 per cent was higher than the 4.5 per cent increase among unemployed female youth. As a result, as

shown in Figure 8, the female youth's share of youth unemployed declined slightly from 52.7 per cent in 2008 to 49.4 per cent in 2015.

Figure 8: Male youth and female youth unemployment rate and contribution to youth unemployment numbers in Mpumalanga, 2008-2015

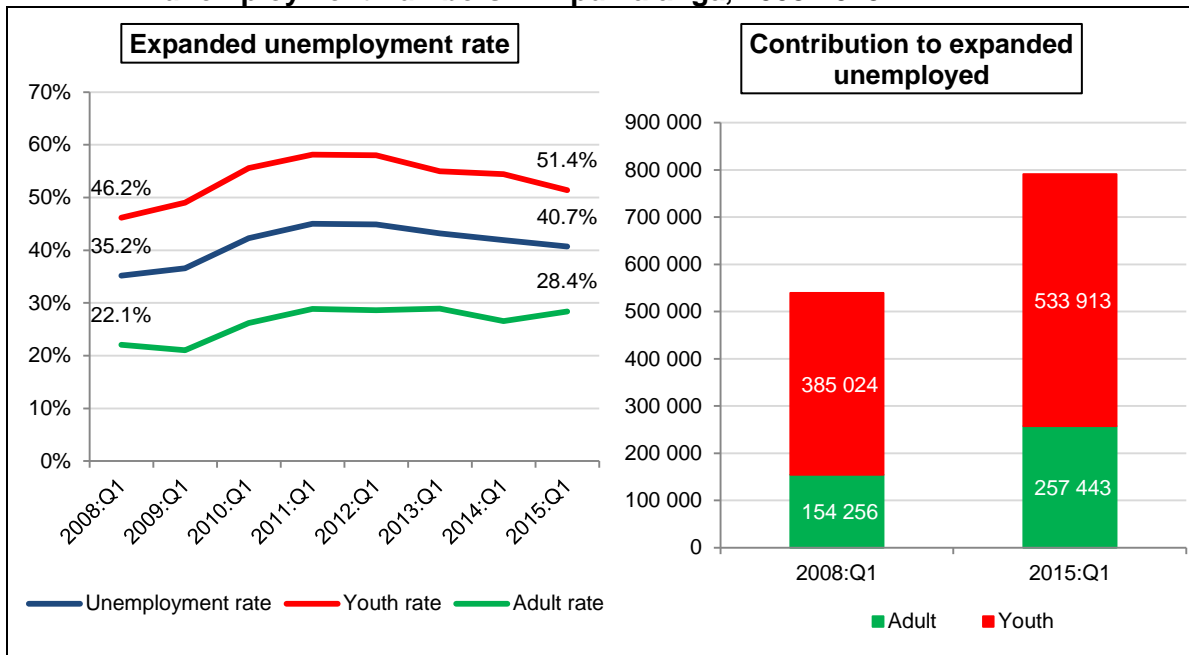


Source: Statistics South Africa – QLFS 2015

The youth expanded unemployment rate was consistently higher than the expanded unemployment rate for the province over the 7-year period (Figure 9). The youth expanded unemployment rate was more than double the adult expanded unemployment rate over the entire period under observation, except in 2015 when it declined (improved) to 1.8 times. The average annual increase in expanded unemployment numbers among adults was 7.6 per cent, which was higher than among youth that had an average annual increase of 4.8 per cent over the 7-year period. As a direct result, the youth's share of the expanded unemployed in Mpumalanga declined from 71.4 per cent in 2008 to 67.5 per cent in 2015.

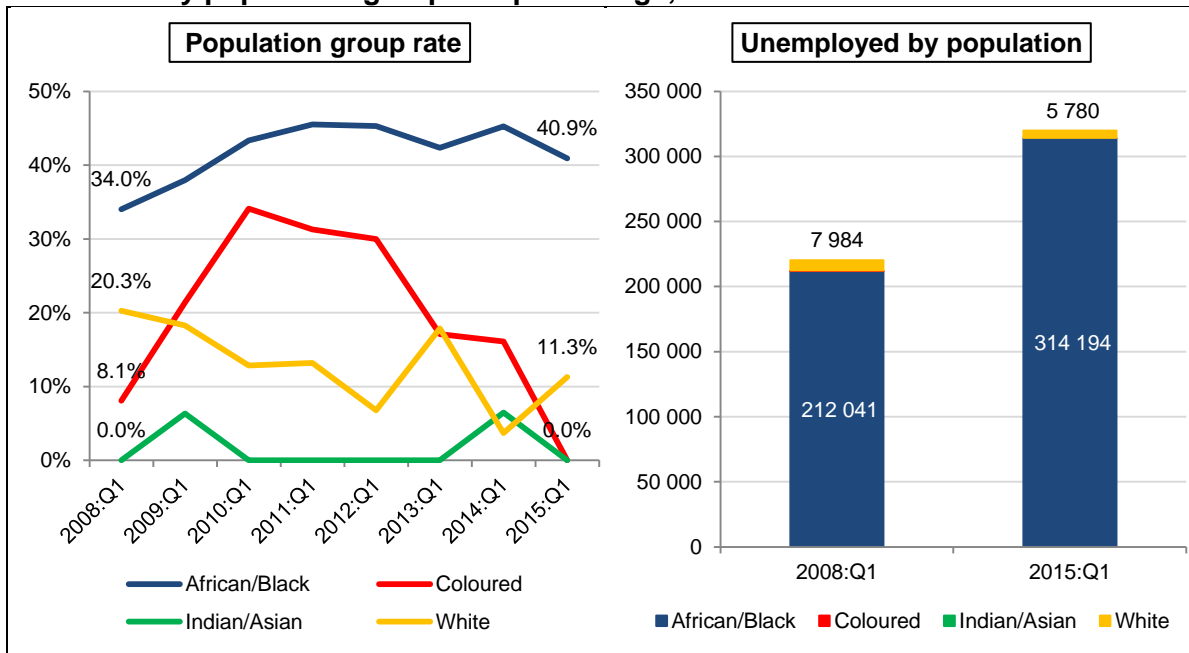
Over the 7-year period, African/Black youth recorded the highest unemployment rate among the population groups in Mpumalanga (Figure 10). The unemployment rate of African/Black youth increased from 34.0 per cent in 2008 to 40.9 per cent in 2015. The unemployment rate of White youth decreased from 20.3 per cent in 2008 to 11.3 per cent in 2015. Further to this, the share of African/Black youth of the total number of unemployed youth increased from 96.2 per cent in 2008 to 98.2 per cent in 2015. It appears from the data that Asians recorded no youth unemployment in five of the eight observations as did Coloured youth in 2015, however, the size of the survey sample may be too small to provide accurate estimates.

Figure 9: Youth expanded unemployment rate and contribution to expanded unemployment numbers in Mpumalanga, 2008-2015



Source: Statistics South Africa – QLFS 2015

Figure 10: Youth unemployment rate and contribution to unemployment numbers by population group in Mpumalanga, 2008-2015

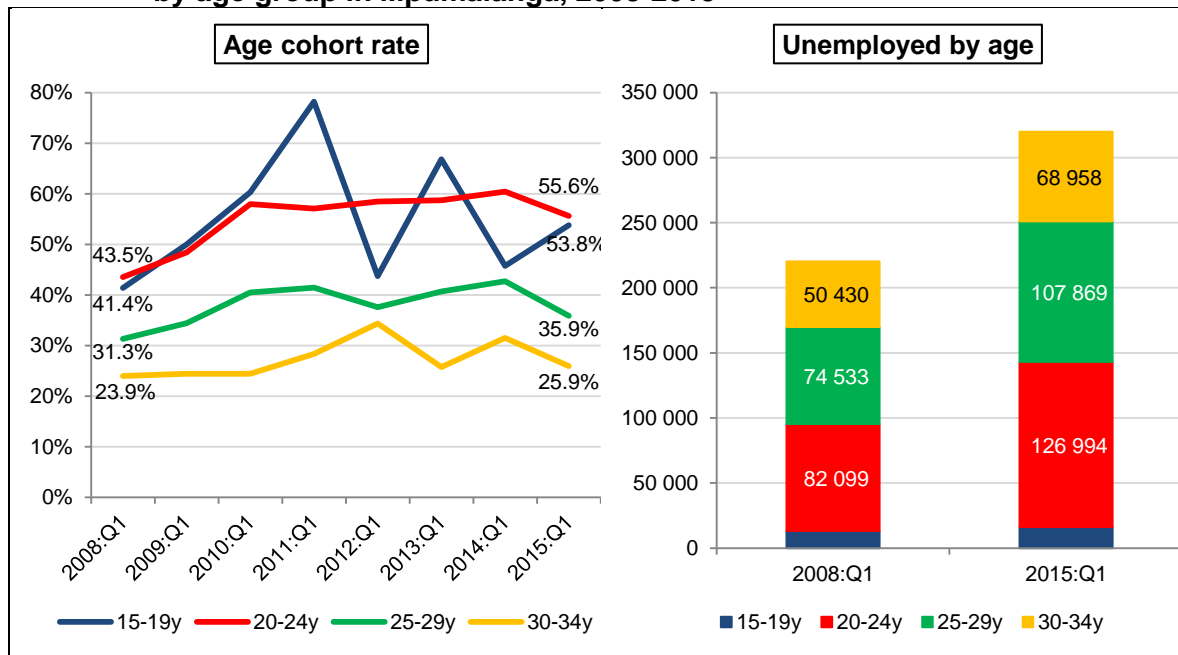


Source: Statistics South Africa – QLFS 2015

The unemployment rate of all four age cohorts that make up the youth of working-age increased between 2008 and 2015 (Figure 11). In 2008 and 2015, the 20 to 24 year age cohort registered the highest unemployment rate among the four age cohorts. This specific cohort's unemployment rate increased from 43.5 per cent in 2008 to 55.6 per cent in 2015. Not only was it the largest cohort in 2008 and 2015 with respective contributions of 82 099 and 126 994, its share also increased from 37.3 per cent to 39.7 per cent. The

15 to 19 year age cohort recorded the second highest unemployment rate, however, it contributed only 16 154 or 5.0 per cent to the unemployed youth in 2015. The 30 to 34 year old age cohort is arguably the most experienced and skilled among the four cohorts and it is therefore understandable that this cohort registered the lowest unemployment rate of 25.9 per cent and also saw its share decline from 23.9 per cent in 2008 to 21.6 per cent in 2015.

Figure 11: Youth unemployment rate and contribution to unemployment numbers by age group in Mpumalanga, 2008-2015

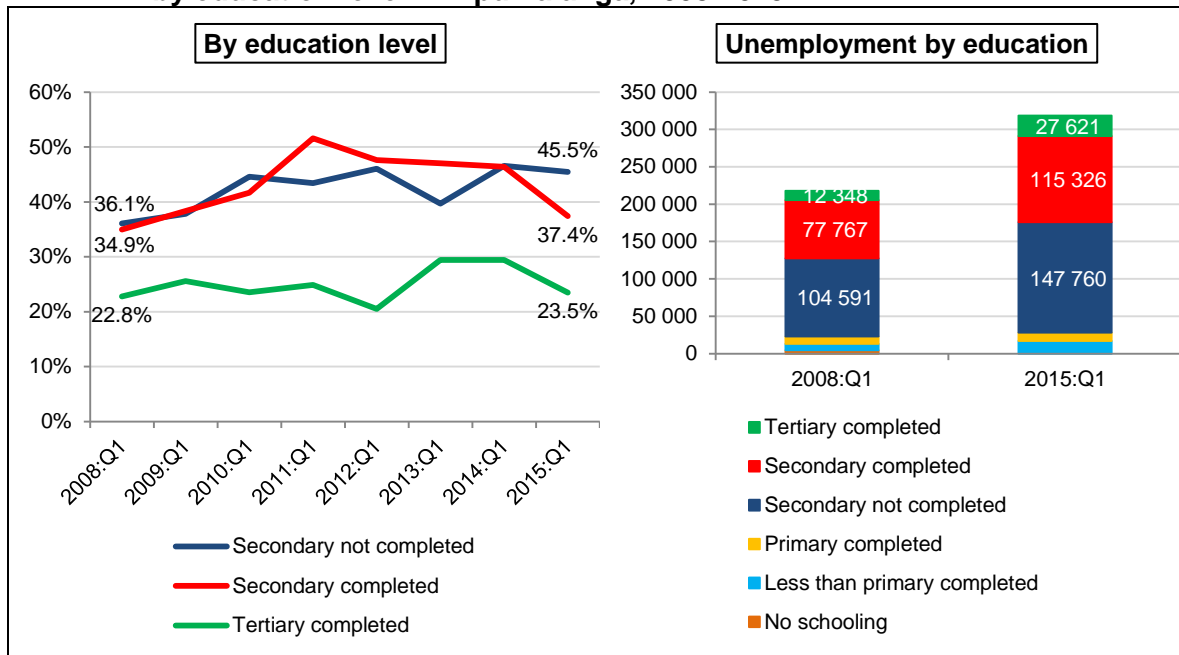


Source: Statistics South Africa – QLFS 2015

Youth without a complete secondary education and those with a secondary education alternatively held the highest unemployment rate in Mpumalanga (Figure12). At the end of the first quarter 2015, youth without a complete secondary education (45.5 per cent) registered the highest unemployment rate and youth with a complete tertiary education (23.5 per cent) of any sort recorded the lowest. The unemployment rates of youth regardless of their education level increased over the 7-year period from 2008 to 2015.

The unemployment rate of youth without a secondary education increased by 9.4 percentage points, the largest of the three education levels displayed. The share of unemployed youth without a completed secondary education declined slightly from 48.0 per cent in 2008 to 46.4 per cent in 2015, whereas the shares of unemployed youth with completed secondary or tertiary education increased to 36.2 per cent and 8.7 per cent, respectively. It is necessary to emphasise that the poorly educated are also the more vulnerable in society and with them suffering the majority of job losses, the job creation and social assistance interventions must focus on addressing their specific plight.

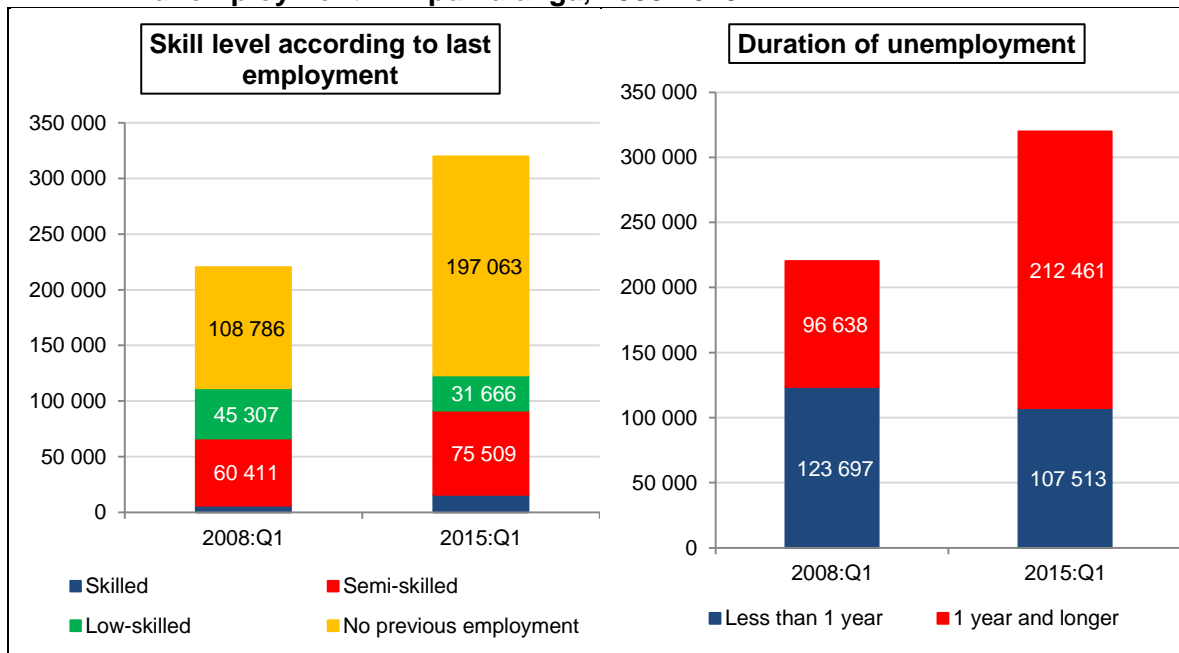
Figure 12: Youth unemployment rate and contribution to unemployment numbers by education level in Mpumalanga, 2008-2015



Source: Statistics South Africa – QLFS 2015

Youth unemployment is a serious challenge and the severity is mounting as can be seen from Figure 13. The share of youth that have not worked previously and can therefore not claim any work related skills, increased from 49.4 per cent to 61.6 per cent over the period 2008 to 2015. Furthermore, youth that have been unemployed for longer than one year numbered 212 461 in 2015 or some 66.4 per cent of unemployed youth.

Figure 13: Youth unemployment contribution by skill level and duration of youth unemployment in Mpumalanga, 2008-2015



Source: Statistics South Africa – QLFS 2015

Over the 7-year period, youth that last worked in skilled⁵ and semi-skilled⁶ occupations increased (deteriorated) by 15.2 per cent and 3.2 per cent, respectively. According to the NDP investment and economic interventions should increase demand for skilled workers in order to reach and sustain the economic growth targets of the NDP. However, this is evidently not in operation among the youth of working age that appears to be increasingly longer-term unemployed and increasingly laid off from skilled and semi-skilled occupations.

6. RESPONSE TO YOUTH UNEMPLOYMENT

Reducing South Africa's high levels of unemployment and specifically youth unemployment requires the economy to be on a labour absorbing growth path. Reindustrialisation and economic diversification are necessary to boost job creation and these factors are at the heart of the NDP and the New Growth Path (the jobs drivers). Among the two policy documents, the NDP provided the clearest proposals aimed at developing the youth and supporting youth employment. These proposals included:

- Provide nutrition intervention for pregnant women and young children, ensure universal access to two years of early childhood development (ECD) and improve the school system, including increasing the number of students achieving above 50 per cent in Literacy and Mathematics, increasing learner retention rates to 90 per cent and bolstering teacher training.
- Strengthen and expand the number of technical vocational education and training (TVET) colleges to increase the participation ratio to 25 per cent, increase the graduation rate of TVET colleges to 75 per cent, provide full funding assistance to students from poor families and develop community safety centres to prevent crime.
- Strengthen youth service programmes and introduce new community-based programmes to offer young people life-skills training, entrepreneurship training and opportunities to participate in community development programmes.
- Create an enabling environment for small businesses and entrepreneurs to thrive by instilling the spirit of entrepreneurship in schools, lowering the cost of doing business in the economy and reducing barriers to entry in various value chains.
- Create a tax incentive for employers to reduce the initial cost of hiring young labour-market entrants, provide a subsidy to the placement sector to identify, prepare and place matric graduates into work; expand learnerships and make training vouchers directly available to job-seekers; introduce a formalised graduate recruitment scheme

⁵ Skilled occupations = Manager, Professional and Technician

⁶ Semi-skilled occupations = Clerk, Sales & services, Skilled agriculture, Craft & related trade as well as Plant & machine operator

for the public service to attract highly skilled people; and expand the role of state-owned enterprises in training artisans and technical professionals.

From these proposals flowed a number of interventions by the public sector.

Youth service programmes and community based programmes

The Community Works Programme (CWP) was already rolled out in 2008 and was designed as an employment safety net whereby a person's existing livelihood is supplemented by offering a basic level of income through work. This programme has been used in the poorest communities and complements the social grant system. This programme was later extended to the Extended Public Works Program (EPWP). In response to the NDP, the NYP proposes that there should be a youth target that should gradually increase to above 50 per cent.

The National Rural Youth Service Corps, targeting rural youth, was implemented in September 2010. The intervention comprised a comprehensive two-year skills and incubation programme after which participants would be involved in community development projects and be paid by government for their services. Training was conducted in numeracy, literacy, construction and entrepreneurship skills relevant to community development. The programme underestimated the amount of training required for youth to actually take on community projects and the project was only seen as marginally successful. The NYP, proposes that future iterations of this programme should work toward scaling up the training that facilitated employment.

Furthermore, the NYP proposes that the public service internship programme must be scaled up even beyond the current commitments to create 60 000 internship opportunities or reach 5 percent of total employment. Government departments, provinces and municipalities should be required to link the internship programme to their human resource development strategies to create a talent pool from which to recruit when vacancies are available.

Youth enterprises

Notable incentives to young entrepreneurs include:

- The Departments of Trade and Industry (DTI) and Small Business Development's Youth Enterprise Development Strategy, 2013-2023 intends to provide support schemes (i.e. youth business incubation, youth entrepreneurship collateral fund) for young entrepreneurs with an objective of creating and managing sustainable and efficient businesses capable of providing decent permanent jobs and employment growth.

- The Industrial Development Corporation (IDC) and the Small Enterprise Finance Agency have committed a combined R2.7 billion to finance youth-owned enterprises.
- NYDA has also supported a range of youth-owned enterprises and cooperatives with finance, training and market linkages.

Tax incentive

National Treasury's proposed youth employment subsidy, which was also proposed by the NDP, resulted in an employment tax incentive (ETI) that came into effect on 1 January 2014 and is scheduled to end on 31 December 2016. The ETI encourages employers to hire new, young and less experienced people aged between 18 and 29 years. The 2015 Budget Review reports that R2 billion was claimed in 2014 by some 29 000 employers who have claimed for at least 270 000 young people. National Treasury indicated that the incentive effectiveness will be reviewed after 2016 to determine whether or not it will be continued after that.

7. RECOMMENDATIONS

The unemployment challenge confronting South Africa and Mpumalanga is significant, with more than a quarter of the labour force unemployed. Within this bleak situation the problem of youth unemployment is even more acute with close to 39 per cent of 15 to 34 year olds in Mpumalanga being unemployed. The prospects of finding a job are lower than for the adult unemployed, because without experience, young people have little chance of becoming employed. This is an economic problem and a waste of potentially productive resources.

Essentially what is necessary is achieving and sustaining faster and inclusive economic growth and a coordinated youth development approach consisting of:

- better education and skills outcomes for the youth (Department of Education),
- improved public employment schemes targeting youth (Departments involved in EPWP, CWP and CDW),
- industrial policy interventions to improve youth absorption in the economy (Department of Economic Development and Tourism),
- work exposure measures to provide young people with opportunities to gain on-the job experience (all Departments),
- interventions to support entrepreneurship among youth (Department of Economic Development and Tourism), and
- much stronger labour demand for youth through demand-side policies such as National Treasury's ETI.

For the effective implementation of any youth policy, all spheres of government need to work alongside the youth to involve them in planning and decision making. To this end, youth desks must be established and fully capacitated at all provincial departments and not just at the Office of the Premier.

Provincial departments should further be required to create internship opportunities that reach 5 per cent of total employment in that department. This should include creating student-teacher and student-nurse opportunities at public schools and hospitals. Furthermore departments should be required to link the internship programme to their human resource development strategies in order to create a talent pool from which to recruit when vacancies are available.