



International
Labour
Organization

The South African Youth Council

Report of the Youth Employment Summit

Decent Youth Employment

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5/11/2012





YOUTH EMPLOYMENT SUMMIT: SOUTH AFRICA

07 – 08 MAY 2012

BIRCHWOOD HOTEL & CONFERENCE CENTRE

“DECENT WORK FOR YOUTH”

INTRODUCTION

This is a report of the Youth Employment Summit that was held on the 7th and 8th of May 2012 at the Birchwood Hotel and Conference Centre. The summit was co-hosted by the International Labour Organisation, the South African Youth Council, the Department of Labour, the Jobs for Youth Coalition and the National Youth Development Agency. The Youth Employment Summit was held under the theme of “*Decent Work for Youth*”.

The Summit served as a platform for young people, policy-makers and the social partners to exchange views on the national youth employment situation and to share good practice. The Summit was also intended to help raise awareness on the urgency of promoting decent work for youth. The theme/slogan of the Summit was “*Decent work for youth*” to underline the urgency of young people’s quest for decent work.

The Summit has a direct strategic-fit with the ongoing work of the Jobs for Youth Campaign. It was also intended that the outcomes of the Jobs for Youth Summits held in 2010 and 2011 were be integrated into the content of the Summit. The partners played different roles and brought various comparative advantages respectively:

Stakeholder/Partner	Expected role/contribution
SAYC	Lead Youth Partner and Coordinator
Jobs for Youth Coalition	Strategic partner and content guidance and alignment
ILO	Project owner, sponsor, content and process guidance
DOL	Lead government department, strategic partner, sponsor, content guidance and alignment
NYDA	Strategic partner, sponsor, content support



Purpose

The overall purpose of the Summit was to provide a platform for young people, policy-makers and the social partners to exchange views on the national youth employment situation and to share good practice. The Summit was also to help raise awareness on the urgency of promoting decent work for youth. The theme/slogan of the Summit was ***Decent work for youth*** to underline the urgency of young people's quest for decent work.

Furthermore, the Summit sought to achieve the following specific objectives:

- Establish a platform for interaction among young people, policy-makers and the social partners on the youth employment challenge in the country;
- Identify and share good practice on youth employment policies and programmes implemented at the country level;
- Strengthen youth employment action and partnerships at the country level
- To develop a coherent and broadly consulted perspectives towards the International Youth Employment Forum and the ILC

Participants

The participants of the Summit were drawn from, but not limited to, member organizations of the South African Youth Council with specific focus on those who are relevant to the subject of the Summit. These participants were from all provinces of South Africa with due consideration for urban/rural divide.

The invites were sent to organisation requesting them to provide delegates that will constitute the 120 number of delegates intended for the summit. The targets were as follows:

- Labour (15)
 - COSATU = 5
 - NACTU = 5
 - FEDUSA = 5
- Business (10)
 - BUSA = 5
 - BBC = 5
- Government (12)
 - DOL, DHET, Rural Development & Land Affairs, DPE, DPW, DTI, EDD, DSD, Treasury, DMR, NPC
- Parliament (3)
- Staff, Scribes, and Exhibitors (15)
- Guests, Resource persons (10)
- Youth organisations/leaders (55)



Summit Output

As a result of the event, it was expected that the following outputs will be produced:

- A short-list of three to five potential good practices on youth employment in the country;
- A short note summarizing the main discussions and ideas generated at the Summit;
- A final list of participants, including contact details;
- Videos and photos with testimonials;
- Evaluation of the Summit by the participants.

ACTUAL SUMMIT REPORT

PROGRAMME

DAY ONE: MONDAY, 07 MAY 2012

PROGRAMME DIRECTOR - ESTER TLOANE- DEPARTMENT OF LABOUR

TIME	ITEM	PERSON
	Arrival and Registration	All
10h00	Opening & Welcome	Programme Director - Department of Labour
10h05	Purpose and Background to the Summit	ILO



10h15	Input from Business	BUSA
10h30	Input from Labour	Labour
10h45	Presentation on Global Youth Employment Trends	ILO
11h15	Youth Perspective	SAYC
11h30	Keynote Address	Minister of Labour
11h45	Plenary Discussions	All
12h30	Lunch	All
13h15	Outline of Thematic Sessions	Programme Director
13h30	Thematic Group Discussions	All
15h15	Afternoon Team Break	All
15h45 - 17h00	Thematic Sessions Continue	All



19h00	Dinner	All

DAY TWO: TUES, 08 MAY 2012

PROGRAMME DIRECTOR-MANGALISO KHONZA- SAYC

TIME	ITEM	PERSON
07h00-08h45	Breakfast	All
09h00-09h15	Recap from previous day	Programme Director
09h15-11h15	Reports from Thematic Sessions	Reporters
11h15-11h30	Tea Break	All
11h30-12h30	Plenary Discussions	All
12h30-12h45	Closing Remarks & Announcements	NYDA
13h00	Lunch and Departure	All
14h00	Departure!	All



DAY ONE: MONDAY, 07 MAY 2012

ARRIVAL AND REGISTRATION

Delegates arrived from early in the morning on Monday the 7th of May 2012, from all over the country and registration began at 08H30. All delegates were registered between 08H30 and 10H00 on Monday morning, allowance was provided for the delegates who arrived after 10H00 to continue registering throughout the day.

A comprehensive attendance register is available and will be annexed to this report.

PROGRAMME DIRECTOR, ESTER TLOANE DEPARTMENT OF LABOUR

OPENING & WELCOME

The Summit was opened and delegates were welcomed by the Programme Director Ms. Ester Tloane of the Department of labour. She went on to indicate that all delegates were in position of the Programme as part of their conference package. After opening the Summit and welcoming delegates Ms. Tloane went on to introduce the Director of the International Labour Organisation Mr. Vic van Vuuren to outline the purpose and background of the Summit.

PURPOSE AND BACKGROUND TO THE SUMMIT AS PRESENTED BY MR. VIC VAN VUUREN

In his address Mr Van Vuuren addressed the issues that related to Youth Employment with a particular focus on decent jobs and introduced the ILO. The address covered the following :

- Youth worldwide are in a vulnerable situation and accurate information is important in dealing with youth unemployment
- Process is important as content, hence this summit should also look at how resolutions are taken forward.
- Young people be encourage to mend lottery kiosks throughout the country with the intention of encouraging to learn and running their own businesses whilst the make profit and such kiosks should be run by the youth.
- Create a database for unemployed youth with the social compact between government and private sector to place the youth into two years internships. Both taking half of the youth.
- We need to look at world best practices scenarios, countries like Brazil and India have done good in employing the youth. ILO can facilitate such a process.



- Government vacancies should be tracked and government taken to task in absorbing the unemployed youth.
- Job targeting should be an option to look unto in terms of looking at how many jobs we have created, ILO can work with youth in looking at what jobs can be created.

INPUT FROM LABOUR **NACTU**

- Government should create a platform wherein a targeted approach with timeframes in dealing with youth unemployment.
- We should not only speak about jobs but jobs with benefits to avoid exploitation.

PRESENTATION ON GLOBAL YOUTH EMPLOYMENT TRENDS

The presentation on Global Youth Employment Trends was made by Mr. Michael Mwasikakata of the International Labour Organisation. The presentation was made using the assistance of a video on Global Youth Employment trends. The presentation covered the following:

Unprecedented youth unemployment crises

In 2012

- 75 Million young people are unemployed worldwide
- Globally young people are on average nearly three times more likely than adults to be unemployed
- Four out of every ten unemployed is a young woman or man

But unemployment is only the tip of the iceberg

- Inequalities, insecurities and vulnerability are rising
- Quality of jobs available for youth is declining
- Underemployment and poverty for youth is on the rise
- Young workers are disproportionately represented in low paid work
- Young workers are disproportionately concentrated in informal economy
- Temporary employment and lack of permanent employment for youth is rising



- More insecure and slower transition from school to work
- Discouragement and detachment from labour market

Youth are not equally affected; some are more disadvantaged than others in the labour market, depending on:

- Age, gender, national and ethnic origin, socio-economic background, literacy, education and skills, migration, HIV/Aids, disabilities and other individual characteristics
- 600 Million Jobs needed: A formidable challenge given current economic slowdown and if no change in the policy environment
- Aspirations for jobs, freedom and social justice are triggering youth led protests across the world

Youth Unemployment a top national priority but not sufficiently translated into action; ILO reviews shows:

- Few comprehensive policy frameworks with clear and coherent set of policy priorities
- Funding allocated is limited and resources underestimated
- Most interventions focus on the supply side , while sluggish demand is a major constraint

Macro-economic policies to sustain inclusive job rich growth; macroeconomic policies can influence youth employment.

- Encourage economic diversification and productive transformation
- Alleviate constraint on private sector growth, especially enhancing access to finance for SMMEs
- Reducing negative impact of economic volatility by engaging in timely and targeted counter-cyclical policies

In the context of the global financial crises, government expenditure on employment policies targeting youth need to be sustained.

- In many countries fiscal consolidation dominates policy agenda
- Reduction in government expenditure is likely to aggravate the youth employment crises.

Considerable progress made in education, but universal access and better quality education still needed.



- 130 million young people still lack basic education ensuring universal access to quality education and training remains a primary challenge in many countries
- Second chance initiatives have been effective in reaching-out to youth “left behind”.

Better links between education, training and the world of work:

- Make Technical, vocational education and training (TVET) relevant to labour market needs
- Increase quality, financing and management
- Ensure coordination across various institutions and actors
- Improve monitoring and evaluation

Apprenticeships and other work experience programmes are effective in preparing young people for labour market.

- 30 Percent higher chance of positive labour market outcomes for programmes combining in-classroom and workplace training
- Replicable everywhere?
- Some innovative experiences for bridging the gap between formal and informal apprenticeships.

Active Labour Market Policies: what works for the youth? Active Labour Market Policies work better when:

- A package of services is provided integrating and sequencing various components
- They are targeted and tailored to the needs of disadvantaged youth and labour market opportunities
- Well designed wage subsidies or government contributions to social security can help if targeted at disadvantages youth
- Employment services can play a key role in easing the school-to-work transition, but may lack technical capacity and financial resources.

Promoting youth entrepreneurship as a career option: Youth entrepreneurship are more effective when:

- Developed in an enabling environment, including for SMEs and encouraging transition to formality addresses to overcome specific market barriers
- Supported by a broad range of services



- Implemented in partnership with the private sector.

Cooperatives and social economy provide opportunities for youth.

- Cooperatives have proven more resilient and sustainable
- Relevant to rural and urban areas and for all skill levels
- Advantage of “pooling” experiences, skills and resources of young people.

Public Investment and Employment Programme (PEP) efficiently target youth.

- Generating jobs, income, skills and improving employability
- Anti-crisis impact and countercyclical to reach out to disadvantage youth and communities,
- Relevant particularly when administrative, managerial and financial capacities for other targeted interventions are limited

Policies facilitating access to jobs should respect youth right at work:

- Low levels of protection increase vulnerability and insecurity on long term basis
- International labour standards provide the normative framework for addressing youth employment crisis

Social Protection for young workers is limited

- First time work seekers and young employed with some work experience usually not eligible for unemployment benefits
- Policies increasingly make the receipt of social assistance, conditional upon active job search or participation in active labour market programmes.

Much more to be done on social dialogue:

- The social partners have a key role in formulation and implementation of policies for decent work for youth
- Limited participation of young members and consultation with youth organisations and networks
- Need for more initiatives of collective bargaining on youth employment issues

High level policy coordination, coherence and evaluation are a key for youth employment:

There is no single model of institutional arrangement... what matter most is that:



- Responsibly Ministry/Agency has technical capacity and ability to muster political for policy coherence and coordination
- Monitoring and evaluation systems are in place and effective in allocating resources to “what works”
- Employers and workers organisations are involved in policy design and implementation

YOUTH PERSPECTIVE

Thulani Tshefuta’s Input

- The role of SAYC as an Umbrella body is coordinating and facilitating linkages to opportunities by youth and their organisations
- The principle is that there should be nothing about us without us
- The youth need to frame the discourse about youth development and in that discourse the view that wins must not be on the bases of the loudest voices or most insults made, the youth should be engaged on the strength of its arguments

On the Theme of Decent Work for Youth, policies and programmes:

- When this theme is explored it must be done with an purposeful intent and resolve to make practical proposals in dealing with the persistent challenge of youth unemployment.
- National Skills Development Strategy (NSDS) III. Human Resource Development Strategy-South Africa (HRDS-SA), the New Growth Path (NGP), Industrial Policy Action Plan (IPAP) II, the National development Plan (NDP), Black Economic Empowerment (BEE) and Broad Based Black Economic Empowerment (BBBEE) Policies, the Jobs Fund, and the development Finance Institutions (DFIs) should be subject to serious review and engagement.
- Despite a package of policy instruments, strategies, empowerment charters, short term employment interventions and a bout of economic growth; unemployment has proven itself to be persistent and stubborn.
- The youth constitute 70% of the unemployed in South Africa, according to the official statistics
- Youth are three times more likely to be out of jobs than adults

On Education, Training and Skills

- It is argued that lack of skills and experience contribute to youth unemployment

- So what should be done to address youth unemployment?
 - o Ensure that there is appropriate return on investment made in education, training and skills development and demonstrable value for money.
 - o Career and vocational guidance should channel youth to the areas of the labour market where there's a demand for labour and labour absorption capacity
 - o Life skills needs to be taken seriously and should take into account socio-economic conditions of the youth being trained
 - o Further Education and Training (FET) and Higher Education Institutions should be compelled to provide compulsory school-to-work programmes
 - o As a country we need to take the Recognition of Prior Learning seriously, because in truth there are very few people who completely possess or skill, but because of the lack-lustre implementation of RPL of complete lack of implementation South Africa is not recognising skills possessed by a multitude in the population.

- Success in both FET and HET institutions should not be measured based on enrolment numbers, but should include:
 - o Through put rates
 - o Employability of graduates
 - o Productivity of graduates
- The South African Education System should create multiple exit points so as to ensure that students who are unable to complete their diploma or degree programme are still provided with certification commensurate with skill acquired.
- There needs to be a strengthening of Sector Education and Training Authority (SETA) and sector companies linkages to facilitate linkage between skills training and work opportunities
- Urgent need to improve articulation within and between levels of further and higher education sector

Employment opportunities facilitation

- If we are to address the shortage of artisan we should loosen up some bottlenecks within the system like have two trainees per artisan.
- De-stigmatize FET colleges and make them centers of choice,
- Youth who have attended FET's should be placed in full time employment
- De-tenderise the state.



KEYNOTE ADDRESS

PLENARY DISCUSSIONS

Lunch

THEMATIC SESSIONS

YOUTH EMPLOYMENT POLICIES AND PROGRAMMES

- ▶ Noting That:
- ▶ There are not enough effective policies in this area of youth employment and that those policies that are there are implementation deficiencies
- ▶ That there is not enough resource capacity in the NYDA to be instrumental in assisting government to address youth unemployment
- ▶ The Commission therefore recommends that job creation targets be set per policy or per legislation and that this forms part of performance agreements for D.Gs and Ministers and Agencies such as NYDA. AND further recommend that targets be set for youth employment and ownership on B.E.E.
- ▶ The education system is producing job seekers instead of graduates with both the trade/knowledge skill and with no entrepreneurial skill to enable them to be job creators.
- ▶ And believing that the over supply of graduates in itself can create its own demand.
- ▶ We therefore recommend that the operational orientation of the SEFTAs be transformed to focus more on skilling the nation as opposed to the current obsession with creating a training industry business cartel.
- ▶ And further recommend that the curriculum content of FETAs be overhauled through the SETA partnerships aimed at aligning FET curriculum with industry needs.
- ▶ Government developmental approach at community level is orientated towards urbanisation as opposed industrialisation of communities.
- ▶ And believing that a sound industrialisation strategy such as tapping into the untouched blue economy through programs such as ocean mining and farming, aqua culture and Mari –culture and general industrialisation of communities is a solution to creating jobs through establishing new production, manufacturing and processing enterprises in these areas.
- ▶ We therefore recommend a change on service delivery policy thinking and approach to take an industrialisation direction of communities.

Noting on that:

- ▶ Business inability or failure to eradicate unemployment whereas it demands work from the government with a utopian promise that it will create jobs
- ▶ And that business has deliberately failed to prioritise job creation at the expense of profit maximising

- ▶ We therefore recommend that Government stops outsourcing labour but instead use labour intensive methods through directly employed labour and further recommend that government maximise its participation in business through SOEs. This will increase job creation without greedy profit motives. This competition would be healthy for the ordinary consumer. (Unlike Sasol)
- ▶ The middle class, most of which was created by the BEE project (SA's own version of indigenisation), has abandoned its role and responsibility in society, that of supporting entrepreneurial initiatives by the unemployed (e.g. carwash, lottery etc)
- ▶ Believing that solutions to unemployment do not solely rest with government or business and that each one of us has responsibility to be a solution.
- ▶ We therefore recommend that the country embarks on a nationwide mobilisation of the patriotic mindset as a programme of inculcating patriotism in our society. Working on the "attitude of mind" as Julius Nyerere puts it.
- ▶ Such a programme will also help transform emerging SMME (esp black) mindset of seeing their role as parasites in the market seeking get rich quick schemes through profits as opposed to being job creators.

Overall Recommendations

- ▶ Business need to play a patriotic role by funding extra job creation through its profits and social corporate responsibility.
- ▶ On the problem of job export:
- ▶ We recommend that the modus operandi of the youth wage subsidy be transformed such that it is used to fund industrialisation programmes that can create jobs through funding importing of trainers and raw material processing equipment. This will position SA as a processing destination, not INDIA.
- ▶ DTI programmes need to be conceived with a start up job creator in mind, this will made them responsive to entry barrier challenges.
- ▶ Existing small business people should be encouraged to form cooperatives since they already understand the rules of the game. This will help reduce the high cooperative failure rate
- ▶ Every policy or legislation and trade agreements that SA enters into, need to be evaluated against a cost-benefit model and implemented through a clear M&E framework. This will enable us to measure its impact through its indicator achievements
- ▶ Govt needs to improve the effectiveness of the learnership programme through ensuring that learnships are really capacitated and not made to wash cars of supervisors or made to do some photocopying
- ▶ Govt needs to legislate minimum experience requirements for every job level even in the private sector, in line with the spirit of job creation because business would not lower its ridiculous not-for-sale experience demands voluntarily.
- ▶ In order to impact on job creation, govt needs to put a moratorium on job migration or job floor crossing. This will ensure that only unemployed people get employment & thereby force business to invest in training and skilling.

- ▶ On interim intervention programmes like EPWP, govt needs to pay like it was paying when the job was outsourced.
- ▶ In conclusion
- ▶ The success of employment programmes will help ease the social security burden.

EDUCATION & TRAINING

Education and Training Commission

Noted

- There's no synergy in our education system there's a disjuncture between layers of education these and other issues should be addressed if we are to address the skills conundrum.
- The internships in which the government is engaging upon are just a compliance issue which led to interns doing menial tasks like photocopy
- There's no emphasis on coaching and mentoring.
- Co-operatives cannot be delivery sites if they are not complemented with education.
- What should we do about the out of school youth, an intervention should be sought to assist these young people.
- Labour migration to other countries, what are we doing as a country to build new skills and reproduce preparing for the future.
- The content of the curriculum is biased towards a certain class in society.

Proposals

- We should get the basics right by making sure that we invest in early childhood development programmes and make a shift in the manner in which things are being done, it should be outcome based.
- Dedicated career awareness counselors to guide learners on comprehensive career choices further learners should be exposed to these careers and what is being done in these sites of learning.
- Education in FET's should be free as a starting point also as an incentive
- Revamping the curriculum at FET's and develops lecturers.
- NCV's are not equivalent to matric yet are promoted as such whilst they not helping in opening up employment opportunities, we suggest that the curriculum should be re-conceptualised completely and a research study be conducted on



possible appropriate programmes that should be offered in line with the skills needs of the country, such programmes should be attractive and viable.

- A similar study like the one of Soudien should be conducted in FET's to deal with anomalies within that sector.
- Community learning centres should be geared towards meeting the needs of young people particularly those who left schooling early and/or failed matric. They should be places where they will provide a second chance to the youth.
- Internships should be regulated to achieve their intended objectives to make sure that interns are not abused.
- Work-experience programmes and don't away with them, as they have relatively. We should learn lessons from apprenticeships, internships and other
- Institutional autonomy should be reviewed
- We agree that there should be a central application system wherein should be accessible to all languages and brail, we are also of the opinion that there should be a single closing date for application's with provision for late applications.
- Post-school centers of learning should all have first year experience initiatives to support student's transition from school to these institutions e.g. writing centers, computer literacy and studying skills, such services should also speak to the needs of students living with disability.
- Registration fees stand in the way of many students accessing education. We therefore propose that they be incorporated into tuition fees so that money cannot be a determinant as to whether one access education or not.
- Historical Black Institution's should be capacitated in order for them to be competitive.
- Students in universities should plough back to their communities in promoting education and learning.
- RPL should form an integral part in our education and training fraternity
- Emphasis should be on quality education rather than quantity, a learner should be considered to have passed matric when he/she meets post-school minimum admission requirements.
- Success in higher education should not only be measured by looking at the throughput but also employability and productivity.
- We should build a culture of hard work, reading and thorough studying.



- Oversupply of skills helps in minimizing the cost of employment and creates more opportunities for others.
- We should also invest more on adult base education in making sure that we avoid some anomalies which might divert resources which should have been used in creating employment.
- A social compact between government and private sector to place the youth into two years internships.
- On the Youth Wage we affirmed that it will create a collision between the young and the old, further agreed that it doesn't make a provision for a decent wage.
- The skills we produce should be linked to the countries vision i.e. the National Development Plan 2030.
- Social work, nursing and teacher colleges are re-opened.
- There are no strict procedures and processes in making sure that compliance occurs.
- We should embark in a process of tracking and closing down bogus institutions which offer unaccredited course.

YOUTH ENTREPRENEURSHIP & SELF EMPLOYMENT

COMMISSION 3 YOUTH ENTREPRENEURSHIP AND SELF EMPLOYMENT

Question 1

What can be done to assist and support youth people who are willing to start their business?

Answer 1

- Need to introduce curriculum @ schools level i.e. life orientation
- There is a need for integrated development plan from the development and government agencies in dealing with youth entrepreneurship
- Review of funding criteria for accessing finance from development financial institution
- There is a need to development of incubation in township so as to support youth entrepreneurship

- Development of social entrepreneurship programme by relevant institution i.e Department of Social Development and department of economic development
- Inculcate the culture of learning
- Development of career guidance in giving entrepreneurship programme as option
- Development of business linkages and strategic partnership with corporatives dealing with youth entrepreneurship

Question 2: What type of services would be helpful

Answer:

- Incubation
- Mentoring and coaching
- Partnership between stakeholders and youth entrepreneurship i.e enterprise development and corporatives
- Business linkages by government and private sector from the supply and demand site management
- Education and training
- Franchising of south African skills intended to be supplied to government and private sector
- Restructuring of small loan and grant funding programmes

Question 3: Assessment of the current environment

Answer

- Lack of communication and awareness programme
- Lack Exposure to currently information platform
- Duplication of funding by development finance dealing with entrepreneurship programme
- Lack of strategic Coordination by government
- Lack of access to resources for proof of concept
- Lack of BEE empowerment to entrepreneurship

- **The good site**



- IPAP 2
- NSDS 111
- Introduction of incubation center at regional and national level
- National planning
- Monitoring and evaluation

What can be done differently

- Develop enabling regulation and assist youth entrepreneurship and self employment
- Government integration in coordination of policies
- The role of NYDA and national protocols with government in capacitating technical assistance of the strategic importance
- Using multilateral and bilateral to meeting the needs of south Africans
- Deployment of more south Africans to go and learn about entrepreneurship in other countries
- Role of the SAYC in lobbying to business linkages for development of entrepreneurship development
 - Introduction of Tender capping of 30% towards organizations, cooperatives and youth entrepreneurs

JOB QUALITY, RIGHTS & SOCIAL PROTECTION

Job Quality

- **Decent Job** is having human dignity, it is being in an environment where your health and safety are taken care of. The employment conditions are adequate and there is at least a basic working salary. A decent job is one where your skills are enhanced through skills development and training.
- The **types of contracts** that are given to young people are fixed, short term and learnership / internships. The advantage of such contract is that that they give young people an opportunity to work and some work experience however on the other hand they are not entirely full opportunities, they have time frames. They have no exit strategy so have no structure and at times because the young people are labeled in a certain way “learnership” they will act according that what they are labeled as.
- **Prevalence of informal employment** is high where youth have no options. E.g working in a Spaza (Disadvantages not regulated wages and no benefits)

- The suggestion to the above is to **reduce informality** and precariousness. Regulate sectors (SME regulations) Reduce abuse linked with informalities.
- To **improve quality of jobs** there needs to be collaboration between partners in government. Know what diff depts are doing. (Eg. Guys from prison trained but cannot get a job.)

Rights @ Work

- Young people face **discriminations** of having not adequate experience – blind eye turned to potential, they could face being exploited and no exposure to training and development because of being interns.
- **Groups being discriminated** are young women, ex offenders & migrant workers being exploited due to cheap labor. People with disabilities that are not physical – work force doesn't know how to manage non physical disabilities.
- Rights in our **labor legislation** are : Right organize and belong to a union
Rights not to be unfairly dismissed
Rights to be treated equally irr of gender, race & age.
- These rights are enforced, however we should look at models like SARS for enforcement. Sometimes lack of enforcement is because people are uneducated and unaware.
- Young people from informal employment are excluded from law as well as contract workers in public sectors.
- New entrants to the work force are not enjoying same labor rights. (Training, bonuses etc)
- Mechanisms in place to enforce rights: CCMA, Labour Courts, Bargaining Council, Unions, Employment Conditions, NEDLAC, Public Protector and Gender Commision.
- When you are in a short term contract you cannot join a union, which impacts in practice of fundamental rights.

Social Protection

- Most people do benefit from Social Protection in Public and Private Sectors. We are know seeing NGO's also complying.
- Some interns don't have Social Protection, as well as Informal employment employees.
- Antipoverty measures that exist are such like Social Child Grants, Social Protection Floor, EPWP and Youth Cooperatives.
- For youth that are excluded these can be made more accessible as there are places where information doesn't reach people. (Extend Social Protection)
- To extend Social Protection, we need to come up with a system where people need to do something for the money for eg. Cleaning up your community before getting grant. (No free money should be given)
- The way wages can be fair, is that we need to learn from some countries who have done this. We need to stop or investigate on corruption.



- There should be Equal work for equal value – there are tools in place to assist with this and they need to be reviewed.

SOCIAL DIALOGUE & PARTNERSHIPS

Social Dialogue

Dialogue is a platform for people to come together for the **spirit of co-operation** to discuss issues and come with **common goals** in order to **cohere and understanding** what they represent and interests. Dialogues allows participation which brings about innovative ideas in a conducive environment for one to be open. It is a pillar of **social cohesion** and finds social ground in order to engage on common goals.

South Africa has added dimension of **community** and the democratic government understands and have platform to express views. Nedlac is a social architect issue that looks at social issues to assist government in constructive innovations

Partnerships

Partnerships are means for the **cohesion** towards a **common goal** which has mutual benefit for better results for everyone. Talking about **collaborative agreement** to meet each other's strength, looking at c common interest which are of **sybiotic nature** of relations looking at **return**. Respect is also key and fundamental for partners to feel valued ensuring one delivers.

Social Dialogue and Partnership are important as both includes the social aspect to broaden the ability to **engage constructively** and ability to discuss broadly for the achievement for the common goal allowing participants to engage, explore concepts and have a better understanding of what is to be achieved.

Social Dialogue

What is the role of young people in the decision-making process of governments, employers organisations and trade unions

- Young people could **influence policy**
- Assist **process of advocacy** using trade unions
- Initiate a process of **formalising policy reformation** by youth at Nedlac
- Recognition of youth and structures to policy formation and sustain it
- Influence constituencies at different forums to strengthen the voice of young people with ability to influence with organic muscle
- Strengthening social conscious aspects of youth by taking ownership to represent and address issues



- Platforms created to address issues of social aspects and have prevention measures
- Importance of dialogue filtering everywhere ensuring organic ability and structures to mobilize from grassroot upwards
- No participation from youth and emphasize the role of Organisations
- SAYC and NYDA to be strengthened to enable them to fulfill mandates i.e. where are the offices, what needs to be done, time frames – how to make these voices are heard and address issues that matter most looking at the diversity of government and hit the nerve which matters most
- The advocacy of youth development ministry must be **politically** championed in platforms where it matters most
- Need expertise and capacity to engage on critical issues and departments to work in clusters

Through what initiatives could young people be more represented in the employers' organisations and trade unions:

- Awareness of SAYC and NYDA to solicit real problems of youth
- Strengthening capacity of youth to do dialogues within and amongst themselves in various councils and the environment to be encouraged – accessibility of young people to engage
- Exploit all avenue to address issues – SAYC recommended on commissions that youth need to make own space at these platform to influence
- SAYC to open doors for youth and deploy young people in structures for representation
- Use networks to market SAYC and NYDA ensuring it has the ability to reach out and influence young people to be organized
- Youth participation and teaching youth at an early age – move away from formality and not be stereotyped
- Challenge has been in many elected platforms i.e. ranks; social consciousness of young people needs to alleviate issues.
- Look at what you can do in your country without looking at material position and make a difference



- Change mindset of thinking – raise ability to say **I have a national duty** to own and contribute to society (***national volunteer service***)
- Trade Unions have youth desks – do other unions have that to impact on change
- Play issues of young people and be where they are and be accessible both in media and ground
- Lack of spark in issues (less interested) – innovative ability and use instruments, social network, media

What are your thoughts on how best increase the participation of young people in social dialogue, including on youth employment:

- National Platforms of services, newspapers for articles, media for government to listen and
- Formalization of Forums

How do you think young people's employment concerns are reflected in tripartite negotiations and collective agreements:

- refer to responses above

Partnerships

What partnerships and alliances can be established at local and national levels to promote decent work for youth

- Local government, provincial and national government, trade union, employer organization, traditional communal land tenure.
- Inter partnerships amongst transversal groups to carry along similar burden, children, women, disabled people.
- Alliance has a life span and important. Social dialogue at local level i.e. social club, street committees, hubs – sports, arts, and use muscle of transversal groups. Children don't have a voice and those who represents their voice are emotional, motherly, etc.

What would be their characteristics?

- Mutual beneficial, common goals, convenient, underpinned and based on value system by mutual respect, honesty, transparency, integrity, and have roles and responsibilities that are clearly defined.

Which are the main partners to be involved



- Labour, business and government
- Centres of production of knowledge
- Social sector, economics, policy formulators,
- Indigenous Knowledge Practitioners
- Development Financial Institutions
- Academic Institutions and Researchers
- Politicians and Public Servants – elected leaders and stakeholders
- SITA's and employer companies
- Youth, workers, unemployed workers,

DAY TWO: TUES, 08 MAY 2012 Programme Director: SAYC

Breakfast

Recap from previous day

Reports from Thematic Sessions

Tea Break

Plenary Discussions

Closing Remarks & Announcements

Lunch and Departure