

unemployed youth, youth in conflict with the law, youth who are victims of violence, youth abusing alcohol and drugs) back into the mainstream of society.

- o) Department of Environmental Affairs and Tourism should facilitate involvement and participation of youth in environment preservation activities.
- p) Government should design communication strategy promoting youth engaged in activities that promote social cohesion.

14.5 National Youth Service

Government has put in place initiatives that are intended to bring the excluded youth into the social and economic mainstream. One such key initiative is the National Youth Service (NYS). The principle of the Youth Service was initially articulated in the Green and White Papers on National Youth Service (1998 and 1999). In 2003 the National Youth Service Development Policy Framework (2002) and the National Youth Service Implementation Plan identified youth service as one way of providing young people with opportunities for learning, training and gaining work experience, whilst contributing to the overall development of South Africa's poorest communities. In 2005/6 the South African government elevated National Youth Service into a second economy intervention of the country's Accelerated and Shared Growth Initiative (AsgiSA).

At present, the National Youth Service is implemented as a government voluntary programme. The implementation of the programme is structured as follows:

- Category 1 - structured National Youth Service that comprises of accredited learning and skills development, community development, and exit opportunities;
- Category 2 - voluntary service by professionals in support of young people; and
- Category 3 - ad-hoc volunteering by youth who offer their talent and time in response to the needs of their communities.

The National Youth Policy 2008-2013 embraces NYS including its core principles and it is recognised as the key national youth development programme with quick gains that have already been realised. It is envisaged that, there is evidence that young people partaking in this initiative emerge with the following:

- a strong sense of civic responsibility;
- patriotism and commitment to building caring and sustainable communities;
- a sense of volunteerism and selfless giving;
- the ability to recognise the value of hard work and personal responsibility; and
- the ability to defend democratic values through a lifelong commitment to human rights.

The NYS engages youth in meaningful activities that benefit their communities whilst developing their abilities and skills. All these initiatives help build a cohesive society whilst inculcating a strong sense of responsibility and further provide life-changing opportunities for the youth.

In the long term National Youth Policy 2008-2013 embraces this key principle of Youth Service and seeks to expand overtime by ensuring the compulsory service for all young people. By increasing and focusing on this programme, the country will benefit as a whole, since it is one means of building a cohesive nation, forging a sense of belongingness, fostering solidarity, bridging the divide between youth from different communities and cultures, fostering responsible citizenship and ensuring that young people are included in the overall national development effort.

Recommended Policy Interventions

14.5.1 Mainstream and institutionalise the National Youth Service.

- a) Government and civil society organizations should encourage young people's participation in the NYSP;
- b) All spheres of government should customise existing programmes to fit the NYSP criteria;

- c) All spheres should roll out the NYSP and prioritise it in resources allocation;
- d) The National Youth Service Unit should ensure that the programme imbue values of international solidarity by involving youth in international volunteer programmes;
- e) The National Youth Service Unit should ensure that the NYSP has learning and skills development components are accredited;
- f) The private sector should play a critical role in supporting the National Youth Service to reach a diversity of participants through creating a diversity of opportunities to serve;
- g) The National Youth Service Unit should intensify the NYSP and make it accessible and attractive to young people across all sections of society. There must be rural bias linked to a reward system;
- h) Government should institutionalise, prioritise and mainstream the NYSP in all Departments and allocate resources for its implementation;

14.5.2 Extend the ambit of youth and community service so that all young people have the opportunity to serve.

- b) In the long term, Government should expand NYS overtime by ensuring the compulsory service for all young people;
- c) The Department of Education should implement community service more widely at school level so as to inculcate the lived experience of reciprocity and civic service from a young age;
- d) DOE should make NYSP compulsory in identified levels of education (e.g. Grade 7, 9 and 11);
- e) Government should extend community service programmes for higher education students beyond the health profession to widen the application of professional services to under-served communities and shape young professionals to play their role in a developing country;
- f) NYS should be linked to student financial support schemes as a means of rewarding participants;
- g) The Department of Labour, in conjunction with the SETAs, should implement a year learnership that includes 200 hours of community service allowing a young person to play their role in a developing country whilst receiving a skill.

14.5.3 Partnerships with government, state owned entities and private sector are realised to ensure their significant contribution to NYS exit opportunities for youth graduates.

- a) Government and state owned enterprises must support the National Youth Service by providing exit opportunities for NYS participants through subsidising post-service economic participation (e.g. by means of wage subsidies), providing bursaries for further learning, and prioritising youth service graduates for entrepreneurship programmes and support;
- b) NYSU should facilitate accreditation of NYS curriculum by the appropriate SETAs;
- c) Private sector should create exit opportunities for programme participants since this programme provides an opportunity for realization of their social responsibility;
- d) Government should promote youth owned enterprises, utilising tools such as Preferential Procurement Act, Employment Equity Act, the Skill Development Act and Broad Based Economic Empowerment and ensure that these tools are updated so as to make particular mention of youth and youth owned enterprises.

14.5.4 Sufficient funding is in place to ensure that the National Youth Service programme exceeds its impact and target allocation.

- a) National Treasury must ensure that sufficient funding is allocated to NYSU on an annual basis through its budget process to ensure that NYSU operates at full resource capacity so that NYS targets are reached without the need for reliance on other institutions for NYS programme funding.
- b) Government should facilitate the process of standardising stipends for programme participants to allow for uniformity. It is thus necessary that a wage subsidy be introduced by government to reduce the costs of employment creation for low-skilled workers.

- c) Government should facilitate the roll-out of the wage subsidy, particularly for NYSP participants, graduates, matriculants, secondary school drop outs and FET learners.

14.5.5 Monitor and evaluate the National Youth Service programme in order to determine its impact.

- a) Government should strengthen capacity for monitoring and evaluation of the NYSP;
- b) Government should ensure that the implementation of the National Youth Service programme is monitored in terms of quality and quantity.
- c) The NYSU should facilitate a longitudinal study tracking programme participants and assessing the contribution of NYS to social cohesion, nation building, and as a tool that integrates young people into the social and economic mainstream;
- d) Government should assess the impact of the National Youth Service on the participants and the communities it is intended to benefit;
- e) Government and private sector should recognise young people who demonstrate commitment for the support of the poor and the vulnerable in general;

14.6. Youth Work

Youth Work is a field of practice that focuses on **holistic development** of a young person. For the young beneficiary of the programme, it means the realization of his/her developmental objectives and outcomes achieved through a combination of focused strategies. For the practitioner, it means walking alongside the young person with a view of jointly identifying where the young person is, where she/he would like to be, what obstacles, if any, impede progress and what competencies may be developed to attain the desired developmental objectives. For society, youth work tackles systemic challenges that may hinder the development of youth, combats disadvantages and enhances the contribution of young people to nation building. In essence, youth work identifies desired developmental outcomes for young people and determines practices that need to be in place to achieve these outcomes.

In the South African context, youth work is originally predominantly practiced by faith based organisations and community based organisations. There is however currently an increasing demand and consequently the practice of youth work in the public sector. There are currently institutions of higher learning which offer education and training of youth workers. However, the qualification is just academic since this field is not yet recognised as a profession. Moreover, there is no uniformity in the curriculum due to lack of uniform unit standards.

In practice, those practicing youth work do not have similar qualifications and competencies, there is shortage of skilled personnel, lack of financial resources, and disparities in practice as well as education and training. The consequence is that the youth serving organizations or agencies do not always have the resources to facilitate total development of young people as well as improving the skills and capabilities of youth workers. There is a need for research in the area of youth work.

In view of enormous challenges such as unemployment, HIV and Aids facing young people, there is a need for youth-focused interventions. The implementation of such interventions could effectively be realised through dedicated skilled personnel. Youth work provides an opportunity of providing such dedicated skilled personnel through recognising youth work as a profession. The benefits recognising youth work as a profession include having dedicated personnel who will:

- design holistic youth focused interventions;
- coordinate youth development activities to ensure maximum impact;
- mobilize young people to be involved in development processes;
- mobilize the needed resources for young people and ensure that they access them;
- foster young people's sense of responsibility towards self and the nation;
- enhance young people's role as active citizens;

- build on young people's strengths and confidence;
- develop young people's ability to manage life's challenges; and
- listen to and hear the voices of young people;

Against this background, this policy sees merit to recognition of youth work as a professional field of practice that seeks to promote youth development and strengthen the quality of interventions designed in that regard.

Recommended Policy Interventions

14.6.1 Government should provide adequately skilled and professional youth workers who are appropriately remunerated through recognising youth work as a profession.

- a) Department of Social Development to facilitate recognition of youth work as a professional field of practice by the relevant statutory body.
- b) Department of Social Development to facilitate the development of a regulatory framework on professional youth work by taking into cognisance the prevailing situation including recognition of prior learning.
- c) Institutions responsible for education and training of youth workers should be adapted to meet the needs of rapidly changing youth needs at national, regional and global context.
- d) Government in consultation with relevant civil society organizations should conduct research on youth work to ensure evidence based decision making.
- e) Government should facilitate establishment of youth focal points in departments that have not done so as a mainstreaming effort.

15. POLICY IMPLEMENTATION AND CO-ORDINATION MECHANISMS

The South African government's approach to integrated policy planning, policy-making and implementation creates an opportunity for the mainstreaming of youth development. The effective implementation of National Youth Policy 2008-2013 further depends on optimisation of the intergovernmental relations that inform policy implementation across the national, provincial and local spheres. Youth policy implementation would ensure that young people benefit from government's vertical, horizontal and transversal structures by ensuring that:

- National development priorities and principles inform youth planning in all three spheres of government including cooperative governance,
- All spheres and organs of state promote coordinated and integrated planning for youth development. This must be aligned to all spheres of government.

The Integrated youth development approach initially articulated in the National Youth Policy 2000 and the National Youth Development Framework 2002-2007, is re-emphasised in this policy. This refers, firstly, to the holistic development of young people, and, secondly, to the need for various aspects of public policy to function synergistically in order to equip young people with the knowledge, skills and values they require to make appropriate choices throughout their lives. The notion of integrated youth development also implies that youth development efforts needs to be integrated agenda and it is also about provision of seamless service to young people by placing them at the centre of national development initiatives as beneficiaries of development and active participants.

This approach values cooperation between various stakeholders. It further seeks to create a cohesive and balanced range of high quality services and programmes designed to ensure responsiveness in meeting the actual needs of youth.

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The following institutions are the key role-players in youth development:

15.1 Government Departments – This policy supports the establishment of Youth Units/ Desks/ Directorates/ Focal points in all spheres of government. The Government Programme of Action clearly articulates strategic location of these youth units in such a manner that DGs, Heads of Department and Municipal Managers will take direct responsibility. Although progress has been noted in this regard, it is essential that this process is rolled out to ensure wider coverage. These should operate in terms of the Intergovernmental Relations Framework Act (No. 13 of 2005) to advance and coordinate youth development.

15.2 National Youth Development Agency - To "ensure seamless integration, sustainability and responsiveness to the demands and aspirations of South Africa's youth" the government of South Africa is in the process of establishing a National Youth Development Agency (NYDA). Whilst substantive explanation has not been given on the character the Agency should structurally assume, there is broad understanding that it should be merger of the National Youth Commission (NYC) and Umsobomvu Youth Fund (UYF).

An Inter-Departmental Task team comprising representatives from the Presidency, the Department of Labour, the Department of Finance, the National Youth Commission and the Umsobomvu Youth Fund has been struck. The task team's primary responsibilities would be to undertake a feasibility study on establishment of the NYDA and assess how the mandates of the affected institutions will be carried out.

The task-team will consult all the necessary stakeholders and will make its recommendations to the Minister in the Presidency, the Minister of Labour, the Minister of Finance, and the Minister of Public Service and Administration

15.3 Non Government Organizations – Established and emerging Non Government Organizations (NGOs) include Community Based (CBOs) and Faith Based Organizations (FBOs). The NGOs are responsible for direct and indirect provision of youth services. It is acknowledged that youth services, originated and are predominantly rendered by the NGO sector. The policy recognises and acknowledges the contribution made by this sector and advocates for the strengthening of partnership by providing financial support to enhance the sustainability of the interventions of these organizations. The South African Youth Council (SAYC) established in 1997, must serve as an important resource, link and voice of the NGOs.

15.4 Private Organizations – The private sector must play an important role in supporting youth focussed initiatives. A Youth Development Forum (YDF), a structure responsible for coordination of this process has been established. The emphasis is on joint planning and service delivery between the private, public and civil society organizations within youth development space. The private sector agreed to prioritise economic inclusion of youth by unpacking the alignment between the need and demand, as well as making the BEE codes responsive to youth issues. The functions of this structure must be institutionalised to ensure continuity.

The above stated key role players should be fully responsive to the needs of young people and accountable in the implementation of agreed policy actions. Their roles should be defined and clarified to ensure that they complement each other and to reduce the likelihood of duplication. The service delivery mechanism must also be outlined to enhance service integration and coordination. This should be unpacked in the Integrated Youth Development Strategy upon adoption of this policy. It is important to mention that the capacity of each role player should also be strengthened to enable each role player to effectively implement their individual roles.

16. Monitoring and Evaluation

The National Youth Policy 2008-2013 views monitoring and evaluation (M & E) as an integral part of ensuring that progress on achievement of the policy objectives is tracked and consistent evaluation of the policy is ensured. M & E is therefore aimed at ensuring youth developmental targets as spelled out in this policy are systematically reached and it is also a mechanism for making key role players accountable to the youth population on delivery of their mandate.

The design of an implementation plan will specify details of targets to be reached in the short medium and long term, and evaluation tools will specify quantitative and qualitative indicators with time frames will assist in tracking progress on achievement of policy objectives. The implementing role players will use these tools in their internal M&E process by providing regular reports on policy and programme performance. Emphasis will be on assessing relevance, performance, challenges, successes, and impact of various recommended policy interventions in developing young people, particularly those targeted by this policy.

Successful M & E requires that capacity is built to carry it out meaningfully. This involves government making the appropriate budget allocations, enlisting the required skilled human resources and taking action to ensure the commensurate institutional empowerment. In turn, the youth of South Africa as primary stakeholders and beneficiaries of this policy must play an active role in the M & E process. This will be attained through embarking on research such as: impact assessments, customer satisfaction surveys, and opinion polls targeting the youth population.

17. CONCLUSION

The National Youth Policy 2008-2013 is an inclusive policy that focuses on holistic development of young people and spells their rights and responsibilities. In order to implement the policy fully, it must be integrated into the government's policy planning frameworks, both in terms of strategic planning and resource allocation. These essential frameworks include the Medium-Term Strategic Framework (MTSF), the Medium-Term Expenditure Framework (MTEF), the National Planning Framework (NPF), Government Programme of Action (PoA) in its operational linkages into the Cabinet Clusters, Provincial Growth and Development Strategies (PGDS's) and Local Government Integrated Development Plans (IDPs). The integration would prioritise youth development and ensure its implementation. In addition, government should partner with civil society organizations in implementation of this policy, whilst creating an enabling environment within which these social partners can play their role effectively in making youth development a reality.

The development of a National Youth Development Implementation Plan and evaluation tools will give effect to uniform implementation of this policy. It is however, important to note that there is a need to formulate sectoral strategies and action plans to be aligned to this National Youth Policy. In instances where such strategies or plans exist, there would be a need to ensure alignment and update them where necessary. It is only through clear definition of roles and responsibilities as well as the provision of the necessary capacity where needed, that the desired results would be achieved. This is possible in the context of the National Youth Policy that creates an environment where youth development is fully integrated into the national development agenda of South Africa.

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LIST OF ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
AsgiSA	Accelerated and Shared Growth Initiative for South Africa
AU	African Union
AYC	African Youth Charter
ABET	Adult Basic Education and Training
BEE	Black Economic Empowerment
CASE	Community Agency for Social Enquiry
CBO	Community Based Organization
CSO	Civil Society Organization
DoE	Department of Education
FET	Further Education and Training
EPWP	Expanded Public Works Programme
FBO	Faith Based Organization
GET	General Education and Training
HIV	Human Immunodeficiency Virus
HSRC	Human Sciences Research Council
IDP	Integrated Development Planning
ILO	International Labour Organisation
ISASA	Independent Schools Association of Southern Africa
MAFISA	Micro Agricultural Institute of South Africa
MTEF	Medium Term Expenditure Framework
NGO	Non Governmental Organisation
NIYDS	National Integrated Youth Development Strategy
NYDA	National Youth Development Agency
NYDPF	National Youth Development Policy Framework
NSFAS	National Student Financial Aid Scheme.
NSC	National Senior Certificate
NYP	National Youth Policy
NYS	National Youth Service
NYSP	National Youth Service Programme
PGDS	Provincial Growth and Development Strategy
PYC	Provincial Youth Commissions
SAYC	South African Youth Council
SAYWA	South African Youth Workers Association
SAMAF	South African Micro-Finance Apex Fund
SEDA	State Enterprise Development Agency
STD	Sexually Transmitted Disease
SYR	Status of Youth Report
UIF	Unemployment Insurance Fund
UN	United Nations
UYF	Umsobomvu Youth Fund
VCT	Voluntary Counseling and Testing
YDF	Youth Development Forum
YDP	Youth Development Practitioners
RDP	Reconstruction and Development Programme

GLOSSARY OF TERMS

Apartheid	An official policy of racial segregation formerly practiced in the Republic of South Africa, involving political, legal, and economic discrimination against non-whites
Budget	a statement of the financial position of the state or a detailed schedule of planned financial activity for a definite or specified period of time (fiscal year) based on estimates of expenditures and proposed financing them
Business	the social science of managing people to organize and maintain collective productivity toward accomplishing particular creative and productive goals, usually to generate profit.
Century	any period of 100 years
Citizens	members of a politically or administratively defined community, having both rights and duties associated with that membership
Civil Society Organizations	the arena of uncoerced collective action with shared interests, purposes and values. They include community and faith based organizations, established non-government organizations, parastatals , and private sector organizations
Constitution	the supreme law of the country entrenching specific rights, responsibilities and an ethos that all people must uphold.
Democracy	Is a political system that allows the citizens to participate in political decision-making, or to elect representatives to government bodies
Demographic Dividend	a rise in the rate of economic growth due to a rising share of working age people in a population
Development	the use of resources to relieve poverty and improve the standard of living of a nation, community, groups and individuals through asset building. This may be achieved through mechanization, improvement in infrastructure and financial systems, and empowerment of those affected
Disability	the loss or elimination of opportunities to take part in the life of the community, equitably with others that is encountered by persons with physical, sensory, psychological, developmental, learning, neurological or other impairments, which may be permanent, temporary or episodic in nature, thereby causing activity limitations and participation restriction with the mainstream society.
Economic growth	an increase over time in the capacity of an economy to produce goods and services and (ideally) to improve the well-being of the citizens
Entrepreneur	A person who undertakes and operates a new enterprise or venture and assumes some accountability for the inherent risks.
Empowerment	an increase in the spiritual, political, social or economic strength of individuals, groups and communities
Evaluation	the process of determining or assessing whether an item or activity meets specified criteria
Exploitation	means the illegal or improper use of an individual or the individual's resources for another's profit
Global	something that is happening throughout the world.
Graduate	a person who has finished a course of study at a college or tertiary institution
Human rights	universal rights to which every person is entitled because they are justified by a moral standard that stands above the laws of any individual

GLOSSARY OF TERMS cont:	
Internship	an experience that allows the student to apply what has been learned to a professional situation within a close mentoring relationship
Learnership	a way of obtaining a nationally recognized qualification that refers to a specific occupation and consists of structured learning components
Marginalisation	the overt or covert trends within societies whereby those perceived as lacking desirable traits or deviating from the group norms tend to be excluded by wider society and ostracised as undesirables
Monitoring	regular and ongoing supervision, observation, testing, verification and reporting of progress toward achievement of the set objectives and goals
Orphaned Youth	Young people without parents
Poverty	relative measure within a society of having income and/or wealth so low as to be unable to maintain what is considered a minimum "standard of living"
Primary education	the first stage of compulsory education, preceded by pre-school or nursery education and then followed by secondary education
Public Sector	the part of economic and administrative life that deals with the delivery of goods and services by and for the government, whether national, regional or local/municipal
Public Policy	a course of action or inaction chosen by public authorities to address a problem. Public policy is expressed in the body of laws, regulations, decisions and actions of government
Secondary education	an intermediate level of education between elementary/primary school and college and that usually offers general, technical, vocational, or college-preparatory curricula
Social cohesion	the process through which individuals or groups are included to participate fully in the society in which they live
Stakeholder	Stakeholder refers to any individual or group with vested interest who may add value, contributes towards the development of or benefits from interventions in the youth sector
Stereotype	a standardized mental picture that is held in common by members of a group that represents an oversimplified opinion, prejudiced attitude
School aged out-of-school youth	Youth who have dropped out of school and are unskilled.
Transformation	a process of major organizational change from the present state new/preferred state
Teenage parents	young people with dependents
Tertiary education	formal, non-compulsory, education that follows secondary education.
Youth	Young people between the ages of 14 and 35.
Youth development	an intentional holistic approach that provides space, opportunities and support for young people to maximise their individual and creative energy their personal development as well as development of the broader society through their contribution in eradication of economic and social ills
Youth in secondary School	youth enrolled at secondary school
Youth in tertiary institutions	youth enrolled in Institution of Higher Learning (IHL) and Further Education Training (FET)
Youth living with HIV and AIDS	Youth infected and affected by HIV and AIDS.
Underdevelopment	deliberately created poverty by imperialism, including lack of access to: health care, drinkable water, food, education and housing
Unemployment	Condition of a person who is able to work, is actively seeking work, but is unable to find any or the state of being without a job or compensation.

SYNONYMS

Trend	Tendency / development / movement
Authorities	Government
Circumstances	Situation/ conditions/ state of affairs.
Collaborate	work together/ team up
Context	Perspective/ background/ framework/ environment
Echoed	Reverberate/ repeated
Foundation	groundwork/ base/ underpinning
Fragmentation	break up/ disintegration
Gaps	crack/ space
Instruments	Tools
Inequality	discrimination/ unfairness
Interventions	Intrusion
Mainstream	Majority
Many	countless/ numerous/ bulk
Process	procedure/ course of action/
Partnership	joint venture
Prematurely	too early/ impulsively
Segment	Divide
Strategic	planned/ calculated/ deliberate
Strengthening	intensification/ escalating
Struggle	effort/ move violently
Specific	Particular
Supplementary	complementary/ additionally
Tangible	Concrete/real/ solid/ substantial
Unique	Exceptional/ matchless
Vulnerability	weakness/ defenselessness/ helplessness
Young people	youth /teenagers/ younger generations/ young men and women

LEGISLATION AND POLICY FRAMEWORKS

1. Constitution of the Republic of South Africa, Act No. 108 of 1996
2. White Paper on Reconstruction and Development Programme, 1994
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