



the dti

Department:
Trade and Industry
REPUBLIC OF SOUTH AFRICA

The National Youth Economic Empowerment Strategy and Implementation Framework

**Mainstreaming Youth in the South African
Economy**

2009 – 2019

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LIST OF ACRONYMS

AsgiSA	Accelerated and Shared Growth Initiative for South Africa
AU	African Union
BBBEE	Broad Based Black Economic Empowerment
CCRD	Corporate and Consumer Regulations Division
COTII	Council of Trade and Industry Institutions
DoE	Department of Education
EIDD	Enterprise and Industry Development Division
GEM	Global Entrepreneurship Monitor
ICCYEE	Interdepartmental Coordination Committee on Youth Economic Empowerment
IDC	Interdepartmental Committee on Youth Affairs
IDP	Integrated Development Plan
ITED	International Trade and Economic Development
Khula	Khula Enterprise Finance Ltd
LED	Local Economic Development
MTEF	Medium Term Expenditure Framework
NEDLAC	National Economic Development and Labour Council
NEF	National Empowerment Fund
NSBAC	National Small Business Advisory Council
NVCL	New Venture Creation
NYC	National Youth Commission

NYDA	National Youth Development Agency
NYDPF	National Youth Development Policy Framework
NYEES	National Youth Economic Empowerment Strategy
NYP	National Youth Policy
NYS	National Youth Service
PCCYEE	Provincial Coordination Committee on Youth Economic Empowerment
PPP	Public Private Partnership
Samaf	South African Micro-finance Apex Fund
SAYC	South African Youth Council
SEDA	Small Enterprise Development Agency
SETA	Sector Education and Training Authority
SMME	Small Medium and Micro Enterprise
TEO	The Enterprise Organisation
the dti	The Department of Trade and Industry
TISA	Trade and Investment South Africa
UK	United Kingdom
UYF	Umsobomvu Youth Fund
YCUMSA	Youth Chamber Unity Movement of South Africa
YES	Youth Enterprise Strategy

EXECUTIVE SUMMARY

The South African population is currently estimated to be at **48.9 million** people¹; out of this figure **37.5% (18.34 million)** is estimated to be youth suggesting that the substantial number of South Africa is the youth. However, due to the legacy of the apartheid policies of the past and the existing gaps in current policies this segment of our population is still faced with socio-economic challenges such as high rate of unemployment, poverty and lack of business opportunities and skills relevant to the market needs. Moreover, in the tapestry of enterprises in South Africa youth own only an estimated mere **5.5%**, reinforcing the point that youth have limited access to business opportunities². Breaking the cycle of poverty, unemployment and squalor and increasing business opportunities for youth to participate fully and meaningfully in the economic landscape remain a challenge for South Africa.

This document is a ***National Youth Economic Empowerment Strategy (NYEES) and Implementation Plan*** that commits the Department of Trade and Industry (**the dti**) and its relevant stakeholders on the promotion and economic empowerment of young people in South Africa. This national youth policy instrument is anticipated to operate over the next ten years (i.e. 2009 – 2019). It will be coordinated nationally and reviewed after three years, five years and ten years respectively by **the dti** with respect to its implementation and performance.

This document builds up on the foundations and recommendations laid by the National Youth Development Policy Framework (NYDPF) and the Youth Enterprise Strategy (YES). To summarize a few, these recommendations include issues such as: setting aside of procurement quotas for youth-owned and

¹Community Survey, STATS SA, 2008

²Status of Youth Report, Mathebula and Mahlangu, 2007

managed enterprises; encouraging provincial and local government authorities to formulate youth economic empowerment strategies; ensure youth representation in National Small Business Advisory Council (NSBAC) and other similar bodies; scale up financial and non-financial support and services to youth enterprises; build stronger partnerships with private sector and banks; develop monitoring, evaluation and reporting systems to be used for youth economic empowerment.

The policy instrument also sets out clear strategic vision, mission and objectives that will be pursued by **the dti** in partnership with all relevant public partners (i.e. national, provincial, local tiers of government and its agencies) and extra-parliamentary stakeholders (i.e. youth organizations, business, labour and civil society) in the mandate of mainstreaming young people in the mainstream economy. It further sets out clear indicators that would be utilized to measure progress and performance with respect to the implementation of this policy instrument, which will also inform the monitoring and review processes.

This policy instrument is a result of an extensive consultation process with all relevant stakeholders both within and outside government. The key stakeholders that were consulted in its formulation involve all tiers of government; youth organizations; labour; non-governmental organizations (NGO); youth, disabled and women organizations; business and NEDLAC constituencies. A baseline study on youth economic reality and challenges has been carried out and its preliminary findings informed this policy instrument.

This strategy is specifically designed to ensure that all existing economic policies, strategies, programmes and institutions available in all tiers of government, particularly those government departments that are in the driving seat of economic development and are relevant to youth economic empowerment

actively and deliberately mainstream young people in all their economic instruments and activities.

The critical objectives of this national policy instrument are to improve the quantity and quality of youth enterprises and contribute towards reducing poverty and unemployment among the youth. It also seeks to economically support young people in order to unleash their potential to create economic wealth, sustainable decent employment, increase their savings and investment levels, and develop their human resource capacities, entrepreneurship and technical knowledge.

the dti endeavours, through this national instrument, to pursue a partnership with extra-parliamentary stakeholders to ensure that young people are mainstreamed in the economic activities of all these critical players as well.

This document provides the vision, mission and objectives of this policy instrument. **Chapter One** gives international best practices drawn from various countries in order to inform this strategy and implementation plan on youth economic empowerment in South Africa. Such an exercise is aimed at assisting **the dti** to draw good practices that can be useful to the South African context, avoid pitfalls that these countries have gone through with respect to this policy area and ensure high level of success. Six countries were selected for this purpose and were categorized into two components: developing and developed countries. These countries were selected due to their unique interventions and relative success in this area. Under these categories we have the United Kingdom (UK) and Canada as developed countries and, on the other hand, we have Uganda, India, Namibia and Nigeria as developing countries.

Chapter Two, drawing from a commissioned baseline study, provides a situational analysis of the nature and dynamics of youth economic empowerment and development in South Africa. It purports that while a relative achievement in the policy front related to youth development in general has been made, however, progress specifically on youth economic empowerment still remain a serious challenge which this instrument is geared to address.

Chapter Three highlights national and international legislative instruments that relates to youth economic development, which this document seeks to align its prescription with. South Africa, as a signatory to international conventions and declarations has an obligation to the promotion and implementation of their objectives. Whilst South Africa has put various legislative instruments in place, a few of these have mainstreamed the youth while others do not promote youth economic empowerment. With respect to those national legislative instruments that have not mainstreamed the youth, this policy instrument will encourage them to do so.

Chapter Four provides pertinent guidelines and principles that must guide and underpin the implementation of this policy instrument as well as the economic mainstreaming of youth by all relevant stakeholders in the country. These principles and guidelines will be in line with the ones articulated in the NYDPF and the YES. In addition, a broad generic target is recommended by the policy instruments for adoption by all public institutions to guide mainstreaming of youth, performance and implementation with respect to youth economic empowerment. This target must also inform all public institutions with respect to their economic policies, strategies and programmes.

Chapter Five identifies the roles that **the dti**, national and provincial government, municipalities and youth organizations have to play in order to

coordinate, implement, monitor and review progress with respect to NYEES. This policy instrument recognizes that the task of mainstreaming youth economically cannot be achieved by **the dti** alone, but is the shared responsibility involving all tiers of government and extra-parliamentary stakeholders.

Chapter Six suggests new support programmes and projects that **the dti's** youth directorate must design, implement and monitor. The youth directorate will implement these programmes and projects in partnership with national and provincial departments, municipalities and agencies to assist in mainstreaming youth economically, which primarily speaks to the arena of enterprise development. Some of these programmes and projects will be derived from the recommendations flowing from the NYDPF and the YES.

Chapter Seven provides mechanisms for co-ordination, monitoring, evaluation and reporting progress on the implementation of NYEES. This section identifies the evaluation of the impact and effectiveness of youth development and empowerment programmes as the main objective for monitoring. Three important aspects of monitoring and evaluation are mentioned i.e. Guiding Principles of Monitoring, Monitoring and Evaluation Pre-requisites and Monitoring and Evaluation Tools.

In order to translate the aims of this policy instrument into actionable deliverables and ensure its maximum impact on the promotion of youth economic empowerment and development, this policy instrument is accompanied by Appendix A, which is a comprehensive implementation plan or framework aimed at giving guidance to all stakeholders on the role they can play in giving effect to youth development and empowerment in South Africa.

VISION

The vision of the National Youth Economic Empowerment Strategy and Implementation Plan is to see:

A South Africa that has an economically empowered and well developed youth sector (i.e. youth owned enterprises, young entrepreneurs) supported by all stakeholders and operating in all sectors of our economy, which contributes to economic growth, poverty reduction and employment creation as well as assist in bringing about economic transformation and an equitable society.

MISSION

- Mainstream young people in the economy by ensuring that all policies, strategies, legislation and agencies and/or institutions related to the economic development integrate economic empowerment of youth. Key policy instruments critical for mainstreaming youth are sector specific strategies;
- Strengthen and unleash the potential of youth's participation in the mainstream economy by raising the value and the profile of youth economic participation in the whole economy and designing support programmes suitable for this end;
- Foster human capital development with a special focus on youth entrepreneurship, business management and technical skills;
- Foster a culture of partnership, and collaboration among youth beneficiaries and other stakeholders through conducting awareness programmes;
- Conduct leading-edge research and business intelligence to inform the economic development of young people as well as assist with the evaluation and monitoring of performance on youth economic empowerment and development.

OBJECTIVES

The ***National Youth Economic Empowerment Strategy and Implementation Plan*** pursues the following objectives:

- To increase in value, numbers, and variety youth owned enterprises in all the sectors of the economy with the aim of increasing employment and reducing poverty;
- To increase entrepreneurial culture, business managerial capacities, technical skills and talents among young people, thereby contributing to sustainable human development;
- To increase savings and investment among youth through encouraging them to establish cooperative enterprises and other forms of enterprises;
- To raise the profile of youth owned enterprises and young entrepreneurs;
- To remove any barriers that prevents young men and women from starting and growing their own businesses;
- To increase access to market, finance and non-financial support to youth owned enterprises; and
- To coordinate, facilitate and account in terms of effective mainstreaming of youth into all **the dti** policies, strategies, programmes, and its institutions including its sister provincial and local tiers of government.

CHAPTER 1: INTERNATIONAL SITUATIONAL ANALYSIS

1. International Best Practice

In the formulation of this policy instruments, **the dti** has examined existing international best practices on youth economic empowerment. Five countries were targeted for this purpose and these include: United Kingdom, Canada (developed) and Nigeria, India, Uganda and Namibia (developing). Most of these countries were selected because they are relatively successful in rolling out youth economic policies; have unique interventions that can be applied to South Africa, and in certain areas have experienced some failures that assist South Africa to avoid. Specifically, they have shown that to succeed in this area a country will have to mainstream young people in its economic activities. These countries have done this by drawing up national youth economic policies and plans that were mainstreamed into the national economic development plans, establishing inter-ministerial coordinating committees, creating youth focal points and crafting special arrangements between government, private sector and civil society dedicated to drive youth economic empowerment and development.

1.1. United Kingdom

The United Kingdom (UK)³ is a case in point, which confirms the view that youth economic empowerment can only succeed with the support of government creating conducive environment through the formulation and implementation of a national youth economic policy instrument. These instruments are aimed at mainstreaming youth in all existing policies, programmes and institutions. The support programmes given to the youth covers the entire spectrum of support from non-financial to financial support. The government is also partnering with the private sector in economically empowering the youth.

³ Global Entrepreneurship Monitor United Kingdom Report, 2008

In early 1960s, the UK government introduced the national policy referred to as **United Kingdom Youth Development Policy** (UKYDP)⁴ that outlines multiple programmes targeting all aspect of youth economic development. As a result, in 1963 the Youth Enterprise Scheme⁵, which provides special assistance to young entrepreneurs between the ages of 18 – 30 years. It sought to help them to establish, grow and sustain their enterprises. It assists them to develop business plans, provide market research, access to finance, financial planning and management and ongoing mentoring.

The Alumni highly rate the program as a great contributor in establishing and building their new ventures. In regard to this program, the following is worth noting: since inception the programme has been able to reach more than 350, 000 young people per year through the involvement and support of 3, 000 UK businesses. More than 5, 500 schools, colleges and universities participate in Young Enterprise Scheme Programmes. Youth Enterprise Scheme Programme alumni are twice as likely to start their own business.

Over and above the noted programme, a number of other programmes were designed to support young people. **Shell Live Wire**⁶, which is a public private partnership initiative between UK government and Shell Petroleum, aimed providing information and advisory services to young people (ages 16 – 30 years) encouraging them to establish new businesses. The main products provided involved: start your own business booklet, writing your own business plan booklet. Since its inception the programme has succeeded to help 140, 000 young to start their own businesses.

⁴ United Kingdom Youth Development Policy

⁵ www.young-enterprise.org.uk

⁶ www.shell-livewire.org

Prince's Youth Business Trust (PYBT)⁷ was established in 1976 to give practical and financial support to young people between the ages of 14 – 30 years old. Since its inception the Trust has helped 575, 000 young people. More than 78% which was supported in 2008 went into education and training, 68% opened their own businesses.

In 2008 alone the Trust helped 40, 000 in the following areas: 11,500 young people benefited through their clubs operating in 550 schools and centers throughout the UK; almost 8, 000 young people benefited through a programme aimed at providing young people with workplace skills; a total of 9, 300 young people benefited from the business programme, of which 2, 400 started their own businesses and 6, 900 gained through ongoing business mentorship support; 3, 200 young people received awards used for skills and employability development programme; Community projects owned by 2, 300 young people received the funding and further 1, 200 benefited from the mentorship program; Through innovative pilot programme 1, 100 young people benefited; and a further 300 young people through a variety of local programmes.

1.2. Canada

Canadian case study posits the importance of government to formulate and implement youth economic strategy focusing on economically empowering young people. The strategy is referred to as Youth Employment Strategy⁸ targeting youth. Specifically, it has introduced youth entrepreneurship programmes, education programmes, entrepreneurship training, financing, conferences, and broadcast and print promotion.

⁷ www.princes-trust.org.uk

⁸ <http://www.youth.gc.ca>

Canada is also teaching us that if government prioritizes youth economic empowerment this has a positive spin-over effect of increasing entrepreneurs, and solved the problem of unemployment and poverty in the country. Canada is a case in point where government has actively encouraged all funding institutions and banks to design funding products aimed at supporting youth. Through non-financial support, emphasis is placed on encouraging big business to mentor young people for a minimum of two years during start up period. On the financial aspect, character and viability of business plan are used by Canadian Youth Business Foundation (CYBF)⁹ as a basis for lending as opposed to collateral as it is intended for youth who would otherwise not qualify for funding using conventional lending approach.

The CYBF is a private sector funding organization created through a partnership between several Canadian major banks to provide start-up **mandatory mentoring, financing and business resources** for young Canadians. It targets young entrepreneurs between the ages of 18-34 years. The funding products provided involve Flexible Start Up Financing which provides start-up funding up to CN\$15 000 (R120 000) at low interest charges and repayment periods limited to 5 years. An **Expansion Financing** product is provided to those entrepreneurs whose businesses succeeded with their Flexible Start-Up Financing qualify for CN\$10 000 (R80 000) expansion finance under this program.

These interventions have made Canada to register relative success on youth economic empowerment. In terms of the Global Entrepreneurship Monitor (GEM) ranking¹⁰ of the countries with respect to the development enterprises

⁹ <http://www.cybf.ca>

¹⁰ GEM Report, Canada, 2003

and entrepreneurship uptake, Canada has improved its ranking from position 16 to 13 in comparison with other countries in the world. The GEM also indicates that young people in Canada from the age of 25 – 34 category started 15.8% of opportunity-based and 28% of necessity-based businesses respectively.

1.3. India

As a developing country, India has a lot of similarities with South Africa in terms of level of development and economic challenges facing the youth of these countries. Among other things, India was chosen because of the interventions that it has put in place to address such challenges.

On the policy front and in prioritizing youth development and economic empowerment, the Indian government created the Ministry of Youth Affairs¹¹. The Youth Ministry has developed the National Youth Policy (2003-2008)¹² that shapes youth economic development and specifies programmes in this regard. The thrust of the Policy centers on Youth Empowerment in different economic sectors. Embedded with the policy, is the Rural Non-farm Sector (RNFS)¹³ strategy that focuses on the rural and tribal youth, out-of-school youth, and youth with disabilities. The policy also outlines effective coordination mechanisms for the implementation of policies and programmes of the various Ministries and Agencies. The National Youth Policy has identified RNFS has proved to be effective in increasing the rate of growth in the past ten years in states like Punjab, Haryana and Gujarat wherein RFNS is seen to have

¹¹ Indian Ministry of Youth Affairs

¹² Indian National Youth Policy, 2003

¹³ Rural Non-Farm Sector In India, Vinoj Abraham, Centre for Development Studies, Trivandrum, 3rd -5th April, 2008

contributed significantly to their economic development and relatively lower poverty levels.

Programmes that have been implemented for youth, targets sectors and covers all aspects from non-financial to financial support. Within the agricultural sector RNFS supports agricultural sector through the following; incentives for increasing productivity and savings, instruments to improve technologies and modernize inputs. RNFS through a programme called Non-Timber Forest Produce (NTFP) created significant benefiting the youth in the Bamboo, Tendu leaves, Medicinal and plant species. RNFS created enterprise opportunities for youth in sectors such as mining, food processing, forestry and traditional industries.

In addition RNFS provides a programme on skills development with particular focus on entrepreneurship development, education and training, managerial skills and technical skills.

Business Development Services (BDS) forms an important element of enterprise development within RNFS. In this regard it provides subsidized credit, marketing support, facilities for training and mentorship for youth owned enterprises.

These programmes and interventions have enabled India to achieve youth economic empowerment and to occupy GEM 2008¹⁴ ranking as number 6 in the world.

1.4. Uganda

Uganda has prioritized youth economic development which has made it rank number 2 in the world in terms of the 2005 GEM Report¹⁵. This responsibility of

¹⁴ Global Entrepreneurship Monitor Report, 2008

¹⁵ Global Entrepreneurship Monitor, Uganda Report, 2005

promoting youth economic empowerment is the mandate of the Ministry of Gender, Labour and Social Development¹⁶. This Ministry is responsible for youth affairs and spearheads the overall policy implementation, monitoring, evaluation and review, in addition to mobilizing resources necessary for the implementation of programmes. The Ministry developed the National Youth Policy¹⁷ to promote youth economic development. The policy contains an action plan with specified actions, timeframes and budget allocations. It also defines the target groups (youth), and strategies aimed at mainstreaming youth economically in the country. The National Youth Policy also guides, harmonizes, complements and enhances the actions and roles of all the stakeholders with respect to youth economic development.

The Ugandan government has introduced a Youth Enterprise Scheme¹⁸, a non-financial instrument, aimed at providing business development support services for the aspirant young entrepreneurs and already operating businesses owned by the youth. These business development support services include business skills training, enterprise and entrepreneurship development and mentorship for the youth.

In addition to the provision of non-financial support programme, the government also provides financial support in the form loans to young entrepreneurs and tertiary students through a programme called Micro Credit Financial Institution. In this area of finance, the long term objective is to establish the Youth Trust Bank providing various financial products that will meet the financial business needs of young people.

¹⁶ Ugandan Ministry of Gender, Labour and Social Development

¹⁷ Uganda National Youth Policy, Kampala, 2001

¹⁸ Uganda Youth Enterprise Credit Scheme

In order to ensure the effective mainstreaming of the youth in the policy and legislative arena and the economy at large, the government has put in place the National Youth Council¹⁹, tasked to monitor, review and report progress on youth economic empowerment and development. It also plays the role of lobby and advocacy for the implementation of the National Youth Policy.

1.5. Nigeria

The Nigerian government recognized that in order to effectively empower young people (between the ages of 18 to 35); there was a need to formulate The National Policy on Youth Development²⁰. Nigeria developed the National Economic Empowerment and Development Strategy 2 (NEEDS 2)²¹ aimed at transforming its economy and growing small businesses in the country. Youth have been mainstreamed into this strategy through the Youth Position Paper.

The Youth Position Paper²² articulates the following policy recommendations worth noting and some can be useful to South Africa. Under the aspect Youth Economic Empowerment, the following policy prescriptions are proposed: reserve 30% quota in the economy and policy development processes; engage youth as professionals and not as recipients of agendas; review all sector policies to accommodate the interests of young people and entrepreneurs; establish special funding skills to enable access to funding for young entrepreneurs; interests charges on sector scheme loans for young people should be reduced and subsidized, introduction of business and entrepreneurship education programs in secondary schools and tertiary institutions; and existing financial schemes should be tailored to support young entrepreneurs.

¹⁹ Uganda National Youth Council Act, 1993

²⁰ Nigerian National Youth Policy, February 2001

²¹ The Nigeria's Second National Economic Empowerment and Development Strategy

²² Youth Position Paper, Second National Economic Empowerment and Development Strategy, May 2007

In summary, the international benchmarking carried out on mainstreaming youth economically, has revealed the following interesting conclusions which South Africa may emulate if it is to succeed in this area:

- It is imperative to formulate a National Youth Economic Empowerment Policy that details actionable implementation plan which guides and integrate all activities from all tiers of government and other key stakeholders (e.g. private sector and youth organizations) in this regard;
- To establish a National Youth Council tasked to monitor, review and report progress on youth economic empowerment and development as well as play a role of lobbying and advocacy;
- To establish inter-ministerial coordinating committees comprising representatives of all relevant government departments to ensure that governments deal with youth issues in a consistent and coordinated manner;
- To create youth focal points within relevant departments/ministries to provide guidance and monitor on regular basis youth-related programmes within the Departments, and represent the department in the various structures;
- To provide non-financial support to young people covering all critical aspects such as mentorship, drafting of business plan, entrepreneurial skills, managerial training, incubation and technology support;
- To provide accessible financial support that covers all spectrum and phases of funding from start up, expansion and recovery of ailing entities. These products must be formulated by all development finance institutions (DFI), and must have criteria that take into account difficulties confronting the youth in qualifying for the support. For example, instead of insisting that the youth provide collateral, creatively the quality of the business plan may be utilized as qualifying criteria for funding. Public Private Partnership (PPP) can be used as vehicles to provide funding products to young people;

- To put in place a database aimed at tracking public investment and spending received by young people;
- To ensure that all sector strategies and policies prioritise the economic mainstreaming of young people;
- To reserve 30% quota for young people in the process of economic policy formulation and representation in the policy structures;
- To set 30% targets that must inform the process of mainstreaming the youth in the policies, programmes and budgets which include, procurement opportunities, incentives, financial products and business development support and other relevant support (e.g. business delegation, inbound and outbound trade missions, etc.); and
- To introduce business and entrepreneurship education and incubation programs for free businesses advise in secondary schools and tertiary institutions.

CHAPTER 2: SOUTH AFRICAN SITUATIONAL ANALYSIS

This chapter examines the nature and dynamics of the youth economic empowerment in South Africa. In this respect, it paints a picture on the degree to which, whether, young people are economically mainstreamed in the country or not. It also identifies some of the critical policy instruments and economic sectors/areas that have economically mainstreamed youth and those that have not done so and the impact this has had on young people. With respect to those policy instruments and sectors that have not mainstreamed youth, it identifies the barriers that are contributing to this reality with the aim of addressing them.

Moreover, the chapter will measure progress with respect to youth economic empowerment in the country using the following indicators: growth of youth enterprises; levels of business skills available among youth; degree of youth

entrepreneurship development; levels of unemployment and poverty confronting young people including the availability and lack thereof of business opportunities extended to young people; and institutional mechanism built to promote and support youth economic empowerment.

The above analysis will assist in terms of pointing out clearly measures and interventions that this policy instruments will have to suggest in addressing the noted gaps and challenges facing youth with respect to economic empowerment in the country.

South Africa is now on its 15th year since the advent of democracy, progress on youth economic development still remains at very low levels. Although youth constitutes 37.5% (18.34 million) of the South African population²³, the number of young people involved in business is significantly low at 8% (1.47 million) of the total of youth population in the country²⁴. Youth has registered mere 5.5% of total business ownership in the country. In examining South Africa, 2007 GEM Report²⁵ found that in 2006, out of the country's 5.0% in Total Entrepreneurship Activity (TEA) youth constitute 10.1%. Generally, the same report ranked South Africa at number 24 out of 32 countries on Nascent Entrepreneurship and number 29 on established businesses. These rankings prove that there is still a challenge on entrepreneurial activity in South Africa and the same can be said about youth entrepreneurship. This performance points the distance that South Africa has to travel to raise the level of youth entrepreneurship in the country to the desired and acceptable level to meet global standards.

The report further suggests that there are multiple factors contributing towards South Africa's low level of entrepreneurship in general including the youth: dual logic of SA economy, entrepreneurial mindset of the population; level of education; knowledge and skills; government policies and legislation; Capital and Funding; and Business Development Support (BDS). Another reason put forward for low entrepreneurship rates among youth was a lack and absence of positive messages in the communities on entrepreneurship. Unemployment and the associated poverty are among the greatest socio-economic challenges facing youth in South Africa. In South Africa, 70% of the

²³Community Survey, STATS SA, 2008

²⁴Status of Youth Report, Mathebula and Mahlangu, 2008

²⁵Global Entrepreneurship Monitor, 2007 Report

unemployed are youth²⁶. The figure can be broken as follows: youth from the category of 15-19 that are unemployed include 58%, category 20-24 represents 50%, and category 25-34 represents 30%.

Factors contributing to this high level of unemployment among youth involve: lack of education, the rate of population growth amongst youth far exceed the number of jobs created by the economy, lack of job search capabilities and networks, lack of mobility and resources to look for a job, mismatch between skills obtained and skills required by the market and unfavourable economic conditions.

Poor performance on youth economic empowerment in South Africa is also due to the fact that very few Estimates of National Expenditure (ENE) reports mention youth²⁷, which indicates that departments pay limited attention to youth development and economic empowerment. Where departments do implement youth programmes, they tend to grossly under-report actual expenditure for specific items benefiting the youth; which clearly indicates that the economic empowerment of young people is not prioritized.

Four out of five mid-term strategies of **the dti**, i.e. International Trade and Economic Development (ITED), Consumer and Corporate Regulations Division (CCRD), The Enterprise Organization (TEO) and Trade and Investment South Africa (TISA), which aims to promote direct investment and growth in the economy with an emphasis on employment creation. There is no specific mention of youth. With respect to the fifth strategy, which is Enterprise and Industry Development Division (EIDD), although a Youth Directorate has been established to drive the mainstreaming of youth in the department, most of the

²⁶ Investing in sustainable lively hoods, Review of government allocations and expenditures towards youth development, Umsobomvu Youth Fund, November 2008

²⁷ Midterm Estimates of National Budget Expenditure Review, CASE, 2006

strategies/policies and programmes within the division have yet to systematically target and mention the youth as beneficiaries.

Almost all **the dti** agencies, particularly those involved in enterprise development arena (i.e. SAMAF, Khula, SEDA, IDC, NEF, etc.) have not elevated youth as beneficiaries that will be systematically targeted for support in all their products and services and reported accordingly. Also critical to youth economic empowerment is to ensure that enterprises owned by young people also enjoy the benefits of procurement opportunities and the 30-day payments where they have provided services to **the dti** and its agencies, which is currently not the case. All these, points out to the need for **the dti** and its agencies to earnestly undertake a process of mainstreaming youth in all policies, strategies and programmes and budget accordingly.

Although promotion of youth economic empowerment is supposed to be driven by **the dti**, other national departments and public agencies that form part of the economic cluster have not adequately prioritized youth economic empowerment in their sector strategies, programmes and budgets. Where youth benefit, it is by default and not by design i.e. set out as clear beneficiaries, given specific target or quota in terms of the budget, criteria relaxed to suit their unique challenges and output. There is no data of performance generated on youth economic empowerment in the specific sectors to be utilized for monitoring, evaluation as well as reporting.

Most provincial departments and municipalities do not have strategies, policies, programmes and designated youth directorates tasked with the mandate of youth economic mainstreaming. For example, most municipalities have not integrated youth economic development in their Integrated Development Plans (IDP) and Local Economic Development (LED) strategies. In the case where municipalities have put together programmes for youth economic development,

these have small budgets and their impact has been miniscule given the challenge. More troubling is that data that can be used for monitoring, review and reporting on progress on youth economic development have not been developed by municipalities and provinces.

To conclude, youth economic empowerment remains the biggest challenge that has not been resolved by government. After 15 years of the new democratic dispensation our performance in this area is still poor. The youth enterprise ownership is still at 5.5%, high level of unemployment among the youth, there still is a mismatch of skills that young people possess and those required by the economy. The biggest impediment is a lack of youth being mainstreamed in all existing core strategies, policies and programmes in the three spheres of government and agencies. Where programmes do exist they tend to be given miniscule budgets and with less focus on youth economic development. Although important, they tend to only focus on areas such as HIV/Aids, awareness campaigns on crime and youth sporting activities, etc. There is no systematic collection of data used for monitoring, review and reporting on performance in this area. All this, points to a need for all tiers of government and their implementing agencies to earnestly undertake a process of mainstreaming youth in all policies, strategies and programmes and budget accordingly. This strategy document seeks to address these impediments by encouraging and guiding all tiers of government to mainstream youth economically in all their core policies, strategies and programmes.

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CHAPTER 3: POLICY AND LEGISLATIVE FRAMEWORK

This chapter seeks to do two things. First, it highlights national and international legislative instruments and policies relating to youth economic development with the aim of ensuring that this document aligns with those instruments. Secondly, it tabulates legislative instruments and policies that are relevant to youth economic development within the country but, have not yet prioritized youth economic mainstreaming with the aim of encouraging them to do so.

South Africa, as a signatory to international conventions and declarations related to youth economic development is therefore obligated to ensure alignment with those legislations and policies in its endeavour to implement youth economic empowerment. The most important aspect for aligning this strategy with the selected domestic instruments is to ensure a seamless flow and integrated approach with respect to the implementation of youth economic empowerment.

Since the advent of democracy in South Africa, there has been a number of policies and legislation developed both local and international which promotes the socio-economic development of young people in general and economic development in particular. The focus is to outline these legislative and policy instruments which form the basis and are aligned with this policy.

- **Constitution of Republic of South Africa (1996):** it is the supreme law of the country entrenching specific rights, responsibilities and principles that everybody must uphold. It lays the foundation for youth economic empowerment. For example, Chapter (13) section 217 calls for redress of economic imbalances of the marginalized members of the South African population which is inclusive of the youth. It also contains

the Bill of Rights which enshrines the rights of people (including the youth) and affirms the values of human dignity, equality and freedom.

- **National Youth Policy (2009 – 2014):** it supports key interventions that provides for the holistic development of youth. The policy proposes for specific interventions that promotes the development in four pillars i.e. education, health and well being, economic participation and social cohesion. It makes recommendations that form part of these aforesaid pillars which feeds into programme and project design. It is expected that the inclusion and active participation of young people in decision making processes, policy, programmes and project implementation will be realized. It also defines youth beneficiary base.
- **National Youth Development Agency (NYDA) Act 2008:** the NYDA Act makes provision for the formation of the NYDA whose mandate, among other things, is to provide business development support (financial and non-financial) and close the identified gaps and limitations confronting the youth development sector.
- **White Paper on National Youth Service (1999):** the White Paper call for the implementation of the National Youth Service (NYS). Among other things this intervention was designed to contribute not only to skills development, but also to economic development of young women and men.
- **Commonwealth Youth Charter (2005):** Commonwealth Youth Charter provides guidelines for the development of youth policies in all Commonwealth countries. It also promotes participation of young people at all levels of decision making processes. It recognizes the following principles and values for youth development in general: gender inclusivity,

economic empowerment, human rights, sustainability and integration. South Africa, as member of the Commonwealth, is expected to uphold and recognize the principles and values of youth development such as economic empowerment, human rights, sustainability and integration.

- **African Youth Charter (2005):** the Charter draws from various international agreements and commitments that commit African governments to ensure mainstreaming of youth development and economic empowerment into government policy, strategy and programmes. This charter is consistent with all the provisions of the South African constitution and the economic programmes being implemented.

The following are some of the policy and legislative instruments that are relevant to youth economic empowerment; however, they are yet to fully mainstream youth economically. They are highlighted here with the view to encourage them to do so and consequently will contribute in deepening youth economic empowerment:

- **Municipal System Act 2000:** Chapter four of the Local Government Municipality System Act, 32 of 2000 encourages a culture of community participation in the programmes of the municipalities. The mainstreaming of youth economic empowerment programmes into IDP and LED strategies for municipalities is one of the development tools that can be used to develop a culture of stakeholder participation in governance including young people.

- **Broad Based Black Economic Empowerment (BBBEE) Act 2003:** addresses the imbalances of the past by creating a platform for the participation of black people in the economic mainstream in the country. Two elements (i.e. Preferential Procurement and Enterprise Development) are of importance for young people which require explicit provision of targets for young women and men owned enterprises and this should be rectified in line with the recommendation of the NYEES.
- **National Small Business Amendment Act (2004):** creates the enabling economic legislation that promotes the development of Small Medium and Macro Enterprises (SMMEs) in the country. The challenge with this act is that it does not include youth as beneficiary and the policy instrument (i.e. SMME Strategy) falling under the act has not yet incorporated recommendations from Youth Enterprise Strategy.
- **National Skills Development Act (1998):** establishes Sector of Education and Training Authorities (SETAs) aimed at providing market related skills that are intended to benefit the people including young women and men. The challenge with most of the SETAs is that they are yet to develop and implement the New Venture Capital Learnership (NVCL) programme to equip, among others, young people with business related skills, which must be coupled with practical placements to acquire experience.
- **Cooperatives Act, No.14 of 2005:** this act provides a conducive environment for the promotion and development of co-operatives in South Africa by laying the legal basis for the creation of the following policy instruments; the regulation, policy, strategy and programmes. Although the act recognizes young people as core beneficiaries, however, youth co-operatives as forms of enterprises have not been defined.

- **Accelerated and Shared Growth Initiative South Africa (AsgiSA):** is a programme that outlines a number of special interventions undertaken to address the constraints (e.g. skills, low demand in the economy, currency fluctuation, etc.) with the aim of achieving a growth rate of 6% or more by 2010, halve unemployment by 2014 and reduce poverty. These aforementioned interventions must be tailor made to also economically empower youth through mainstreaming them.
- **Sector Development Strategies and Policies:** these instruments are designed by national and provincial tiers of government, particularly those within the economic cluster, aimed at growing and developing the specific sectors through the provision of opportunities and support in general to business. The additional impact is that growing these sectors will result in growing the economy, creating sustainable employment and reducing poverty. However, most of these sector specific strategies and policies have not prioritized youth as beneficiaries and have not designed mechanisms to benefit youth enterprises specifically.

To conclude, the chapter has selected a number of pertinent domestic and international legislative and policy instruments that relates to youth economic empowerment with the view to align this strategy with the core principles outlined within the aforementioned instruments.

It has also identified domestic legislative and policy instruments that deals with economic development and empowerment and which have not yet economically mainstreamed youth with the view to encourage them to do so. In certain instances, suggestions have been recommended on how to achieve the mainstreaming.

The implications of the above point are that future domestic legislative and policy instruments related to economic development and empowerment, guided by this policy instrument, must also ensure that they take into consideration the prioritization and mainstreaming of the youth, which will assist in the process of accelerating youth economic participation and empowerment in the country.

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CHAPTER 4: TARGETS, DEFINITIONS AND GUIDING PRINCIPLES FOR THE ECONOMIC MAINSTREAMING OF YOUTH

4.1. Defining Youth Economic Empowerment Beneficiary Base

The South African National Youth Policy of 2007 – 2012 defines youth as young people falling within the age group of 14 – 35 years²⁸. Although the policy provides the generic definition of young people, however, it is silent on categorising or defining young people in business, this document will attempt to close the gap as a way of enhancing the National Youth Policy.

This definition of youth espoused in the National Youth Policy is broad and inclusive. It includes *two distinct categories* of young people, i.e. minors and adult youth. Minors include young people of ages of 14 – 17 years and adult youth include the age group from 18 – 35 years.

This NYEES refers to youth as constituting two categories, i.e. primary youth and secondary youth. Primary youth is defined as those young men and women between the age group of 18 to 35 years, who can enter into a business contract independently without the requirement for parental, guardian or representative assistance and consent (i.e. youth within the age of majority). Secondary youth constitute young men and women within the age group of 14 until 17 years, who can enter into a business contract solely with the support and consent of parents, guardian or representative (i.e. youth below the age of majority).

The primary youth as an age group will constitute the core target group that will benefit from all aspects of this strategy. Whereas, the secondary youth will benefit on partial basis, meaning that they will benefit from certain programmes.

²⁸ National Youth Development Agency Act, 2008

The aforesaid definition incorporates and prioritised young men and women that are unemployed, living with disabilities and located in rural and urban areas and in general those that aspires to own and manage their own businesses as well as those that are currently operating their own enterprises.

Over and above the definition of youth as natural person(s), this policy instrument also provides the definition of youth in terms of juristic person(s), i.e. various forms of youth enterprises, as part of the beneficiary base.

The definition of the juristic persons, i.e. youth enterprise is categorised into two component parts: **Youth Empowered Enterprise** and **Youth Owned Enterprise**²⁹. Youth Empowered Enterprise is a form of an enterprise that constitutes 25-50% ownership and control by young women and/or men. A Youth Owned Enterprise is a form of an enterprise in which 51% or more of the ownership and control is in the hands of young men and/or women.

4.2. Guiding Principles and Approaches to Youth Economic Mainstreaming

This policy instrument adopts an approach that aims to achieve youth economic empowerment and development through encouraging and guiding all tiers of government including implementing agencies to mainstream young people in all their core policies, strategies and programmes.

It also advances an approach that encourages all the aforesaid institutions to prioritise youth economic empowerment by developing special interventions on youth where the impediment can be effectively and solely resolved using such a model.

²⁹ Youth Enterprise Strategy, November 2006

Youth economic empowerment can be relatively achieved if all tiers of government that have the responsibility of mainstreaming youth in all their core programmes do it in such a way that they strictly adhere to the following guiding principles:

- (a) **Youth Economic Empowerment through Mainstreaming is a Shared Responsibility:** achieving youth economic empowerment is not the task of **the dti** alone, but it is the responsibility that must be shared by all national departments within the economic cluster, provincial departments, municipalities and its implementing agencies, as well as extra-parliamentary stakeholders (i.e. civil society, private and business sectors and youth organizations).
- (b) **Participatory and Collaborative Approach:** economic mainstreaming of young people through various policy instruments and forums, must take place involving the full participation and consultation of young people through their organizations and institutions. Special attention should be taken to ensure that disabled young women and men are consulted and accorded full participation and benefit.
- (c) **Human Rights and Diversity:** youth economic empowerment must promote non-discrimination, adhere to democracy and good governance and protect human rights. It must also promote gender parity between young men and women including the disabled on economic opportunities. It must instill a sense of worth, purpose and direction to young people.

- (d) Responsiveness and Relevance:** all policies, strategies, programmes and special interventions aimed at economically empowering the youth, with special attention to the disabled, must respond to the unique challenges confronting them and act in their best interests.
- (e) Accountability:** government and its agencies that are involved in youth economic development must put in place systems to monitor, report and record progress made on youth economic empowerment.
- (f) Youth as a Target Group:** all core programmes designed for economic development and empowerment must place youth as one of primary benefactors. All the categories of youth as defined in this document must benefit, with special attention given to the disabled.
- (g) Transparency:** all tiers of government including its agencies and extra-parliamentary players involved in youth economic empowerment must operate in a transparent and accountable manner.

4.3. Youth Economic Empowerment Targets

- This policy instrument is propagating a model that seeks to ensure that in the medium to long term, 30% as a quota/target must be reserved and obtained with the purpose of benefiting the youth;
- All relevant core policies, strategies, programmes and institutions dedicated to economic development are encouraged

to achieve a minimum of 30% target/quota as a contribution to youth economic empowerment;

- This minimum 30% target/quota should be codified in the policies, strategies and programmes designed for economic development by all tiers of government and its agencies;
- On the operational side, the minimum 30% target/quota in terms of budget allocation for each product/programme designed for enterprise development and support must be ring-fenced to benefit the youth. The allocated expenditure must be rolled out, monitored, reviewed and reported annually;
- The minimum 30% is not applicable to products/programmes and agencies specifically created to cater for young people in terms of support. They are expected to support young people meeting a target of 100% since this is their core mandate.

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CHAPTER 5: ROLES AND RESPONSIBILITIES OF STAKEHOLDERS

Underpinning the implementation of this strategy is the principle that youth economic empowerment is a shared responsibility, which entails the idea that youth economic empowerment can be accelerated meaningfully if all key stakeholders contribute their part by playing specific critical roles and responsibilities. The above principle also encourages these stakeholders to partner with each other and synergize, where possible, to ensure effective youth economic empowerment.

The aforementioned principle also entails the recognition that the role of promoting youth economic empowerment is not only the responsibility of **the dti**, nor all the tiers of government, but it also includes, development agencies, state owned entities, private sector, labour, civil society, youth formations and international organizations. Broadly, the roles and responsibilities envisaged from the stakeholders are varied and they involve coordination, facilitation, and implementation, monitoring, review, and reporting on performance and progress.

Therefore, this chapter identifies all relevant stakeholders that can contribute towards the promotion of youth economic empowerment and allocate as well as delineates in this regard.

5.1. the dti

As a custodian of overall economic development, **the dti** also has a responsibility to lead the promotion and advancement of youth economic participation and empowerment in South Africa. In this regard, **the dti** has formulated this NYEES to encourage and guide to all stakeholders, including its internal development agencies, divisions and business unit on how to mainstream young men and women in all their core economic development policy instruments.

The roles and responsibilities of **the dti** (carried out by the youth directorate) include the following:

- To promote and support youth economic empowerment in South Africa;
- To formulate all relevant youth economic empowerment policy instruments and programmes and ensure their implementation;
- To provide technical support to all national departments and their agencies within the economic cluster, state owned enterprises, provincial departments of economic affairs and their agencies and municipalities to formulate their own youth economic empowerment policies, strategies and programmes;
- To ensure that all the above-mentioned institutions allocate appropriate budgets for youth economic empowerment and report accordingly;
- To co-ordinate, monitor, review and report progress made on youth economic empowerment in partnership with the aforementioned public institutions;
- To establish interdepartmental and provincial coordinating structures for an integrated approach for the implementation of the NYEES, programmes and any interventions aimed at the economic empowerment of young people;
- To establish a formal structure consisting of all the developmental COTII.
- To encourage and guide the private sector to support and achieve youth economic empowerment;
- To engage donor organizations to solicit technical and financial support for the youth economic empowerment initiatives and programmes in a way that aligns with this strategy;
- To establish an Information Technology System for capturing, monitoring, reviewing and reporting purposes.

5.2. Roles of other National Departments in the Economic Cluster

- To develop youth economic empowerment policies, strategies and programmes aligned with the NYEES;
- To mainstream youth in all their core programmes designed for economic development;
- To establish youth directorates in the department responsible to drive youth economic empowerment;
- To establish partnerships with the private sector, youth organizations in their endeavour to achieve youth economic empowerment;
- To implement, monitor and report progress to **the dti** on youth economic empowerment in line with their sector mandate;
- To effectively participate in the interdepartmental coordination committee on youth economic empowerment in order to coordinate and facilitate the implementation as well as share information on best practices and report progress on youth economic empowerment.

5.3. The Roles of Provincial Departments of Economic Affairs

- To promote and support youth economic empowerment in the province;
- To develop youth economic empowerment policies, strategies and programmes aligned with the NYEES;
- To mainstream youth in all their core programmes designed for economic development;
- To establish youth directorates in the department responsible to drive youth economic empowerment;
- To establish partnerships with the private sector, youth organizations in their endeavour to achieve youth economic empowerment;

- To implement, monitor and report progress to **the dti** on youth economic empowerment in line with their economic provincial mandate;
- To co-ordinate, monitor, review, collate data and report progress made on youth economic empowerment in the respective province including work of other sister departments, agencies and municipalities;
- To establish and ensure effective participation in the provincial coordination committee (comprising of other provincial departments, agencies and municipalities) on youth economic empowerment in order coordinate provincial activities, share information on best practices and report progress in this regard;
- To effectively participate in **the dti's** provincial coordination committee on youth economic empowerment in order to coordinate and facilitate the implementation as well as share information on best practices and report progress on youth economic empowerment;
- To establish provincial database on youth economic empowerment linked aligned to **the dti's**;
- To ensure alignment of youth economic empowerment programmes into municipal policies and programmes.

5.4. The Roles of Municipalities

- To promote and support youth economic empowerment in the municipalities;
- To develop youth economic empowerment policies, strategies and programmes aligned with the NYEES;
- To mainstream youth in all their core LED and IDP programmes;
- To establish youth directorates/desks in the districts and local municipalities to coordinate and facilitate youth economic development activities;

- To establish partnerships with the private sector, youth organizations in their endeavour to achieve youth economic empowerment;
- To implement, monitor and report progress to the Provincial Department of Economic Affairs on youth economic empowerment in line with their economic mandate.

5.5. The Roles of the Private Sector and State Owned Enterprises

- To promote and support youth economic empowerment in the private sector;
- To develop youth economic empowerment programmes that support this strategy;
- Encouraged to provide a minimum of 30% procurement opportunities and enterprise development support and corporate social investment to youth enterprises which can be claimed from the BBBEE Codes of Good Practice and sector codes;
- To enter into public-private-partnership initiatives aimed at supporting the economic empowerment of young people;
- To encourage mainstream business and state owned enterprises to support and partner with youth business formations in programmes (e.g. business mentorship, training, technical skills, etc.) aimed at empowering young people;
- To reflect progress on supporting youth economic empowerment in their own annual reports and information technology data that can be available to the public;

5.6. The Roles of the Youth Business Chambers and Associations

- To develop programmes aimed at economically empowering young men and women with special focus to unemployed graduates, out of school and disabled youth;
- To partner with the mainstream business in programmes aimed at empowering young people;
- To play a lobby and advocacy role in the youth policy arena.

5.7. The Roles of Government Agencies

- To promote and support youth economic empowerment in the private sector;
- To mainstream youth in all relevant core programmes and products;
- To develop new youth economic empowerment programmes/products, if and where necessary, that support this strategy;
- To partner with financial institutions (e.g. banks) to provide business development support services and programmes targeting youth enterprises;
- To implement, monitor and report progress to **the dti** on youth economic empowerment in line with their mandate.

This chapter has clearly identified stakeholders and institutions including their roles and responsibilities as contribution to promote and achieve youth economic empowerment. In this regard, it recognizes and emphasizes the importance of the principle that the youth economic empowerment is a shared responsibility involving all tiers of government, agencies and the private sector.

CHAPTER 6: NATIONAL YOUTH ECONOMIC EMPOWERMENT PROGRAMMES AND PROJECTS

The approach of this strategy is that the bulk of the support programmes aimed at promoting youth economic empowerment will be implemented by various components of **the dti** and its agencies within the existing core programmes designated for enterprise and economic development. Similarly, the other aspect of these programmes will be found and implemented by all the national and provincial departments and their agencies falling within the economic clusters, including municipalities, who also have the responsibility of mainstreaming youth in their core programmes for economic development.

This strategy also recognizes that, over and above, the core programmes where youth should be mainstreamed, unique programmes are encouraged to be developed to deal with certain existing gaps and constraints that may not necessarily be addressed by the process of mainstreaming. In some instances, they may assist and enhance this process.

This chapter, therefore, seeks to only provide unique cross-cutting programmes that deal with specific constraints and gaps within the area of youth economic empowerment and also helps the process of mainstreaming youth in existing core programmes located within all tiers of government and involving the extra-parliamentary players. Some of these programmes and projects will be derived from the recommendations flowing from the National Youth Policy Framework³⁰ and the Youth Enterprise Strategy³¹ and will be driven and implemented by **the dti** youth directorate in partnership with national and provincial departments, municipalities and agencies.

³⁰ Draft National Youth Policy Framework 2007-2012

³¹ Youth Enterprise Strategy, November 2006.

This chapter also details seven strategic programmes, which respond to all segments of the youth sector, which specifically involve wide issues such as profiling youth economic initiatives, communication outreach, improving access to information, research, entrepreneurship education and training and monitoring and reporting the impact of all programmes aimed at supporting youth economic empowerment.

6.1. Research

Research plays an important role in assisting government policy, strategy and programme development. In all the facets of the economy, an ongoing research will be conducted to improve youth economic empowerment by the government. Statistical data will be generated that will inform South Africa on the entry, exit, survival, failure rate of youth owned enterprises, youth entrepreneurship, unemployment and job creation. The data will also be generated to identify business opportunities available for young people, provide adequate information on youth economic empowerment in South Africa, identify areas where progress is constrained and make recommendations accordingly. Research will also be carried out in order to assist with implementation, review, monitoring and reporting. **the dti** will collaborate with both local and international network of research institutions and entrepreneurship experts to generate information on various aspects of youth economic empowerment.

At the moment, there is very limited information and statistics on youth owned and influenced enterprises as well as youth economic empowerment in general. Hence, there is a need for proper up to date, comprehensive and regularly updated statistical information on youth economic empowerment in South Africa. Although **the dti** will lead in the area of conducting research with respect to youth economic empowerment, however, other national and provincial departments within the economic cluster including municipalities are also

encouraged to carry out research within their specific areas of competencies in partnership with **the dti**.

6.2. Youth Economic Empowerment and Entrepreneurship Education, Promotion and Awareness Support Programme (Outreach)

Entrepreneurship in South Africa remains underdeveloped and less seen as a viable option by young people to economically empower themselves. In general, youth economic empowerment is a concept that is least supported and appreciated by institutions and all relevant stakeholders, both within the public and private sector. It is in this context that the entrepreneurship education, promotion and awareness programme will be relevant to raise youth entrepreneurship as well as promote youth economic empowerment in general by raising awareness of these aspects.

The entrepreneurship education, promotion and awareness programme will be carried out using various marketing and communication tools such as, exhibitions, workshops, conferences, networking sessions/seminars, study tours, road-shows, etc. Other instruments will involve periodicals, journals, newspapers, pamphlets, brochures, books, films, broadcasts, television and radio for creating atmosphere favourable to youth entrepreneurship and economic empowerment. On education in particular, the current curriculum should include entrepreneurship education for young people in schools, colleges and universities.

The task of increasing the promotion and awareness of youth entrepreneurship and economic empowerment is a shared competency that cuts across departmental boundaries and involves the national and provincial departments within the economic cluster and their agencies, including municipalities. In this

regard, while **the dti** will lead the process of driving the promotion and awareness of youth entrepreneurship and economic empowerment, it intends doing that in partnership with the aforesaid stakeholders. Such partnerships must also involve, where possible, youth owned organizations and other private sector stakeholders.

The implementation of this programme will be carried out through two constituent sub-programmes, which involve the following:

- Youth entrepreneurship awareness programme;
- In-school and tertiary entrepreneurship education programme;

6.2.1. Youth entrepreneurship awareness programme

This sub-programme aims to achieve two things: to promote and create entrepreneurship awareness targeting specifically potential young entrepreneurs (including unemployed graduates and youth) with the aim of encouraging them to consider entrepreneurship as an alternative vehicle to employment. In addition, through awareness, promote existing business development support programmes/services available to existing young entrepreneurs. **the dti** (through its youth directorate) and its agencies in partnership with the NYDA, South African Youth Council (SAYC) and the Youth Chamber Movement of South Africa (YCUMSA) will lead in this regard. Other national and provincial departments in the economic cluster are encouraged to drive their specific sector and provincial entrepreneurship awareness programmes as well in line with **the dti**.

6.2.2. In-school and tertiary entrepreneurship education programme

This sub-programme referred to as in-school and tertiary entrepreneurship education must form part of the formal curriculum of the Department of Education (DoE) in all schools and tertiary institutions. It is meant to be a foundation for the development of the entrepreneurship culture, introduces learners to the concept of entrepreneurship and to promote self-employment as the sustainable option in life. It targets in-school going learners from grades 8–12 through to tertiary level.

The national DoE, responsible for formal education will lead the process of implementation in partnership with **the dti** and other relevant stakeholders.

6.3. Youth Entrepreneurship Awards

The current challenge in South Africa is that youth entrepreneurship is not celebrated, provided recognition and the incentives in the form of awards it deserves. Awards are an effective marketing tool to raise interest, educate young people about the benefits of starting and running your own business. They also provide a platform where successful young entrepreneurs are showcased and become role models for other young people to emulate and thus contribute towards an interest for young people to get involved in business. The awards can consequently contribute towards the growth of youth owned enterprises and contribute towards the social upliftment of society.

The task of recognizing and celebrating youth entrepreneurs through awards is a shared competency that cuts across departmental boundaries and involves the

national and provincial departments within the economic cluster and their agencies, including municipalities. While **the dti** will lead the process of coordinating and implementing the awards, in partnership with the aforesaid stakeholders, these stakeholders will also be expected to contribute in financing their sector and provincial chapters. Such partnerships must also involve, where possible, youth owned organizations and other private sector stakeholders.

6.4. National Youth Service³²

The NYS programme is a government initiative aimed at engaging youth in the delivery of services to communities to promote social cohesion; to inculcate in young people an understanding of their role in the promotion of civic awareness and national reconstruction; to inculcate a culture of service to communities; to develop the skills, knowledge and abilities of young people to enable them to make meaningful transition to adulthood; and to improve youth employability through opportunities for skills development, work experience and support to gain access to economic and further learning opportunities.

The criterion for NYS has three core components:

- **Service:** youth contributing to service delivery;
- **Learning:** youth accessing learning opportunities to support quality service delivery and occupation skills; and
- **Exit opportunities:** youth accessing economic opportunities such as further learning, formal or self-employment.

Deriving from the above mentioned core components of NYS; **the dti** has the obligation, internally, to mainstream youth learning and experiential opportunities within all **the dti's** divisions, agencies and programmes. Secondly,

³² 1999 White Paper on National Youth Service

the dti will enter into partnership with other private sector organizations/entities to implement NYS in the broader economy.

The other national and provincial departments in the economic cluster are also expected to drive their own NYS programmes and monitor, review and report to the NYDA, which is in charge of the overall monitoring and implementation of this programme.

6.5. Financial Support Programmes and Products

Although there exist various financial support programmes and products within the DFIs both national and provincial targeting all forms of businesses, nonetheless, a few of these have mainstreamed the youth. In this regard, mainstreaming means that the aforesaid programmes should have set out clearly youth as primary beneficiaries, formulate funding criteria that take cognisance of the challenges facing the youth, provide clear targets/quotas for young people to be implemented, monitored, reviewed and reported accordingly.

The National Youth Development Agency (NYDA) is envisaged to play a leading role in the provision of financial products and programmes targeting youth enterprises. In addition to the support provided by the NYDA, all national, provincial and municipal DFIs are called upon to ensure that all their funding programmes and products (i.e. enterprise and industrial development finance) mainstream and benefit youth enterprises as defined in this document.

Although the list is not exhaustive, these are some of the DFIs implicated: National Empowerment Fund (NEF), Industrial Development Corporation (IDC), Khula Enterprise Finance (Khula), South African Micro Finance Apex Fund (Samaf), Development Bank of Southern Africa (DBSA), National Development Agency (NDA), Ithala, Gauteng Enterprise Propeller (GEP), Limpopo Economic

Development Agency (Limdev), Limpopo Business Support Agency (Libsa), Eastern Cape Development Corporation (ECDC), Red Door, Mpumalanga Economic Growth Agency (MEGA), Free State Development Corporation (FSDC), etc.

There is a need for the aforesaid agencies to explore means and ways to partner with the private sector, as a way of crowding in private sector capital, to provide funding for young people.

6.6. Non-Financial Support Programmes and Products

Despite government efforts to establish various institutions and programmes for business development services/programmes, many young people still have not accessed and/or benefited from these institutions and programmes. This is demonstrated by lack of clear targets/quotas and criteria as well as monitoring, review and reporting progress on youth support in their respective programmes.

The term Business Development Services (BDS) refers to a range of non-financial services provided to enterprises at various stages of development. These services may include technical training, mentorship, information provision, technology transfer and upgrading, quality improvement support, business plan development, access to markets, incubation and business linkages.

The National Youth Development Agency (NYDA) is envisaged to play a leading role in the provision of non-financial products and programmes targeting youth enterprises. In addition to the support provided by the NYDA in this area, there is a need for the agencies mentioned below to explore means and ways to partner with the private sector, tertiary institutions and international bodies in order to provide BDS to young people.

Although the list is not exhaustive, these are some of the BDS institutions implicated: National Empowerment Fund (NEF), Industrial Development Corporation (IDC), Khula Enterprise Finance (Khula), Small Enterprise Development Agency (SEDA), National Development Agency (NDA), Ithala, Trade and Investment KZN (TIKZN), Gauteng Enterprise Propeller (GEP), Limpopo Business Support Agency (Libsa), Eastern Cape Development Corporation (ECDC), Red Door, Mpumalanga Economic Growth Agency (MEGA), Free State Development Corporation (FSDC), etc.

New Venture Creation (NVC) is a programme that was created to drive business skills development in all sectors of the economy to benefit South Africans including the youth. Progress has been made in the implementation of the new venture creation programme and the youth have benefited. However, minor challenges still remain with the programme which impact negatively on the youth. The implementation of this programme in all the sectors is still yet to be accomplished. If this could be achieved, youth in particular, can benefit substantially.

6.7. Access to Markets and Timely Payments to Youth Enterprises

All programmes geared for market access (i.e. procurement, trade missions, etc.) are still yet to benefit youth enterprises that contribute in growing this sector of our economy to acceptable levels. This is also applicable to government and private sector turn-around payment period of youth enterprises that are still challenged by lack of timely payment. The core factor contributing to this state of affairs is demonstrated by lack of clear targets/quotas and criteria as well as monitoring, review and reporting progress on youth support in their respective programmes. Within the public sector, there is a need for procurement legislation and policies to ensure that youth are beneficiaries in line with the stated targets in this document. In particular, BBBEE Codes of Good Practice and sector charters and strategies are encouraged to ensure that young people have specific targets in the procurement element and enterprise development in line with the prescripts of this document. The designated ten products to benefit SMMEs and Co-operatives must also include youth enterprises as beneficiaries. The programmes designed to encourage the reduction of the turn-around time for payment to enterprises must also benefit youth enterprises equally.

CHAPTER 7: CO-ORDINATION, MONITORING, EVALUATION, REVIEW AND REPORTING MECHANISMS

There is a need to track the progress with regard to the implementation and impact of this strategy. Equally so, there is a need to ensure effective co-ordination, reporting and review of this strategy. The aim of this chapter, therefore, is to outline mechanisms to be utilized to ensure effective co-ordination, monitoring, review and reporting with respect to the rollout and impact of this strategy.

7.1. Co-ordination and Monitoring Mechanism

The responsibility of developing the tools and mechanisms to use for coordination and monitoring falls squarely under **the dti** supported by all national and provincial departments within the economic cluster. National departments will be coordinated through the Inter-departmental Coordination Committee on Youth Economic Empowerment (ICCYEE). The NYDA will form part of the aforementioned structure to enable closer coordination between **the dti**, other national departments and the agency in terms of work. On the other hand, the provinces, through their departments of economic affairs, will be coordinated using the Provincial Coordination Committee on Youth Economic Empowerment (PCCYEE). Similarly, the provincial structures of the NYDA must form part of the PCCYEE.

Coordination is also necessary amongst **the dti** and its agencies and this will be carried out through **the dti**/COTII Coordination Committee on Youth Economic Empowerment.

The aforementioned coordination structures will have the responsibility of monitoring the implementation of this strategy. A number of tools will be developed by **the dti** in collaboration with the aforementioned institutions. A

framework for monitoring will be developed by **the dti** in this regard. All these structures will hold quarterly meetings in which all stakeholders are expected to attend and report on progress made in regard to the implementation of this strategy.

In the area of broadening economic participation, there exist a number of boards/councils whose mandate is to advise the Minister of Trade and Industry on the developments and progress in this area. These structures also have a role of coordination and monitoring. The segments of this area include small and medium enterprise development, co-operatives development, broad-based black economic empowerment and women empowerment. The structures for these segments are; National Small Business Advisory Council (NSBAC), Co-operatives Advisory Board (CAB), BEE Advisory Council and South African Women Entrepreneurs Network (Sawen). It is important for youth to be represented in these boards/councils.

Progress and the effectiveness of this strategy with regard to its implementation will have to be tracked. To put it the other way around, there is a need for the performance of this strategy to be evaluated and reviewed at intervals to ascertain whether it is yielding the desired outcome as expressed in its objectives. Evaluation and Review of this strategy will be carried out by **the dti** in partnership with reputable research institutions, universities and the youth chamber movement. It will also work in collaboration with the above-mentioned coordination and monitoring structures using the following models:

- Annual reviews which will be carried out at the end of each financial year;
- Mid-Term Expenditure Reviews; in every three year budget cycle, the performance of the strategy will be reviewed;

- The ten-year major review will be carried out to determine whether the strategy has met its objectives with the purpose of ascertaining whether it should be ended, enhanced and extended to a particular period.

This strategy is intended to operate for a ten-year period starting from 2009 until 2019 with the aforesaid models used to review performance. The review of the strategy will be carried out to ascertain the achievement of the set targets within those core programmes as articulated.

7.3. Reporting Mechanism

Reporting is an information gathering process designed to account, monitor and track progress on the implementation, outcome and impact of the NYEES with respect to youth economic mainstreaming. Furthermore, it reveals gaps and constraints and enables us to put corrective measures in place to address them.

Reporting on the performance of this strategy is viewed as a critical component necessary for achieving youth economic empowerment. **the dti** will have the overall responsibility of reporting progress on the strategy to parliament, cabinet and the NYDA. **the dti** will use the following structures to gather the information from its key stakeholders and partners for reporting purposes:

- National departments will furnish information for reporting purposes to **the dti** through the ICCYEE;
- Provincial departments of economic affairs and their agencies will report on progress made to **the dti** through the PCCYEE);
- **the dti** agencies will furnish information on progress made to through **the dti/COTII** Coordination Committee on Youth Economic Empowerment.

The following tools will be used as reporting mechanisms;

- **Quarterly Reports**, to be submitted to **the dti** by the aforesaid reporting structures every quarter of each financial year;
- **Annual Reports**, to be submitted by the aforesaid reporting structures at the end of each financial year;
- **Mid-Term Expenditure Report** to be submitted by the aforesaid reporting structures in every three year budget cycle;
- **Ten Year Major Report** will be compiled by **the dti** to reveal whether the strategy has met its objectives;
- **the dti** will produce consolidated term reports drawing from the reports submitted by the respective reporting structures and submit to the Parliament, Cabinet and NYDA.

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CONCLUSION

In conclusion, this strategy is envisaged to be operational for ten years starting from 2009 until 2019. Its performance will be reviewed using three models, namely, the annual reviews, mid-term expenditure reviews and a major ten-year review.

More importantly, the strategy promotes and accelerates youth economic empowerment in the economy by prioritising an approach that encourages mainstreaming of the youth in the already existing core programmes designed for industrial and enterprise development. It also encourages and allow the formulation of new economic development programmes uniquely designed to target the youth only in circumstances where such an approach will either effectively address the existing deficiency or may have a much higher impact in empowering young people.

Mainstreaming youth on existing core programmes is envisaged to take prominence within the public sector supported by the private sector. In the public sector the key role players envisaged to promote and carry out mainstreaming of youth in their economic programmes are national and provincial departments within economic cluster including its agencies as well as municipalities.

Over and above the core existing programmes in which youth will be mainstreamed, this strategy has also formulated unique cross cutting programmes that will be implemented by **the dti** in collaboration with other relevant stakeholders expected to add momentum to the process of mainstreaming the youth economically.

the dti supported by the NYDA will lead the process of coordinating, implementing and monitoring the rollout and impact of the strategy. The monitoring and review of the strategy will be carried out so as to determine the adherence to the guiding principles by all the stakeholders and to the extent to which the set objectives and targets have been attained or lack thereof. The institutional mechanisms that will be utilised with respect to the process of coordination, implementation, review and monitoring have been well elucidated in the document.

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"APPENDIX A"

PROPOSED IMPLEMENTATION PLAN TABLE

KEY PERFORMANCE AREAS	STRATEGIC OBJECTIVES	ACTIVITIES OR PLANS	OUTPUTS	PERFORMANCE INDICATORS	DEADLINE FOR ROLLING OUT	BY WHO
Research	To improve on youth economic empowerment in all facets of the economy.	Carry out research on the status of youth economic empowerment in South Africa.	Reliable statistical data and information on the status of youth economic empowerment.	Research report	2010/2011 Financial year	the dti in partnership with the NYDA, Institutions of High Learning and Research organisations
Development and implementation of Youth Economic Empowerment policies and strategies.	To create an enabling policy and legislative environment to economically mainstream youth.	<p>Development of Provincial youth economic empowerment policies/strategies</p> <p>Development of District/Municipal youth economic empowerment policies/strategies.</p> <p>Development of Sectoral youth economic empowerment</p>	Youth Economic Empowerment policies and strategies developed and aligned with the NYEES.	<p>Provincial youth economic empowerment policies/strategies.</p> <p>District/Municipal youth economic empowerment policies/strategies.</p> <p>Sectoral youth economic empowerment strategies.</p> <p>Integrate youth in</p>	2010 – 2012 Mid-term review	<p>the dti</p> <p>National Departments in the Economic Cluster</p> <p>Provincial Departments of Economic Affairs</p> <p>District Municipalities</p>

		<p>policies/strategies.</p> <p>Review of existing sector strategies for alignment with the NYEES.</p> <p>Integration of youth economic empowerment into the priority programmes of the respective principals.</p>		<p>all existing sector strategies.</p> <p>All the above policies/strategies must be aligned to the NYEES.</p>		
Access to Non-Financial Support Business Services	<p>To assist young entrepreneurs to gain access to comprehensive business development support services to grow and sustain their enterprises</p>	<p>Provide special support to young entrepreneurs in the area of market research and feasibility studies.</p> <p>Provide support in the development of viable business plans for emerging young entrepreneurs.</p> <p>Promote the uptake of youth enterprises in the Incubation programmes</p> <p>Encourage young people to venture into business in the area Innovation and technology</p>	<p>Sustainable youth owned-and-managed enterprises</p>	<p>Comprehensive and customised business development support services for youth owned-and-managed enterprises by all development institutions</p>	<p>2010 – 2012 Mid-term review</p>	<p>The dti</p> <p>SEDA</p> <p>NYDA</p> <p>National Departments in the Economic Cluster</p> <p>Provincial Departments of Economic Affairs</p> <p>Provincial Business Development Agencies</p>

		<p>The provision of land to rural agricultural youth enterprises</p> <p>Provide quality product development support for youth enterprises</p> <p>Provide infrastructure and technological support to youth enterprises</p>				<p>Municipalities</p> <p>South African Bureau of Standards</p> <p>South African Quality Institute</p> <p>Council for Scientific and Industrial Research (CSIR)</p>
Financial Support for Youth Enterprises	To assist young entrepreneurs to gain access to funding in order to establish and expand their enterprises	<p>Development Finance Institutions (DFI's) to mainstream youth in all their funding programmes</p> <p>Development Finance Institutions (DFI's) to simplify the qualifying criteria of their funding programmes to accommodate youth enterprises</p> <p>Development</p>	<p>The mainstreaming of youth in funding programmes</p> <p>Accessible and customised funding programmes for youth enterprises</p> <p>Increase the level</p>	<p>Increased number of funded youth owned and managed enterprises</p> <p>Limited barriers to gain access to start-up and expansion capital by young entrepreneurs</p> <p>A minimum 30% of</p>	2010 – 2012 Mid-term review	<p>the dti</p> <p>NYDA</p> <p>National Department within the Economic Cluster</p> <p>Provincial Department of Economic Affairs</p> <p>Municipalities</p> <p>Khula</p>

		<p>Finance Institutions to ring fence a minimum of 30% of their funding budget for youth enterprises</p> <p>Provide a compulsory long-term mentorship support to funded youth owned-and-managed enterprises.</p>	<p>of capital investment towards the development of youth enterprises</p> <p>Sustainable youth owned-and-managed enterprises</p>	<p>DFI's funding budget set-aside for youth enterprises</p>		<p>SAMAF</p> <p>National Empowerment Fund</p> <p>Provincial Business Development Support Agencies</p> <p>Provincial Investment Promotion Agencies</p>
<p>Access to Markets for Youth Enterprises</p>	<p>To increase the market share for youth enterprises and grow the sector.</p>	<p>Youth enterprise participation in the international and national pavilions through the EMIA and provincial trade and investment promotion agencies.</p> <p>A minimum of 30% of expenditure on procurement made available for youth enterprises</p> <p>A minimum of 30% of business delegations allocated</p>	<p>Youth enterprises must have a minimum 30% share on procurement.</p> <p>Increased number of sustainable youth enterprises.</p>	<p>Increased number and variety of youth owned enterprises in all the sectors of the economy.</p> <p>Increased number of sustainable youth owned and managed enterprises.</p>	<p>2010 – 2012 Mid-term Review</p>	<p>the dti</p> <p>All National Departments</p> <p>All Provincial Departments</p> <p>All State Business Development Institutions including Funding Agencies</p> <p>All District Municipalities</p>

		to youth. A minimum of 30% of the 70% targeted 10 products for SMMEs and Cooperatives extended to youth enterprises.				NYDA Private Sector
Youth Entrepreneurship Education	To create a culture, awareness and knowledge of entrepreneurship among youth.	Introduction of entrepreneurship curriculum in high schools and institutions of higher learning. Introduce the New Venture Creation programme and other skills development programmes to empower out of school youth. Mainstream youth in skills development programmes of all the Sector Education Training Authorities Produce	Incorporation of entrepreneurship education in the curriculum. Skills development training and business development programmes for out of school youth. Sector specific skills development programmes for youth	Increased number of entrepreneurial initiatives and projects started by learners and students. Increased entrepreneurial uptake of the programmes by out of school youth. Increased employment among youth through entrepreneurship and absorption in the labour market	2010 – 2012 Mid-term Review	the dti NYDA Department of Higher Education Department of Basic Education Department Women, Youth and People with Disabilities Department of Labour Sector Education Training

		entrepreneurship educational programmes for TV and radio	Access to educational programme for youth in the rural areas	Increased level of entrepreneurship awareness and activities among youth in the rural areas		Authorities (SETA's) SABC
Promotional and awareness support programme (Outreach)	To create awareness and platforms for entrepreneurship promotion.	Road-shows Summits Conferences Workshops Exhibitions	Increased number and variety of youth owned enterprise in all sectors of the economy.	Increased entrepreneurship uptake by youth.	2010 – 2012 Mid-term Review	the dti NYDA Department of Women, Youth and People with Disabilities All State Business Development Institutions including Funding Agencies. Private Sector
Youth Entrepreneurship Awards (YEA)	To recognise and celebrate youth entrepreneurship excellence and success.	Formulation of Selection Criteria for Young Entrepreneurs.	Increased number of participants and recipients of Youth Entrepreneurship Awards.	Annual National and Provincial Youth entrepreneurship awards hosted.	2010 – 2012 Mid-term review	the dti NYDA Department of

		<p>Formulation of Business Categories.</p> <p>Marketing and Advertising of YEA Awards.</p> <p>Appoint the Adjudication Panel.</p> <p>Selection of Nominees (Young entrepreneurs) Provincially and Nationally.</p> <p>Awards Ceremonies (Provincial and National).</p> <p>Incubation and the Profiling of Winners.</p>				<p>Women, Youth and People with Disabilities.</p> <p>All State Business Development Institutions including Funding Agencies.</p> <p>Private Sector.</p> <p>SABC</p>
National Youth Service	To empower young people through voluntary participation in business and economic development programmes.	<p>Formulate Projects that encourage volunteer participation.</p> <p>Provide training of the young volunteers in core projects as part of the NYS.</p> <p>Placement of graduates as part of</p>	<p>Increased number of young volunteers.</p> <p>Awarding of Certificates.</p> <p>Awarding of Certificates.</p>	<p>Increased number of youth involved in service delivery.</p> <p>Increased number of youth participating in learnerships and incubation programmes in the different economic sectors.</p>	2010 – 2012 Mid-term review	<p>the dti</p> <p>All National Departments</p> <p>All Provincial Departments</p> <p>All State Business Development Institutions including</p>

		the NYS.				<p>Funding Agencies</p> <p>All District Municipalities</p> <p>NYDA</p> <p>Private Sector</p>
Monitoring and Evaluation	To ensure measured, proper, effective and consistent implementation of the NYEES.	<p>Establish ICCYEE and PCCYEE for monitoring and evaluation purposes provincially and nationally.</p> <p>Formulate Monitoring and Evaluation Tools.</p>	<p>Mainstreaming of youth in programmes, policies against minimum targets as set out by the NYEES.</p> <p>Remedies, where necessary, put in place so as to help fast track implementation.</p> <p>A standard national monitoring and evaluation tool developed.</p>	<p>NYEES properly used as a means to economically mainstream youth.</p> <p>Increased number of youth and youth enterprises benefiting from core programmes and policies.</p> <p>A monitoring and evaluation tool at the disposal of stakeholders.</p>	2010 – 2012 Mid-term Review	<p>the dti</p> <p>All Departments in the economic cluster</p> <p>All other National Departments</p> <p>All Provincial Departments</p> <p>All state development institutions including funding agencies</p> <p>All District Municipalities</p>

						NYDA Private Sector
Review and Reporting Mechanisms	<p>To ensure consistency, relevance and improvement on youth economic empowerment.</p> <p>To track progress and account for youth economic mainstreaming.</p> <p>Develop a national database of economic empowerment projects and youth enterprises.</p>	<p>Develop a review and reporting format and methodology.</p> <p>Develop an electronic system for reporting progress on youth economic empowerment.</p> <p>Identify the dti structures and partners for review and reporting.</p>	<p>Reviews and reports developed and submitted to the dti or a structure appointed by the dti.</p>	<p>the dti publishes reviews and reports developed in accordance with the timelines as prescribed by the NYEES.</p>	<p>Annual review</p> <p>Mid-term Review</p> <p>Ten year review</p>	<p>the dti</p> <p>All National Departments</p> <p>All Provincial Departments</p> <p>All state development institutions including funding agencies</p> <p>All District Municipalities</p> <p>NYDA</p> <p>Private Sector</p>