

2 Build a Peaceful Province



3 Growing the Economy



1 Job Creation



# PROVINCIAL INTEGRATED YOUTH DEVELOPMENT STRATEGY 2021-2026

“Skilled, Capable and Empowered Youth contributing to a Prosperous KwaZulu-Natal”



**KWAZULU-NATAL**  
PROVINCIAL GOVERNMENT  
REPUBLIC OF SOUTH AFRICA



**GROWING  
KWAZULU-NATAL  
TOGETHER**

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# Acronyms

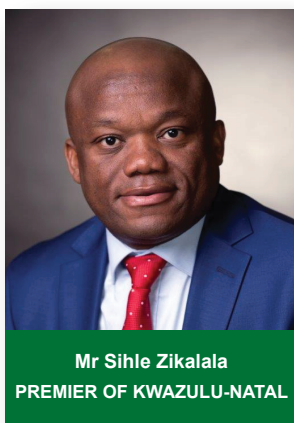
4IR	Fourth Industrial Revolution
BBBEE	Broad-Based Black Economic Empowerment
CPW	Community Works Programme
DG	Director-General
DHET	Department of Higher Education and Training
ECD	Early Childhood Development
FTE	Full-Time Equivalent
GBVF	Gender Based Violence and Femicide
GEAR	Growth Employment and Redistribution
HIV	Human Immunodeficiency Virus
HRDS	Human Resource Development Strategy
IDP	Integrated Development Plans
ILO	International Labour Organisation
KZN	KwaZulu-Natal
MDGs	Millennium Development Goals
MTSF	Medium Term Strategic Framework
NDP	National Development Plan
NEET	Not in Education, Employment or Training
NGP	South Africa's New Growth Path
NSDS	National Skills Development Strategy III
NYDA	National Youth Development Agency
NYDPF	National Youth Development Policy Framework
NYP	National Youth Policy 2020–2030
PGDP	Provincial Growth and Development Plan
PIYDS	Provincial Integrated Youth Development Strategy
PWD	Persons with Disability



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SETA	Sector Education and Training Authority
STI	Sexually Transmitted Infection
TB	Tuberculosis
TVET	Technical and Vocational Education and Training
UIF	Unemployed Insurance Fund
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
PGDP	Provincial Growth and Development Plan
PYDF	Provincial Youth Development Forum



## FOREWORD

**BY THE KWAZULU-NATAL PREMIER:  
MR SIHLE ZIKALALA**

The successful implementation of the National Youth Policy (NYP) depends on the National Integrated Youth Development Strategy (NIYDS). Subsequent to that, provinces should develop their own Provincial Youth Development Strategy as a tool to implement the National Youth Policy and youth development programs at the Provincial level. It is against this backdrop that the KwaZulu-Natal Provincial Government presents the Provincial Integrated Youth Development Strategy (PIYDS). This strategy stipulates the key strategic activities through which the policy priorities contained in the NYP will be implemented. It further specifies the relevant mechanisms for monitoring and evaluation. Furthermore, it fosters integration of Provincial Departments on the implementation of youth development programs and develops one Youth Development Plan for the Province.

It is fundamental to note that this strategy sets out how government, working with communities, public sector, labour, civil society and private sector will ensure support of young people through amongst others: develop skills and attitudes to enable them to positively contribute in development of their society, now and in the future, economic development for self-sustainability, social cohesion and nation building not forgetting healthcare and substance abuse, amongst others. Our aim is to build a healthy nation.

Youth have indicated that they no longer want to be passive recipients of development; they want to take their rightful place in the strategic developmental initiatives in ensuring that they become constructive engineers and masters in command of their own socio-economic development. Our youth are reinforcing the phrase that says 'nothing about us without us'.

It is an important step in the right direction to shift our thinking from focusing on youth problems to understanding them as partners and contributors to the society at large, with all of us supporting their development. This strategy provides a plan on how we can do this.

The consulted stakeholders included young people who either attended consultation meetings or send their written input. This is undoubtedly an excellent example of how young people can make an important contribution to policy processes that affect their lives.

The adoption of the PIYDS defines action to move both theory and policy to action in an integrated fashion. It will endeavour to ensure the buy-in and co-operation from key players in public, private and civil society sectors across the three spheres of government in the implementation of this strategy.

Successful implementation can only be attained if all those involved work together and allocate resources towards the implementation thereof.

**Premier: Honourable Sihle Zikalala**



## SUMMARY

**BY THE KWAZULU-NATAL DIRECTOR - GENERAL:  
DR NONHLANHLA O. MKHIZE**

Our Province is characterised as a rural and youthful Province and youth forms a large part of our population who resides in rural communities. In the main youth form part of the province vulnerable groups which has been marginalised for many years. The National Youth Policy 2030 and the Provincial Integrated Youth Development Strategy (PIYDS) came at a time the country is battling with pandemics, including the gender-based violence (GBV) pandemic.

Our programs and focus should be informed by studies that are at our disposal which may serve not only as a responsive approach but also as a mitigating mechanism. The PIYDS is intended to be an implementation tool for the first five years of NYP (2030) which has recently been enacted and forms part of the youth sector contribution to the development goals expressed in the National Development Plan (NDP) and has been given substance in the Medium Term Strategic Framework (MTSF).

The PIYDS sets out the mitigating mechanism. The PIYDS is intended to be an implementation tool for the first five years of National Youth Policy (NYP) 2030 actual programs to be carried out by Departments and the resources required for driving each program. This is supported by the integrated youth development programs and plans submitted by Head of Departments and State-Owned Enterprises.

The PIYDS builds a case for interventions by providing a brief overview of the current challenges facing the youth, laying the ground by starting with a brief overview of the youth population. Despite noticeable progress made by our democratic government to deal with youth issues, there are still problematic areas that need attention. Education is one area where more still need to be done. Whilst education is seen as an important weapon against poverty, the education system is still characterised by high grade repetitions and high drop-out rates.

Slow economic growth compounded by current global economic challenges makes it difficult for the youth to participate optimally in the economy and in society in general. Young people bear a disproportionate burden of poverty and unemployment. Unemployment is at its highest amongst the youth aged 15-24 years (63,2%), who are more likely to be unemployed, compared to those aged 25-34 years (42,1%). The most concerning trend is consistent increase in unemployment in the last five years. Graduates are least likely to be unemployed at 8,4% unemployment rate. Currently, about 8,6 million or about 42% of the youth aged between 15 and 34 years are not in employment, education or training (NEET).

Entrepreneurship, which is seen as a possible avenue to increase economic growth and for dealing with poverty and unemployment, is not satisfactorily entrenched amongst the youth in this country. High failure rate of youth start-up businesses is associated with amongst others, funding challenges and limited access to markets. Less than satisfactory educational outcomes do not help the situation. Financial education is important for youth wealth accumulation - the level of financial literacy in South Africa is very low at 54% and this has not improved in the last five years.

Socio-economic challenges are escalating the mental health issues amongst the youth – notably depression. For instance, those who lost employment because of Covid-19 have 23% chance of being affected by anxiety or depression compared to those who are still employed at 14%. Anxiety and depression are linked to suicides. HIV and AIDS is still a big challenge for the youth and it is a leading cause of death. Its prevalence and spread are exacerbated by risky behaviours amongst the youth.

Unhealthy lifestyles and obesity need attention, with young women in the age category 25-34 years severely obese, and teenage pregnancy is rife. Unhealthy lifestyles and obesity are linked to chronic illnesses such as hypertension, heart diseases, diabetes, certain cancers, and recently linked to high Covid-19 mortality. Femicide is also on the increase. The true picture of GBV is hidden by under reporting and less attention to males affected by the phenomenon.

Social cohesion and nation building are important for every nation and getting young people on board is critical for stability. Inequalities in the country work against attempts to nurture social cohesion and nation building. As a starting point to fostering social cohesion and nation building, poverty and inequalities need to be dealt with decisively. The common basis for discrimination that still needs to be tackled include class, race, disability, nationalism, gender, ethnicity and sexual orientation.

Contrary to the assertion that young people are apathetic in relation to participation in public affairs, young people use alternative ways of participation like protests and social media. Digital inequalities limit participation via digital platforms and limits the benefits from Fourth Industrial Revolution (4IR). Limited research data on youth development is a cause for concern as it affects planning.

All the challenges highlighted in the youth development space are classed, racialised, genderised, regionalised, and tend to be ableist because of historical reasons. This requires nuanced interventions that take this into account. Covid-19 has not only precipitated and exacerbated the loss of lives and livelihoods, but it has also brought to the surface the enormous inequalities in the country. Furthermore, Covid-19 has impacted all aspects of young people's lives, including their ability to participate in public affairs.

  
Director - General: Dr Nonhlanhla O. Mkhize

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## ACKNOWLEDGEMENT

This Provincial Integrated Youth Development Strategy was made possible by the Interim Task Team put together by Mr AZ Mnqayi, DDG: Institutional Development and Integrity Management Branch.

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## KEY TERMS AND DEFINITION

**Youth Empowerment** - is a process where children and young people are encouraged to take charge of their lives. It aims at improving the quality of life.

**Youth Development** - “an intentional comprehensive approach that provides space, opportunities and support for young people to maximize their individual and collective creative energies for personal development as well as development of the broader society of which they are an integral part”.

**Coordination**- the organization of the different elements of a complex body or activity to enable them to work together effectively.

It is an administrative process which seeks to bring about unity of purpose in order to achieve common objectives. Coordination implies a cooperative situation where two or more participants have a common goal and where each has sufficient information as to what others are going to do to enable him to make correct decision.

**Integration** – incorporation as equals into society or an organization of individuals of different groups

**Disability** - Disability is the loss or elimination of *ability* or opportunities to take part in the life of the community, equitably with others that is encountered by persons having physical, sensory, psychological, developmental, learning, neurological or other impairments, which may be permanent, temporary or episodic in nature, thereby causing activity limitations and participation restriction with the mainstream society. These barriers may be due to economic, physical, social, attitudinal and/or cultural factors.

**Capable** - having the ability, fitness, or quality necessary to do or achieve a specified thing.

**Skilled**- having or showing the knowledge, ability, or training to perform a certain activity or task well.

**Self-Efficacy**- a person's belief that they can be successful when carrying out a particular task

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**NEET** - Not in Education, Employment, or Training", refers to a person who is unemployed and not receiving an education or vocational training.

**Under employment** - Underemployment is the underuse of a worker because a job does not use the worker's skills, is part-time, or leaves the worker idle. Examples include holding a part-time job despite desiring full-time work, and overqualification, in which the employee has education, experience, or skills beyond the condition in which people in a labour force are employed at less than full-time or regular jobs or at jobs inadequate with respect to their training or economic needs.

**Semi-skilled** - having or needing only a small amount of training

**Low Skilled** - can refer to people with few formal qualifications, people working in jobs that do not require such qualifications, or people working in low-wage positions regardless of their own educational background.

**Microsoft Forms** - is a basic, lightweight app intended to quickly collect information via surveys and quizzes

**Discouraged work-seeker:** a person who is not employed, wants to work, available to work/start a business but did not take active steps to find work during the last four weeks, no jobs available in the area; unable to find work requiring his/her skills; lost hope of finding any kind of work.

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## EXECUTIVE SUMMARY

### Vision

To develop **skilled, capable and empowered** youth contributing to a prosperous Province.

### Purpose

The purpose of the strategy is to provide a framework for planning, coordination, integration, monitoring and evaluation of youth development interventions and to report progress on impact.

### Principles underpinning the Strategy

The PIYDS promotes the values and principles that are outlined in the National Youth Policy 2020 – 2030, the National Youth Development Policy Framework, 2002 – 2008 and the National Youth Development Strategy 2007/08 – 2011/12 which are informed by the long history of struggle against apartheid, namely:

- Integration
- Accessibility
- Redress
- Responsiveness
- Quality
- Comprehensive and Holistic
- Diversity
- Inclusive
- Sustainability
- Participatory
- Balanced Development



## Strategy pillars

The strategy is premised on the five pillars of the National Youth Policy 2020-2030, namely; Quality Education, Skills Development and Second Chance; Economic Transformation, Entrepreneurship and Job Creation; Physical and Mental Health Promotion, including mitigations against pandemics; Social Cohesion and Nation Building and Effective and Responsive Youth Development Machinery.

**Table 1: Five Pillars of the National Youth Policy**

PILLARS	FIVE YEAR OUTCOMES
<b>PILLAR ONE</b>  QUALITY EDUCATION, SKILLS AND SECOND CHANCES	<ul style="list-style-type: none"> <li>• School curriculum focusing on artisan skills development</li> <li>• Increased learners taking gateway subjects</li> <li>• Expanded intake of youth into educational, skills, up-skilling, re-skilling and training programmes</li> <li>• Expanded reach of career exhibitions</li> <li>• Workplace exposure</li> <li>• Strengthened career development programmes for youth</li> <li>• Regularized Matric Second Chance Programs</li> </ul>
<b>PILLAR TWO</b>  ECONOMIC TRANSFORMATION, ENTREPRENEURSHIP AND JOB CREATION	<ul style="list-style-type: none"> <li>• Use innovative, youth – oriented programmes and technologies to promote the health and wellbeing of youth</li> <li>• Support the creation of new ventures, SMME and Cooperatives by youth in the economic sector with high potential</li> <li>• Expanded intake of youth into public employment programmes</li> </ul>
<b>PILLAR THREE</b>  PHYSICAL AND MENTAL HEALTH PROMOTION INCLUDING OTHER PANDEMICS	<ul style="list-style-type: none"> <li>• Use innovative, youth – oriented programmes and technologies to promote the health and wellbeing of youth</li> </ul>
<b>PILLAR FOUR</b>  SOCIAL COHESION AND NATION BUILDING	<ul style="list-style-type: none"> <li>• Fostering constitutional values.</li> <li>• Equal opportunities inclusion and redress.</li> <li>• Promoting Social cohesion through increased interaction across space and class.</li> <li>• Promoting citizenry and leadership.</li> <li>• Fostering social compact.</li> </ul>
<b>PILLAR FIVE</b>  EFFECTIVE AND RESPONSIVE YOUTH DEVELOPMENT MACHINERY	<ul style="list-style-type: none"> <li>• Developed mechanisms and structures for youth development that can support departments in developing their capacity and professional ethos</li> </ul>

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## 1. INTRODUCTION

The National Youth Policy 2030 and the Provincial Integrated Youth Development Strategy (PIYDS) came at a time when the country is battling with pandemics, including the Gender-Based Violence (GBV) pandemic. The PIYDS is intended to be an implementation tool for the first five years of NYP (2030) which has recently been approved by Cabinet and forms part of the youth sector contribution to the developmental goals expressed in the National Development Plan (NDP) and has been given substance in the Medium Term Strategic Framework (MTSF).

The PIYDS sets out the mitigating mechanism. It is intended to be an implementation tool for the first five years of National Youth Policy (NYP) 2030 programs to be carried out by implementing agents and the resources required for driving each program. This is supported by the integrated youth development programs and plans submitted by Heads of Department and State-Owned Enterprises.

The PIYDS builds a case for interventions by providing a brief overview of the current challenges facing the youth, laying the ground by starting with a brief overview of the youth population. Despite noticeable progress made by our democratic government to deal with youth issues, there are still problematic areas that need attention. In the main youth form part of the province vulnerable groups which has been marginalised for many years

The Provincial Integrated Youth Development Strategy (PIYDS) presents a road map for engaging the youth of the Province to take their rightful place in the strategic developmental initiatives which seek to transform the Province into a prosperous one.

The objective of the Strategy is to forge synergy and integration amongst all stakeholders to advance youth development in the Province. The PIYDS seeks to ensure that the youth in the Province cease to be merely passive recipients of their development. The youth should become constructive engineers and masters in command of their own socio-economic development.

The PIYDS has been developed to be a holistic and integrated strategy which responds to the socio-economic needs of young people in KZN. It is aligned to the National Policy Framework and Strategy. The success of the Strategy lies in the collective efforts of key role players, working together to ensure a skilled, capable and empowered youth in the Province. The Office of the Premier is the custodian of the PIYDS and provides leadership, coordination, monitoring, evaluation, and oversight role for the implementation of the Strategy.

The Strategy is premised on the five pillars of the National Youth Policy 2030, namely; Quality Education, Skills and Second Chances; Economic Transformation, Entrepreneurship and Job Creation; Physical and Mental Health promotion, including mitigations against pandemics; Social Cohesion and Nation Building; and Effective and Responsive Youth Development Machinery.

Furthermore, the Strategy is crafted to guide government and social partners to align programmes to provincial priorities and radically improve the response to youth development needs in the Province. In this manner, the Province will be able to plan, coordinate, integrate, monitor and evaluate youth development interventions and report progress in a systematic manner.

Crafted in consultation with relevant stakeholders, this document serves as an implementation plan for the next five years.

## 2. SITUATIONAL ANALYSIS

### 2.1 International Context

According to the United Nations World Youth Report, 2020, currently there are 1.2 billion young people aged 15-24 years accounting for 16 percent of the global population. The active engagement of youth in development efforts is central to achieving sustainable inclusive and stable societies by the target date and to averting the worst threats and challenges to sustainable development, including the impacts of climate change, unemployment, poverty, gender inequality, conflict and migration. Globally, all the sustainable developments are critical to youth development.

#### Education

In education, 142 million youth of upper secondary age are out of school, and upper secondary enrolment rates average only 14 per cent in low-income countries. Moreover, almost 30 per cent of the poorest 12 to 14-year olds have never attended school, and many of the youth of the future are still unable to obtain an acceptable primary education. In many regions, young women face challenges in terms of securing and completing an education. Disparities within and between countries in educational participation among youth are glaring, with female gender, poverty, rurality, disability and migrant being most noticeable.

The Member States of the United Nations agreed to work towards achievement of the purposes and principles of the Charter of the United Nations, inter alia, the promotion of higher standards of living, full employment, social mobility, development of young people and access to employment opportunities.

The Member States of the United Nations also implanted guidelines for further planning and follow-up in the field of youth endorsed by the General Assembly in 1985:

- a) Claims on the physical and financial resources of states which have reduced the resources available for youth programmes and activities particularly in heavily indebted countries.
- b) Continuing discrimination against young women and insufficient access for young women to equal opportunities in employment and education.
- c) Increasing incidence of diseases such as Malaria, HIV/AIDS and other threats to health.
- d) Inadequate opportunities for vocational education and training especially for persons with disabilities.
- e) Increasing difficulty for young people to receive family life education as a basis for forming healthy families that foster sharing of responsibility.

#### Job Creation

Unemployment and underemployment among youth is a problem everywhere. It is indeed part of the larger struggle to create employment to all citizens. The problem has worsened in recent years because of the global recession which has affected developing countries. The disturbing fact is that economic growth is not always accompanied by growth in employment. The difficulty of finding suitable employment is compounded by a host of other problems confronting young people, including illiteracy and insufficient training and is worsening by periods of world economic slowdown.

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## Poverty

Over one billion people in the world today live in unacceptable conditions of poverty, mostly in developing countries, particularly in rural areas of low-income groups.

## Skills Training for Income Generation by Young People

Government, in cooperation with youth organizations, should develop training programmes for youth which improve methods of agricultural production and marketing. Training should be based on rural economic needs and needs to train young people in rural areas in techniques of food production and the achievement of food security.

Research shows that these youth empowerment programs can improve conflict avoidance and resolution skills, increase group leadership skills, civic efficacy, improve ethnic identity and reduce racial conflict. Youth is the future of the country.

Around the globe there are various empowerment programs focused on a wide variety of sectors. Unfortunately, youth empowerment programs have not been carefully documented or published in case studies globally.

In India, Youth Empowerment Foundation is focused at uplifting the underprivileged young generation of the society right from providing them with basic education to create a strong foundation for their careers, to developing personality skills, because the youth is the future of the country. In Namibia, one popular empowerment program, is aimed at reducing the vulnerability of youth to HIV and AIDS through education, information and awareness, as well as income security projects. This program focuses on organizational empowerment within the community.

The United Nations Development Programme promotes inclusive youth participation in effective and democratic governance; economic empowerment of youth; strengthened youth engagement in building resilience in their communities; inclusion of youth in the future development agenda, including through consultations and discussions. The United Nations youth empowerment programs examine all dimensions of youth empowerment and seeks to improve them.

## United States

In the United States empowerment programs are more of community-based practice that authentically engages families, youth and the community in the development of youth. United States AID has youth empowerment programs set up around the world that are aimed at civic engagement, access to resources and opportunities for education and employment. Major structural activities where youth empowerment happens throughout society include community decision-making, organizational planning, and education reform. Educational activities that cite youth empowerment as an aim include student-centered learning, popular education, and service learning.

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## The European Union

"Youth" in the European Union (EU) is defined as those between the ages of 15 and 29 by the European Institutions. Historically it had a connection to youth empowerment through cultural movements such as the punk subculture. <sup>[22]</sup> Youth - Overview Eurostat, accessed September 2020

The European Commission and the European Parliament are the institutions mainly tasked with youth engagement and empowerment. Youth empowerment projects by EU Institutions is carried out in close cooperation with international NGOs, such as the European Youth Forum, and National Youth Councils.

## Commonwealth

The 53 member countries of the Commonwealth of Nations signed the Commonwealth Plan of Action for Youth Empowerment (2007–2015). The Plan of Action underpins the work of the Commonwealth Youth Programme (CYP). On the Commonwealth definition,

*"Young people are empowered when they acknowledge that they have or can create choices in life, are aware of the implications of those choices, make an informed decision freely, take action based on that decision and accept responsibility for the consequences of those actions. Empowering young people means creating and supporting the enabling conditions under which young people can act on their own behalf, and on their own terms, rather than at the direction of others."*

The Plan of Action 2006-2015 contains 10 strategic objectives designed to engage governments, strategic partners and young people themselves on the transformational agenda of youth empowerment. These are:

- a) Develop and implement measures to promote the economic enfranchisement of young people and their participation in the economy.
- b) Strengthen social support systems and collaboration between key stakeholders in youth empowerment.
- c) Develop and strengthen youth ministries/departments, national youth policies, and legislative and constitutional provisions impacting on youth affairs.
- d) Promote positive national role models and self-images for young people and foster their sense of responsibility and self-esteem.
- e) Promote the full participation of young people in decision-making at all levels, including at community, local, provincial and national levels.
- f) Take affirmative and direct action to establish gender equity for all young people, and equality of treatment and outcomes for youth in special circumstances.

- g) Promote a democratic, stable and peaceful environment in which young people's human rights, as defined in international covenants, can be exercised fully and in which they can fully accept their responsibilities.
- h) Take action to promote the development and maintenance of human resources and intellectual capital.
- i) Adopt measures to improve access to information and communications technology (ICT) and to provide young people with the skills to make use of it.
- j) Identify and implement measures to broaden youth participation in sporting and cultural activities as a means of promoting positive values, healthy lifestyles and behaviour and advancing human development.

## Sustainable Development Goals (SDGs)

The Provincial Integrated Youth Development Strategy is aligned to some of the Sustainable Development Goals as the pillars are addressing some of the areas outlined in the 17 Goals i.e. Goal 3, Goal 4, Goal 5 and Goal 10.

The Sustainable Development Goals (SDGs) succeeded the MDGs in 2016, and both are UN initiatives. The SDGs are a collection of 17 interlinked goals designed to be a 'blueprint to achieve a better and more sustainable future for all'. The SDGs were set in 2015 by the United Nations General Assembly and are intended to be achieved by the year 2030. They are included in a UN Resolution colloquially known as Agenda 2030.



**Figure 1: Sustainable Development Goals**

Though the goals are broad and interdependent, in July 2017, the SDGs were made more 'actionable' by a UN Resolution adopted by the General Assembly. The resolution identifies specific targets for each goal, along with indicators that are being used to measure progress toward each target. The year by which the target is meant to be achieved is usually between 2020 and 2030.

## 2.2 South African Context

In South Africa, the youth constitute more than a third of the population, with those within the age group 15 to 34 constituting 34.7% of the population. (2020 Statistics South Africa Mid-term Population Survey). Bearing this in mind, young people continue to face serious challenges, and key amongst them is the problem of structural unemployment. It is not an understatement that this challenge has reached crisis proportions – the Quarterly Labour Force Survey (QLFS) for the first quarter of 2020 indicates that unemployment stood at 30.1%, which is the highest jobless rate since 2008. More worryingly, the unemployment rate of youth aged 25-34 is more than double that of the age group 45 to 54 (37.3% vs 17.5%). It gets worse when you look at the unemployment rate of the youth between 15 and 24 years, which now stands at 59.0%, implying that there are almost 6 (six) out of every 10 (ten) young people unemployed.



Like many aspects of life in South Africa, race is also an important factor in poverty prevalence with Blacks more likely to be poor compared to Whites. Geographic location also has been shown to have a bearing on poverty prevalence with about 60% of the poor living in rural areas.

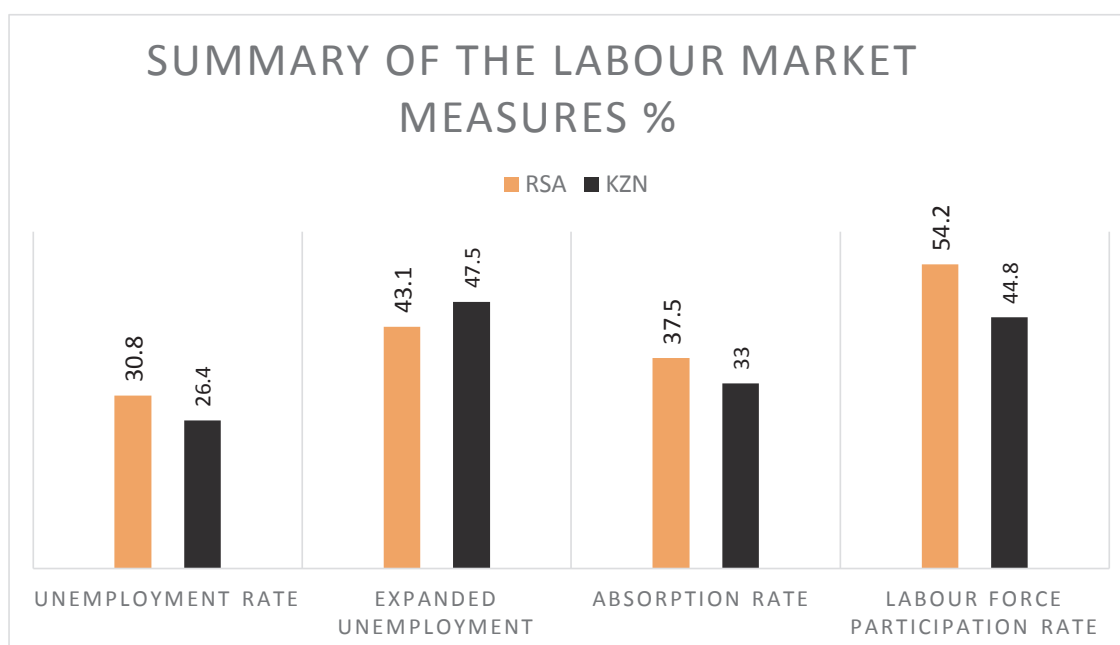
The predominantly rural provinces of Eastern Cape (59,1%), KwaZulu Natal (26%), and Limpopo (57%) have a bigger share of the poverty. About 25,2% of South Africans live below the food poverty line. For those living in rural areas the figure is at 45,6% compared to those in urban areas at 13,4%.

The 2019 General Household Survey (GHS) shows that about 18% of the South African households experience inadequate or severely inadequate food access. About 24,5% of youth-headed households are classified as low-income households. Limpopo shows the highest number of such households at 51,5% way above the national average of 24,5%, whilst Gauteng (12,9%) and the Western Cape (15,5%) have the lowest numbers.

### The Unemployment Rate

The picture is gloomier, when we consider the staggering numbers of those who are not in employment, education or training (NEET) at approximately 3.5 million youth of ages between 15-24. The unemployment rate is typically higher for young women, with youth in rural areas facing different challenges from those in urban areas.

In addition, young people with disabilities continue to face enormous challenges in the labour market as they are more likely to be socially excluded and marginalized.



**Figure 2: Summary of Labour Market : source: STATSSA, 2018**



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These are not just statistics, start putting faces to all these numbers and then the problem becomes more real. These are people with hopes, dreams and capacities, who could be contributing to their communities and country. The situation of these youth has been made worse by the outbreak of Coronavirus (COVID -19), which is threatening their livelihoods and survival.

This National Youth Policy (NYP) 2030, proposes various policy imperatives to strengthen youth development both , during and post Covid-19 era. It advocates for the need for key players within the state, namely: government, private and civil society sectors, to intensify their commitment in keeping youth development as a priority. Even as the different sectors respond to the pandemic, it is crucial that our work is focused on ensuring responsiveness and illustrating positive outcomes, results and long -lasting impacts. We believe that by engaging young people as active role players, will be the right path to restore and accelerate opportunities for them. A key strategy of responding is to ensure institutional capacity to accelerate youth development issues across government, business and civil society sectors, partnering with young people. This is crucial as the country acts with speed to deal decisively with persistent challenges within the youth development space, in order to reap the benefits of increased youth population and thus take South Africa forward.

The Department of Women, Youth and Persons with Disability in reviewing the NYP, extensively consulted with the youth as well as youth led and youth serving organisations across sectors. Those consultations were done in the spirit of Intergovernmental Relations, and an endeavour to build a strong social compact that would ensure that the review of the NYP is a collaborative effort, built on inputs from all sectors of society.

Despite the fact that access to education has improved at all levels of education, the system is still characterised by socio-economic inequalities – for instance, learners in the lower quintile schools are more likely to fail or to perform below par due to the current learner teacher ratio which is 1 is to 30.

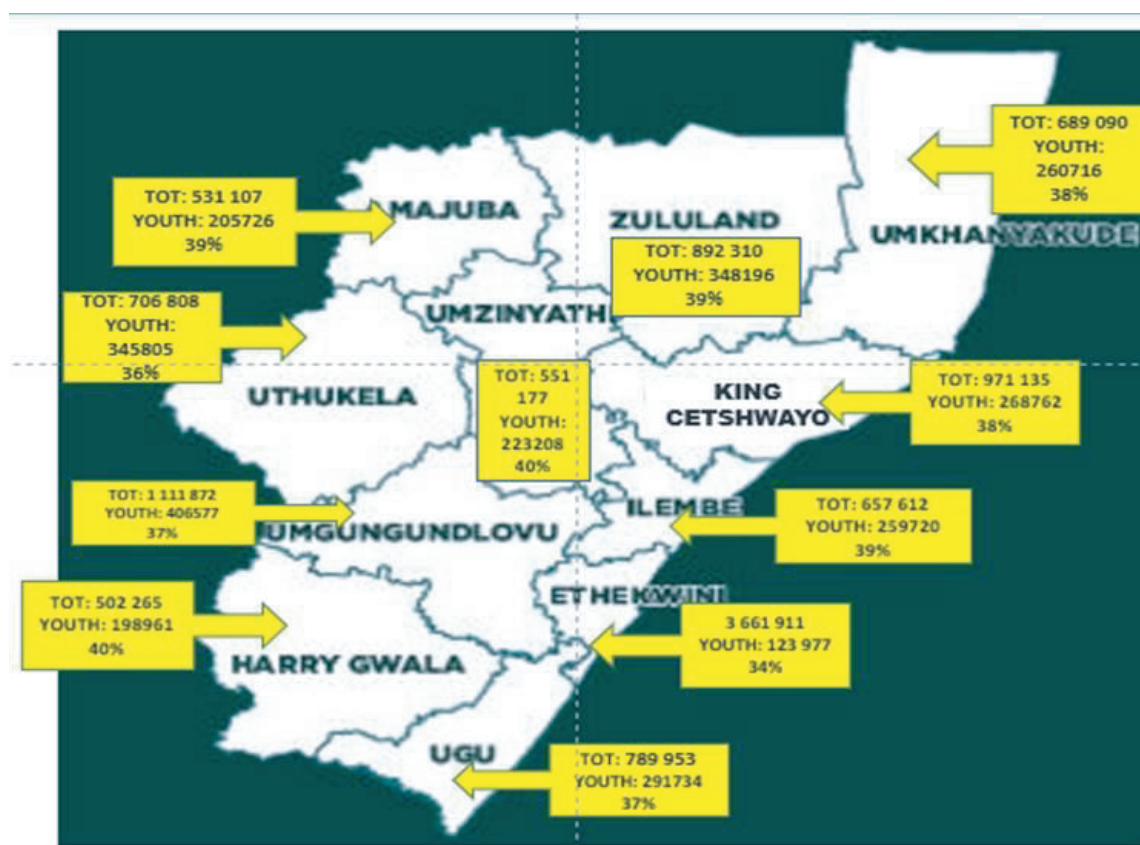
Learners with disabilities find it difficult to access to education compared to learners without disabilities. It is projected that 5,4% of children with special needs at the age of 7–15 years are not enrolled in any educational institution.

Statistics illustrates that despite this considerable investment more still need to be done to get better outcomes. International studies have shown that even countries with less resources perform better than South Africa in international tests such as the Trends in International especially in Mathematics and Science Studies.

The key purpose of the Strategy is to advocate for youth development mainstreaming to ensure that issues of youth are not over-shadowed, nor do they become an afterthought to decision makers. This requires strengthening the youth development machinery by having youth focal points appointed at an appropriate level, skilled and their units adequately well resourced. Furthermore, there is a need to track implementation of the NYP 2030 through an M&E system which provides for high level indicators to be monitored across sectors.

## 2.3 Kwazulu-Natal Context

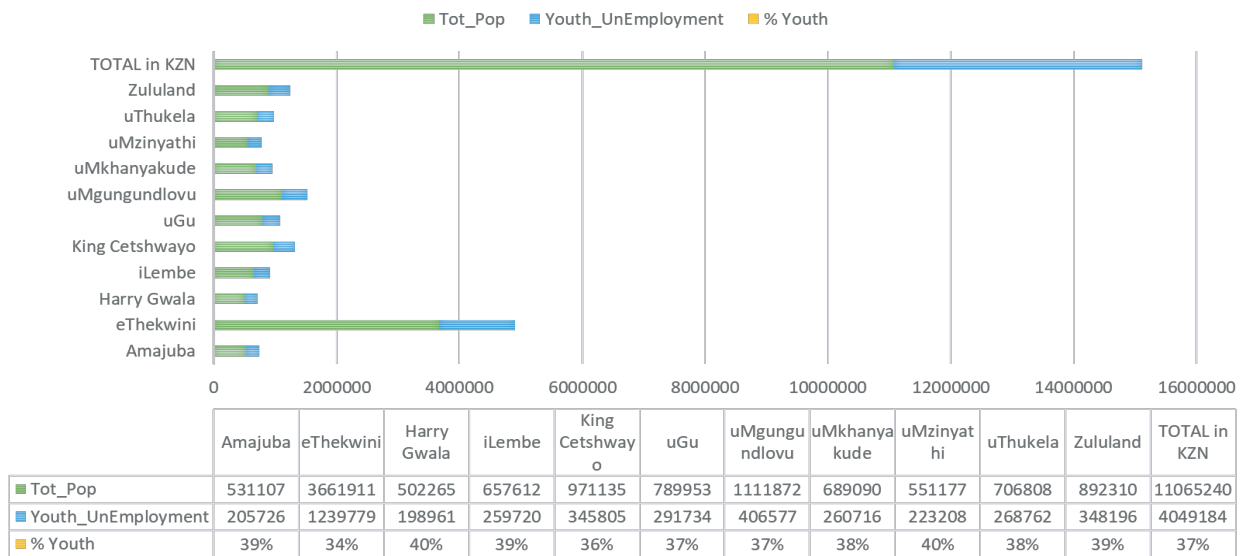
The Province of KwaZulu-Natal has a land area of 9436 square kilometres, constituting of 7, 7 % land distribution of the country. Like Eastern Cape and Limpopo, it is a predominately rural area. The 2018, Statistics South Africa (Stats SA) estimates the mid-year population at 57,73 million for the country. KwaZulu-Natal is the province with the second largest population, with **11, 4 million** people (19,7%) living in the province.



**Figure 3: Population of youth per district in KwaZulu-Natal: source STATSSA, 2018**

The proportion of youth aged between 15 to 34 is slightly higher in KwaZulu-Natal compared to the total youth population of the country. The population of the Province is distributed into 11 districts including eThekwin Metro with a skewed youth population of over one million compared to other district municipalities such as Harry Gwala and Amajuba which have the least youth population. The youth population structure of the province is highly affected by migration of young people from rural districts and other provinces to mainly eThekwin Metro.

## YOUTH POPULATION IN KZN



**Figure 4: Youth unemployment in KZN per district: source STATSSA, 2018**

Poverty trends show that the KwaZulu-Natal has the highest percentage (21,5%) of youth live in impoverished households. Youth headed households in KZN represent 25,8% of youth in line with the distribution of youth population by geographic type. Most youth-headed households are in urban areas and account for 68,3% compared to 31, 6% rural in 2019. The pattern persists with youth residing in urban area constituting 70,1% compared to 29, 9% in 2014. This trend can be attributed to the fact that youth are mainly migrating to urban areas in search for employment opportunities.

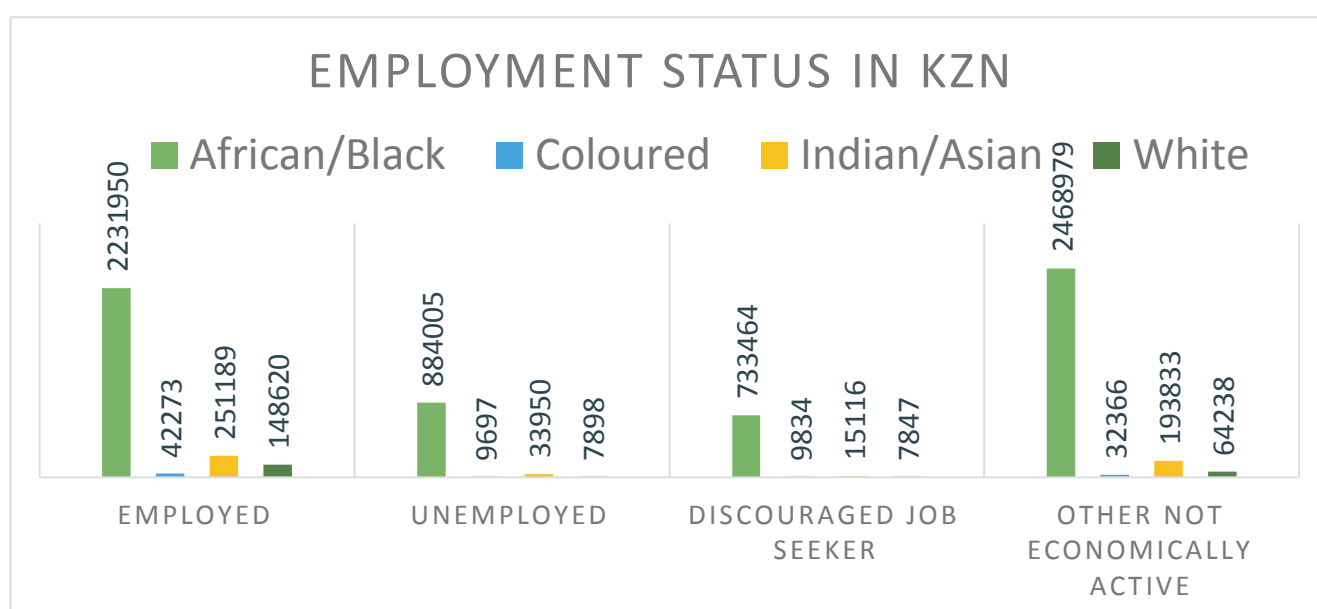
The Province of KwaZulu-Natal has shown a significant improvement over the last two decades regarding the educational level acquired by the youth (15-35). The matric pass rate has shown an improvement from around 793 272 in 1996 to over two million in 2019. The out-of-school-youth population has dropped from approximately 969 387, 84 to around 527 609, 09. Matric and Diploma qualifications have almost doubled from 175 000 to over 300 000 and Matric bachelor passes have also grown over three folds around 65 578 to over 242 000. Despite the achievement of greater equity in education spending, substantial gaps remain in the quality of school infrastructure and learning support materials. Many schools across provinces in the country are without access to basic services and facilities such as water, electricity, ablutions and sporting facilities respectively. According to the Department of Basic Education, in 2016, a significant proportion of schools in KZN (11,86%) did not have access to water, 36,3% no electricity, 8%, no fencing facilities, 88% no laboratories, 66,74% no computer centres, 75,83% no libraries and 32% no sporting facilities.

Of the 10,3 million persons aged 15 – 24 years in the country, 32,4% (approximately 3,3 million) were not in employment nor in education or training implying that close to one in three young South Africans between the ages of 15 and 24 years were disengaged with the labour market in the first quarter of 2018. The province of KwaZulu-Natal and Eastern Cape are two provinces that have more NEET of ages 25-34 years. KwaZulu-Natal accounts for 32,8% of this group ages 15-24 years whilst those of ages 25-34 constitutes 52,5%. This is the group that poses serious threat in the province if their needs are not attended to urgently. Hence, the main objective of this Strategy is to find short and long-term interventions for this group.

The South African working-age population increased by 153 000 or 0,4% in the first quarter of 2018 compared to the fourth quarter of 2017. The rise in both employment (up by 206 000) and unemployment (up by 100 000) over the quarter led to the rise in the labour force participation rate now standing at 59,3%. The unemployment rate (26,7%) remained unchanged over the first quarter of 2018 compared to the fourth quarter of 2017. However, the current (2020) unemployment rate in South Africa is at 30.4%.

The South African youth are still vulnerable in the labour market. Youth unemployment, however, is not unique to South Africa; it is a global phenomenon. According to the International Labour Organization (ILO), there are about 71 million unemployed youth, aged 15–24 years, globally in 2017, with many of them facing long-term unemployment. In South Africa those aged 15–34 years are considered as youth.

South Africa's unemployment rate is high for both youth and adults; however, the unemployment rate amongst the youth is 38,2%, implying that more than one in every three young people in the labour force did not have a job in the first quarter of 2018.



**Figure 5: Employment status in KZN: Source: STATSSA, 2018**

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Some of the youth have become discouraged with the labour market and they are also not improving their skills through education and training i.e. they are not in employment, education or training (NEET). The NEET rate declined among the Black African and Coloured males, while the rate increased among Indian and white males. Among females, the NEET rate increased for three population groups except for Coloured females.

The NEET rate, seen in conjunction with unemployment rates over 50%, suggests that South African young people face extreme difficulties engaging with the labour market. Certain factors such as lack of experience and length of unemployment may increase the vulnerabilities of these young people in the labour market.

The burden of unemployment is also concentrated amongst the youth as they account for 63,5% of the total number of unemployed persons. The unemployment rate among the youth is higher irrespective of education level. The graduate unemployment rate was 33,5% for those aged 15–24 and 10,2% among those aged 25–34 years, while the rate among adults (aged 35–64 years) was 4,7%. Just over 30% of the youth have jobs and about half of them participate in the labour market. Within the youth, those aged 15–24 years are more vulnerable in the labour market with an unemployment rate of over 52%, an absorption rate of about 12,2% and a labour force participation rate of 25,6%.

When young people are employed in the South African labour market, their employment intensity is the highest amongst the Trade, Agriculture, Finance and other business services industries. Low and semi-skilled youth employment is concentrated in the Trade industry, while high-skilled youth employment is in the Community and Social Services as well as Finance and other business industries.

Knowing the value of education, the government has since 1994, the budget allocation for both basic and postschool education has been hovering around 20% of the overall budget, which is an equivalent of just over 6% of Gross Domestic Product (GDP). In terms of higher education, an Organization for Economic Co-operation and Development (OECD) study ranked South Africa the lowest with only 7% of the population having obtained higher education qualification. The figure falls even lower at 6% for the 24 to 34 years population compared to an average of almost 45%.

Ethnic imbalances in gain access to higher education indicates that only 4,6% of the Coloured and 4,3% of the black African population enrolled in higher education compared with 20,0% of White and 17,4% of Indian/Asian.

Funding for high education is still a challenge in as much as there is an introduction of “free education” in 2016. The budget allocation for the National Student Financial Aid Scheme (NSFAS) is not adequate and there is a continuous challenge of the “missing middle”. While the “missing middle” have a family income above the threshold for funding by NSFAS, but they are unable to afford high education because of a multiplicity of reasons. Amongst the reasons being that NSFAS use total income as a key factor for assessing who qualifies. Exclusion of other factors result in many students excluded from NSFAS funding.



The STATSSA Statistical release Q4:2020, National and Provincial Labour Market: Youth, 2018 sets out the following hard facts on youth in the Province:

- a) Youth were more than two times more likely to be unemployed than adults. Although the female unemployment rate was higher than the male unemployment rate, female adults' rate was lower than their male counterparts.
- b) Black African youth and adults' unemployment rate was higher than that of other population groups.
- c) Most of the youth and adult labour force had below matric qualifications, while the proportion of adults with tertiary education was higher than that of youth.
- d) In 2014, youth had a bigger share of formal and informal sector employment, while adults' share was higher in Agriculture and Private Households.
- e) Youth employment was mostly concentrated in the Trade and Transport industries, while adults were more likely to be employed in the Private households and Community and social services industries.
- f) More than half of employed youth worked in Clerical and Sales and services occupations, while most adults were employed as Domestic workers and Managers.
- g) More than 80% of youth and adults were employees and more adults than youth had access to pension and medical aid benefits. Youth's access to UIF was higher than that of adults.
- h) Employed youth got limited and unspecified duration contracts as opposed to adults, who got contracts of a permanent nature.
- i) Nine out of every ten unemployed youth didn't have work experience and three out of five of the youth had been unemployed for more than a year.
- j) In 2018, more than half of inactive youth specified that they were still at school, while the adults' main reason for being inactive was mainly because they were homemakers.
- k) In every ten-youth aged 15–24 years more than 3 people were not in employment, education or training in 2018. The NEET rate for women was higher than that of men.

According to the Draft KwaZulu-Natal Human Resource Development Strategy, 2018 – 2045; it has been established that 50% of the province's population fits within the youth category, and most of these youth are unemployed and unengaged. It has also been established that while there are many programmes in the Province to serve the youth, all these programmes together address only a small percentage of the youth population to be served.

Institutional structures for education and training must place high emphasis on the needs, characteristics and circumstances of out-of-school youth, and must, as a result, adopt an array of customized and targeted programmes to serve this population. The population is diverse, both in their characteristics and their potential to succeed. Some are school dropouts from primary school; some have dropped out of high schools, TVET Colleges and universities. Some of the out-of-school youth are in correctional institutions, some are unemployed graduates, whereas others are under employed and exploited on farms and in some manufacturing establishments. As a result of the growing number of out-of-school youth, the province is robbed of the potential of its people who are in their most productive years. Out-of-school youth must be served through an array of customized programmes which cater for their needs, characteristics and circumstances. But these programmes must be properly coordinated and managed and they must be accessible and beneficial to the population they serve.

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The emphasis here is on education, training and skills development for out-of-school youth, but the focus, however, is on services to out-of-school youth so that the province can benefit from their untapped talent and potential. In this light, education and training forms part of one aspect of the services to be rendered. The recommendations in the KZN HRDS are informed by 4 primary factors: the lack of knowledge and information about out-of-school youth; the restricted range of programmes available and limited services available in these programmes; the limited knowledge and accessibility of information regarding options that are available; and the fragmentation of service delivery to out-of-school youth.

In this regard, four recommendations are made about initiatives and interventions needed for services and support to out-of-school youth. These are:

- a) A Centralized Unit for Coordinating and Managing all Youth Programmes and Youth Affairs in the Province.*
- b) Compilation of Research and Information on Out-of-school youth.*
- c) A Diverse Array of Programmes throughout the Province targeting the Youth.*
- d) A Centralized Registry/ database for Out-of-school youth*

KwaZulu-Natal already has negative trends in relation to substance abuse, Gender-Based Violence (GBV) and debilitated families (as exemplified in the growing phenomenon of street children, child headed households and teenage pregnancies), as well as the adverse impact of HIV and AIDS, and TB. This requires measures to reverse adverse trends in relation to HIV and AIDS, TB, maternal and child health, non-communicable diseases as well as the impacts of substance abuse and GBV.

- Despite of improvements made to Technical and Vocational Education and Training (TVET) colleges and despite shortage of technical skills in the country, many students still see the colleges as a second option.
- The NDP emphasized improvement of both the participation rate to 25% and the graduation rates to 75% in TVET colleges.
- State owned enterprises are urged to provide skills development platform for TVET graduates. However, studies also show that learners from the TVET colleges are less likely to be employed compared to those with a bachelor's degree.
- Currently, TVET graduate have about 22% chances of being unemployed compared to university graduates at only 8,4%. Alternatively, TVET graduates should be supported towards self-employment.



### 3. CONCEPTUAL FRAMEWORK: ECOLOGICAL FRAMEWORK



## 4. LEGISLATIVE FRAMEWORK

The Strategy is therefore, being informed and guided by, and aligned to, the legislative and policy frameworks provided for in the international, national and provincial strategies, policies and frameworks.

**Table 2: Legislative Framework**

ACT	PURPOSE
The Constitution of the Republic of South Africa, Act Number 108 of 1996	The Constitution is the supreme law of the country that entrenches specific rights, responsibilities and an ethos that everyone in South African must uphold. In the Bill of Rights, specific human rights are guaranteed; and these rights and responsibilities guide the inherent rights and responsibilities of everyone, including youth.
National Youth Development Policy Framework (NYDPF) 2002–2007	The NYDPF provides the context for the Government's youth action, arguing for an integrated, holistic youth development strategy. It further articulates the values of equity, diversity, redress, responsiveness to the needs and contexts of young people, and an orientation that is sustainable, participatory, inclusive, gender sensitive, accessible and transparent.
National Youth Policy (NYP) 2020–2021	The Outcome of the NYP 2020–2021 is to intentionally enhance the capacities of young people through addressing their needs, promoting positive outcomes, and providing an integrated, coordinated package of services, opportunities, choices, relationships and support necessary for the holistic development of all young people, particularly those outside the social, political and economic mainstream.

National Youth Development Agency (NYDA), Act Number 54 of 2008	The Act mandates the NYDA to develop an Integrated Youth Development Strategy for South Africa and initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general.
Broad-Based Black Economic Empowerment Act 53 of 2003	This law mandates all spheres of government and private sectors to promote the achievement of the constitutional right to equality, increase broad-based and effective participation of black people in the economy and promote a higher growth rate, increased employment and more equitable income distribution; and establish a national policy on broad-based black economic empowerment so as to promote the economic unity of the nation, protect the common market, and promote equal opportunity and equal access to government services.
The White Paper for Social Welfare (1997)	This document places major emphasis on the needs and challenges of the youth as well as the specific interventions to be used to ensure the development of young people. It was the first government policy document to articulate the need to professionalize youth work in an effort to build capacity for those responsible for providing youth development services so that they can adequately and effectively address the challenges faced by the youth within their respective communities.
The White Paper on Reconstruction and Development (1994)	The RDP was a plan by the newly democratically elected Government to redress social and economic challenges faced by the country as a result of discriminatory policies of the previous governments. The RDP made specific commitments to the empowerment of South African women, youth, rural and disabled persons. The RDP committed the Government to ensuring that suitable programmes aimed at young people are established to ensure redress of backlogs in education and training, job creation and recreation.

World Programme of Action on Youth (2000)	The United Nations' (UN) ministers responsible for the youth from different countries adopted the World Programme of Action on Youth for the year 2000 and beyond. This is a 10-year plan aimed at effectively addressing the problems of young people. It is a policy framework that seeks to deliver opportunities that would enhance young people's participation in society and provide practical guidelines for youth development's support by national and international institutions.
African Youth Charter (2006)	The African Youth Charter is a political and legal document that serves as a strategic framework that gives direction to youth empowerment and development at continental, regional and national levels. The charter is in line with the efforts of the African Union (AU) that seek to provide an avenue for effective youth development.
The NYS Development Policy Framework (2002)	The NYS Development Policy Framework 2002 prioritized the participation of youth in voluntarism as a mechanism to build patriotism and social cohesion.
South Africa's New Growth Path (NGP)	The three focus areas of the New Growth Path (NGP) that are directly related to the Economic Participation thematic area are Stepping Up Education and Skills Development, Enterprise Development, and Broad-Based Black Economic Empowerment.
Millennium Development Goals (MDGs)	MDGs target the eradication of poverty and hunger (MDG1), achieving universal primary education (MDG 2), reducing child mortality (MDG 4) and improving maternal health (MDG 5).
United Nations Convention on the Rights of Persons with Disabilities (UNCRPD)	The UNCRPD recognizes, amongst others, the need to 'promote and to protect the human rights of all persons with disabilities, including those who require more intensive support' (UNCRPD, page 2) as well as the contributions that persons with disabilities (PWD) make to their communities.

Skills Development Act – 1998 as amended	Provide an institutional framework to devise and implement national, sector and workplace strategies to develop and improve the skills of the South African workforce. Chapter 4: Provides for the establishment of Learnerships, Apprenticeships, Internships and other skills programmes to address skills shortages and improve the economy of South Africa.
Skills Development Levies Act, 1999 (Act No. 9 of 1999)	Provides for the collection of levies to establish a National Skills Fund to fund skills development programmes.
Cabinet minute, December 2002 – item 3.3.8, item 7.1: Employment Strategy	In 2002 Cabinet reached an agreement that the number of Learnerships and Internships in the Public Sector should be increased. It was declared that each government department should enrol learners and appoint interns amounting to not less than 5% of its post establishment.
Cabinet Memorandum No.53 of 2012	The Directive provides for the setting aside of 1% of a department's total annual personnel budget for training and development of its personnel and potential employees. Paragraph 5.2.3 of the Directive states that "twenty per cent (20%) of the 1% shall be set aside for the training and development of unemployed youth and the positioning of the public service to create and offer opportunities as a training and development space.
Human Resource Development Strategy for South Africa 2010 - 2030	The strategy calls for the leveraging of public and private sector programmes to create employment opportunities and work experience for new entrants into the labour market by expanding the Public Sector Internship Programme opportunities to young and unemployed youth.
Human Resource Development Strategic Framework Vision 2015	The framework calls for the strengthening of the system for workplace learning and enhance the design, management and integration of workplace learning and capacity development interventions by promoting Learnerships,

	internships and traineeships: To provide opportunities for learners to gain practical experience in the workplace and enhance their productivity potential.
Provincial Growth and Development Plan (PGDP)	According to the plan there is a need to design programmes that are simultaneously dealing with critical issues of linking people to the economy whilst skilling the youth that is currently unemployed. This must also be mirrored by community focused AET programmes in order to improve the literacy rate. The plan in terms of outcome 2.3 requires that the education and skills level of youth and adults is enhanced.
KwaZulu-Natal Social Accord Implementation Framework June 2013 (KZN Economic Council)	Chapter 1 - Focuses on implementing the <i>Youth Employment Strategy</i> in KwaZulu-Natal covering the following four areas: Education and Training; Work exposure for youth; Developing Youth Entrepreneurship; and Implementation Arrangements for the <i>Youth Employment Strategy</i> .
National Skills Accord	Commitment 2 of the accord requires that key stakeholders make internship and placement opportunities available within workplaces.
Youth Employment Accord	Requires that the in advancing the employment of youth the focus should be on Education and Training; Work exposure; Public Sector Measures; Youth target set-aside; Youth entrepreneurship and youth cooperatives; and Private sector measures.
White Paper on Post School Education	The White Paper seeks to set out a vision for the type of post-school education and training system we aim to achieve by 2030. It has been developed after consideration of the nearly 200 responses to the Green Paper received from educational institutions, Sector Education and Training Authorities (SETAs), employer groupings, trade unions, other organizations and individuals, as well as further reflection within the Department of Higher Education and Training (DHET) on the challenges facing the sector.

HRD Strategy for KZN (Draft)	The draft KZN Human Resource Development Strategy identifies youth development as one of the key projects in its implementation framework based on the rationale that the future of the province depends on its success in productively engaging its youth; but youth is perhaps the most underserved population in the province.
KwaZulu Natal Multisectoral Response Implementation Plan for HIV, TB and STI's 2017-2022	The Provincial Plan ensures coordination of the multisectoral response of HIV, TB and STI's in the Province
KwaZulu Natal Gender Based Violence and Femicide Strategic Implementation Plan 2020 -2025	The Implementation plan provides a coordinated, multi-sectoral, coherent strategy and programming framework to ensure an effective provincial response to the crisis of gender-based violence and femicide by the KZN government and all stakeholders.
KwaZulu-Natal coordination strategic plan for persons with disabilities 2020 – 2024	The strategy seeks to protect the Rights of Persons with Disabilities at Risk of Experiencing Compounded Marginalisation
Nation Building: KwaZulu Natal Social Cohesion and Moral Regeneration on Strategy	Vision 2035 for KwaZulu-Natal rests on the recognition and belief that inherently in each of the different segments that constitute South African society there exist shared values such as respect for human dignity, security, human development, family values and social stability



## 5. PROBLEM STATEMENT

The extent to which exclusion and marginalisation of youth is prevalent in the Province and the country at large, has reached alarming proportions. The high level of youth unemployment and other related challenges confronting the youth have prompted the decision to formulate the Provincial Integrated Youth Development Strategy (PIYDS).

### 5.1 Current Challenges Faced by Youth

#### 5.1.1 The NDP and youth development

Successive macro-economic policies were adopted, including Growth, Employment and Redistribution (GEAR), and the New Growth Path (NGP), to facilitate economic growth and by extension youth development. Informed by successive macro-economic policies, the NDP, which attempts to put the policy and legislative wishes into a plan with timeframes, was adopted in 2012. Youth development is foregrounded in the document through emphasis on education, and youth economic participation. The goals of the NDP, which are to reduce poverty, inequalities and unemployment are operationalized through the MTSF, which is intended to be a national implementation framework. The IYDS, flowing from the NYP, feeds youth development programmes into the MTSF.

Amongst the challenges noted in the NDP include unequal and racialized access to opportunities including poor schooling quality and outcomes for the black youth. Limited economic participation is also an important area identified in the NDP. Using the 'youth lens', the NDP emphasizes amongst others, the improvement of the following (which inform the five pillars of youth development):

- a) Economic growth (including building the capacity of the state to play a developmental role)
- b) Improve access to health care (including nutrition for pregnant women and young children)
- c) Quality of education and skills development (including universal access to Early Childhood education (ECD))
- d) Economic opportunities for youth and women (including creation of employment and support for entrepreneurship)
- e) Active citizenship and social cohesion (including dealing with inequalities)

The multidimensional approach of the NDP and its acknowledgement that the youth and women should be integrated in all interventions lays the ground for a multidimensional and integrated youth development espoused by the IYDS. Following the devastating impact of Covid-19, the government has crafted the Economic Reconstruction and Recovery Plan, to supplement the developmental efforts encapsulated in NDP. The South African Economic Reconstruction and Recovery Plan emphasizes the inclusion and foregrounding of women and young people in all economic activities

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### 5.1.2 Current Challenges: Quality Education, Skills and Second Chances

Education is an important weapon against poverty but the system (social mobility) is still characterised by high grade repetitions and high drop-out rates. Regarding School-aged-out of school youth, there is no reliable data on school-aged-out of school youth due to the fluid nature of the lives of these youth and their reluctance to engage with authorities. However, these young men and women can be described as those who have dropped out of school prematurely and are unskilled.

Young men and women in rural areas face constraints regarding both accessibility and availability of services and facilities, resulting in fewer employment opportunities and less information than their counterparts in urban areas. Government should invest in rural development, appropriately skill youth from these areas and create mechanisms for attracting and retaining them to be of service to their communities. This can only be possible if there is development of infrastructure in rural areas and provision of incentives to investors in rural areas.

High failure rate of youth start-up businesses is associated with, amongst other factors, funding challenges and limited access to markets. Less than satisfactory educational outcomes do not help the situation. Financial education is important for youth wealth accumulation - the level of financial literacy in South Africa is very low at 54% and this has not improved in the last five years.

More work needs to be done to take advantage of the technologies brought about by the 4IR to enhance teaching and learning at all levels of education. Secondly, the education system must prepare young people for the new economic environment that is emerging with the 4IR.

### 5.1.3 Current Challenges: Economic Transformation, Entrepreneurship and Job Creation

One of the priorities of the MTSF (2019-2024) and the South African Economic Reconstruction and Recovery Plan is to foster “gender equality and economic inclusion of women and youth<sup>1</sup>”. It is not hard to fathom why the exclusion of certain portions of the population from the economic mainstream was detrimental to the whole society and to the economy, and why if not dealt with, will continue to be detrimental. The youth are one component of our population that has not been fully brought into the societal and economic mainstream. Placing the youth at the centre of development, is therefore necessary and should be supported by reliable and up-to-date information.

South African young women face specific challenges and difficulties in our society today. They are more likely to be unemployed than males, since they tend to have fewer occupational opportunities in a patriarchal society. They experience these challenges as a result of historical gender stereotypes which often result in gender imbalances. Entrepreneurship, which is seen as a possible avenue to increase economic growth and for dealing with poverty and unemployment, is not satisfactorily entrenched amongst the youth in this country.

The working-age population comprises everyone aged 15-64 years who fall into each of the three labour market components (employed, unemployed, not economically active). In order to be considered unemployed based on the official definition, three criteria must be met simultaneously a person must be completely without work, currently available to work, and taking active steps to find work. The expanded definition excludes the requirement to have taken steps to find work. Among youth, the main reason for inactivity was because they were still studying while among adults the main reason was that they were homemakers. The NEET rate for young people aged 15-24 years was 32, 8% in 2020, with higher rates among young women (27, 7%) compared to their counterparts (30, 5%). Slow economic growth compounded by current global economic challenges makes it difficult for the youth to participate optimally in the economy and in society in general. Young people bear a disproportionate burden of poverty and unemployment. Unemployment is at its highest amongst the youth aged 15-24 years (63,2%), who are more likely to be unemployed, compared to those aged 25-34 years (42,1%). The most concerning trend is consistent increase in unemployment in the last five years. Graduates are least likely to be unemployed at 8,4% unemployment rate. Currently, about 8,6 million or about 42% of the youth aged between 15 and 34 years are not in employment, education or training (NEET).

Furthermore, the high level of youth unemployment in the Province and other related challenges confronting the youth have prompted the decision to formulate the Provincial Integrated Youth Development Strategy (PIYDS). The idea is to respond to youth development challenges in a strategic, integrated and coordinated manner.

#### **5.1.4 Current Challenges: Physical and Mental Health Promotion including Pandemics**

Research shows that despite the significant strides made in the fight against HIV and AIDS there is still a large number of youth who still bear the brunt of this disease and caring for the infected and affected still remains a challenge. It is important to prioritise this category of youth because this can help turn the tide of the epidemic around. This links with the challenge of confronting the scourge of teenage pregnancy.

Youth heading households are vulnerable and at risk because they are living alone since their biological mother, father or both parents have died or are unable to take care of them due to ill health or have abandoned them. These youths are at greater risk of physical and emotional abuse, poverty, exploitation and dropping out of school.

Youth on Substance Abuse is at risk owing to exposure to unhealthy lifestyle of abusing dependency creating substances. Substance abuse poses risks to the individual's health and to society more generally. The proportion of young people seeking help as a result of substance abuse has increased. Interventions are needed for both the youth already involved in substance abuse a

Young people with disabilities should participate equally in society alongside their "able bodied" peers. This could be achieved if disability is approached as a human right and developmental issue (Draft National Framework, 2008). The youth with disabilities, similarly, require support and assistance to ensure that they have access to a variety of resources.

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Socio-economic challenges are escalating the mental health issues amongst the youth – notably depression. For instance, those who lost employment because of Covid-19 have 23% chance of being affected by anxiety or depression compared to those who are still employed at 14%. Anxiety and depression are linked to suicides. HIV and AIDS is still a big challenge for the youth and it is a leading cause of death. Its prevalence and spread are exacerbated by risky behaviours amongst the youth.

Unhealthy lifestyles and obesity need attention, with young women in the age category 25-34 years severely obese, and teenage pregnancy is rife. Unhealthy lifestyles and obesity are linked to chronic illnesses such as hypertension, heart diseases, diabetes, certain cancers, and recently linked to high Covid-19 mortality. Femicide is also on the increase. The true picture of GBV is hidden by under reporting and less attention to males affected by the phenomenon.

### **5.1.5 Current Challenges: Social Cohesion and Nation Building**

Studies have shown that the rates of youth in conflict with the law are relatively high. The prison population also consists of a significant percentage of young people. Judging by the new offences committed, this depicts a blink picture that the crimes committed by the youth is on the rise. Social cohesion and nation building are important for every nation and getting young people on board is critical for stability. Inequalities in the country work against attempts to nurture social cohesion and nation building. As a starting point to fostering social cohesion and nation building, poverty and inequalities need to be dealt with decisively. The common basis for discrimination that still needs to be tackled include class, race, disability, nationalism, gender, ethnicity and sexual orientation.

Contrary to the assertion that young people are apathetic in relation to participation in public affairs, young people use alternative ways of participation like protests and social media. Digital inequalities limit participation via digital platforms and limits the benefits from Fourth Industrial Revolution (4IR). Limited research data on youth development is a cause for concern as it affects planning.

All the challenges highlighted in the youth development space are classed, racialised, genderised, regionalised, and tend to be ableist because of historical reasons. This requires nuanced interventions that take this into account. Covid-19 has not only precipitated and exacerbated the loss of lives and livelihoods, but it has also brought to the surface the enormous inequalities in the country. Furthermore, Covid-19 has impacted all aspects of young people's lives, including their ability to participate in public affairs.

## 6. STAKEHOLDER ENGAGEMENT

The success of stakeholder engagement may depend on whether the interest is low or high or power of influence is low or high.

### 6.1 Provincial Coverage of the Consultative workshop

Youth formations, religious sector, youth in business, youth in general province wide; PLHIV, NEET, Key role players (NGOs); NYDA; HOMs, Chief of Staff, and Provincial Youth managers, Persons with Disability, Moses Kotane Institute (MKI)

### 6.2 Consultative Workshops

The consultation workshops on the Provincial Integrated Youth Development Strategy, took place as follows in the table:

**Table 3: Consultative Workshops**

ACTIVITY	VENUE	DATES
Strategic Planning session on the Provincial Integrated Youth Development Strategy	Didima Resort	24 May 2018
Stakeholder Consultation	Kokstad Town Hall and UGu District	23 July 2019
Stakeholder Consultation	Empangeni Town Hall Zululand District Umkhanyakude District	24 July 2019
Stakeholder Consultation	Ladysmith Indoor Sports Centre Amajuba District Umkhanyakude District	25 July 2019
Stakeholder Consultation	Durban City Hall uMgungundlovu District iLembe District	26 July 2019
Stakeholder Consultation with youth in all 11 districts	Microsoft Forms	05 May 2021

### 6.3 Stakeholders that participated in the PIYDS consultations

- Chief of Staff
- Youth Formations
- Youth Development Practitioners

- National, Provincial and Local Government
- Government Structures
- National Youth Development Agency
- South African Youth Councils' District level
- Provincial South African Youth Council
- Private and Business Sectors
- Civil Society

## 6.4 Summary of issues raised by stakeholders

The following are issues that were raised by stakeholders during the engagement sessions.

**Table 4: Summary of issues raised by Stakeholders**

FOCUS AREAS	INPUTS FROM CONSULTATIONS
Economic Participation and Transformation	<ul style="list-style-type: none"> <li>• Young entrepreneurs should be supported with training and support in growing their business</li> <li>• Experience for young entrepreneurs to be removed as it hinders their success</li> <li>• 40% set aside on procurement spending for young people</li> <li>• South Africa doesn't have enough maize to import as the tax incentive is high and there is no land to farm on from the land commission.</li> <li>• In the manufacturing sector retail outlets are not buying from the youth and locally but from the Chinese so government should limit import from China and use local manufactures.</li> <li>• Funding for young people on entrepreneurship and opportunities should be stretched</li> <li>• Lack of capital resources for young people is a challenge</li> </ul>
Education, Skills and Second Chances	<ul style="list-style-type: none"> <li>• More schools must be built across South Africa</li> <li>• Skills programmes should not be a weeks' time-based programme</li> <li>• Registration fees must be scrapped at TVET colleges and Universities for those that can't afford</li> <li>• Life orientation should be part of extra mural activity not a compulsory subject</li> <li>• Entrepreneurship to be introduced as compulsory subject from Primary level to High schools</li> </ul>

Health Care and combating substance abuse	<ul style="list-style-type: none"> <li>• Establishment of support groups by young people to deal with substance abuse.</li> <li>• Recruitment of co-workers for the establishment of their own NPO's to assist governmental health issues.</li> <li>• Substance abuse for young people is prevalent in the townships and support is required</li> <li>• Educate children on health risk e.g. diseases such as HIV/AIDS and cancer</li> <li>• Introduce programmes in the townships to deal with the dangers of substance abuse.</li> <li>• Youth have a challenge and can't speak to parents about being sexually active, so the Thuthuzela centres in the townships should be re-opened.</li> <li>• Love Life programs be re-introduced to educate young people on health-related matters</li> <li>• Department of Health to initiate a programme to deliver medication to young people at their homes for privacy sake.</li> <li>• Services offered by the Department of Health are not youth friendly</li> <li>• Health practitioners to be retrained on customer care</li> </ul>
Social Cohesion and Nation Building	<ul style="list-style-type: none"> <li>• Racism should not be encouraged at our schools</li> <li>• Our government should ensure that there are adequate and well-maintained facilities for sports.</li> <li>• Acting should be introduced in our schools as part of arts and culture.</li> </ul>
Effective and Responsive Youth Development Machinery	<ul style="list-style-type: none"> <li>• A well-coordinated platforms and structures should be established</li> <li>• All Government Departments should have a youth focal point that is functional with support staff</li> <li>• Youth work is duplicated everywhere, and municipalities lacks well-coordinated structures</li> <li>• A Youth Ministry must be established to represent young people across South Africa</li> <li>• Youth Policy to be entrenched in all Office of the Premier Departments</li> </ul>

## 6.5 Microsoft Forms Survey

A Microsoft Forms Survey was circulated to both youth formations and youth in general asking them to indicate their experiences with some of the interventions included in the five pillars of the Strategy. The table below and subsequent diagrams indicate the responses.



**Table 5: Summary of challenges faced by youth from Microsoft Forms Survey**

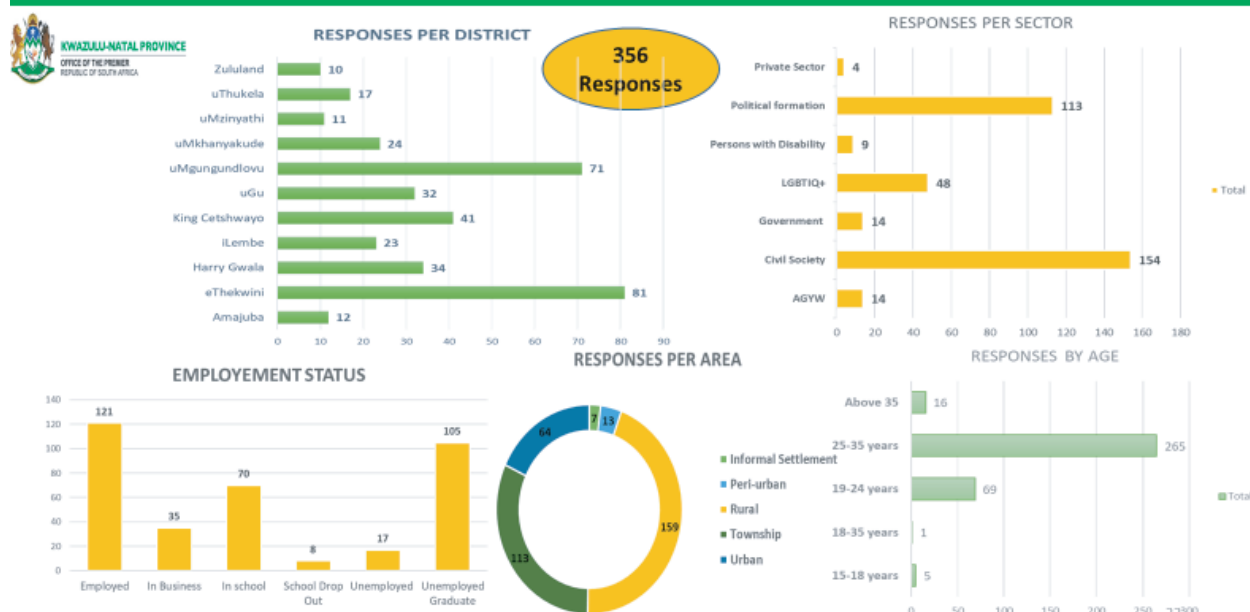
## CURRENT CHALLENGES FACED BY YOUTH AS PER MICROSOFT FORMS SURVEY

Pillar 1: Quality education, skills and second chances programmes implemented	Pillar 2: Economic Transformation, Entrepreneurship & Job Creation implemented	Pillar 3: Physical and mental health promotion including other pandemics implemented	Pillar 4: Social cohesion and nation building implemented	Pillar 5: Effective and responsive youth development machinery
<ul style="list-style-type: none"> <li>Awareness of Matric second chances</li> <li>People are skilled in wrong areas of the economy</li> <li>Poor access to skills development programmes.</li> <li>The education system progresses learners to the next grade who are not yet competent</li> <li>Skills development is not effective</li> <li>School drop out</li> </ul>	<ul style="list-style-type: none"> <li>Unemployment</li> <li>Access to business training and access to market</li> <li>Lack of business funding</li> <li>More business opportunities, more information for young people in business</li> <li>Lack of mentorship programmes</li> <li>Young people are regarded as a high-risk client by commercial banks.</li> <li>District must have industrial business hubs focusing on businesses owned by young people.</li> <li>There are no financial resources dedicated to Youth programmes.</li> <li>Teenage pregnancy</li> </ul>	<ul style="list-style-type: none"> <li>Access to various health care services</li> <li>Poor functionality of war rooms</li> <li>Provide men with happy hours in clinics</li> <li>Health care awareness campaigns in rural areas</li> <li>Clinic must be youth-friendly</li> <li>Inclusion of young people in clinic committees.</li> <li>Shortage and/or inefficient staff in health facilities</li> <li>Focus on mental health issues.</li> <li>No mobile clinics</li> <li>Hire more Community Care Givers (CCGs)</li> <li>Lack of infrastructure and resources</li> </ul>	<ul style="list-style-type: none"> <li>No sporting facility</li> <li>Ineffective Policing forums</li> <li>Poor infrastructure for sports and recreational facilities</li> <li>SAPS needs additional training</li> <li>High crime rate</li> <li>Establishment of Community Policing Forums in all wards</li> <li>Drug and Substance abuse</li> <li>Drug dealers are more armed than the Community Policing Forums</li> <li>Support groups for abused women and children</li> <li>LGBTIQ+ community experience hate crime and killings as a result of stigma and discrimination.</li> <li>No patriotism</li> <li>No community conversations / dialogues</li> <li>Poverty</li> <li>Streetslights do not work and scarcity of water</li> <li>The triple challenge</li> <li>Gender based violence</li> <li>High social ills</li> </ul>	<ul style="list-style-type: none"> <li>No youth centers</li> <li>Youth forums lack of capacity</li> <li>Poor coordination of youth programmes</li> <li>Poor financial management by public sector</li> <li>No youth units in municipalities and departments</li> </ul>

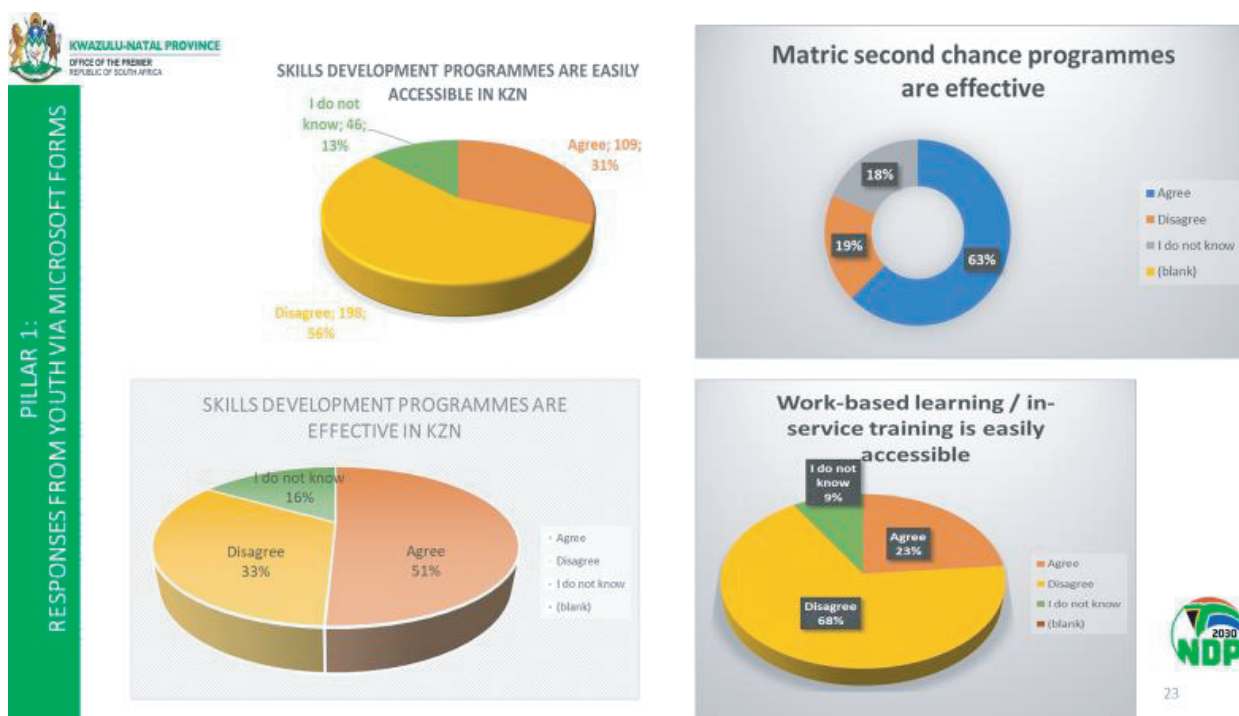
28

### 6.5.1 Responses per district from youth via Microsoft Forms

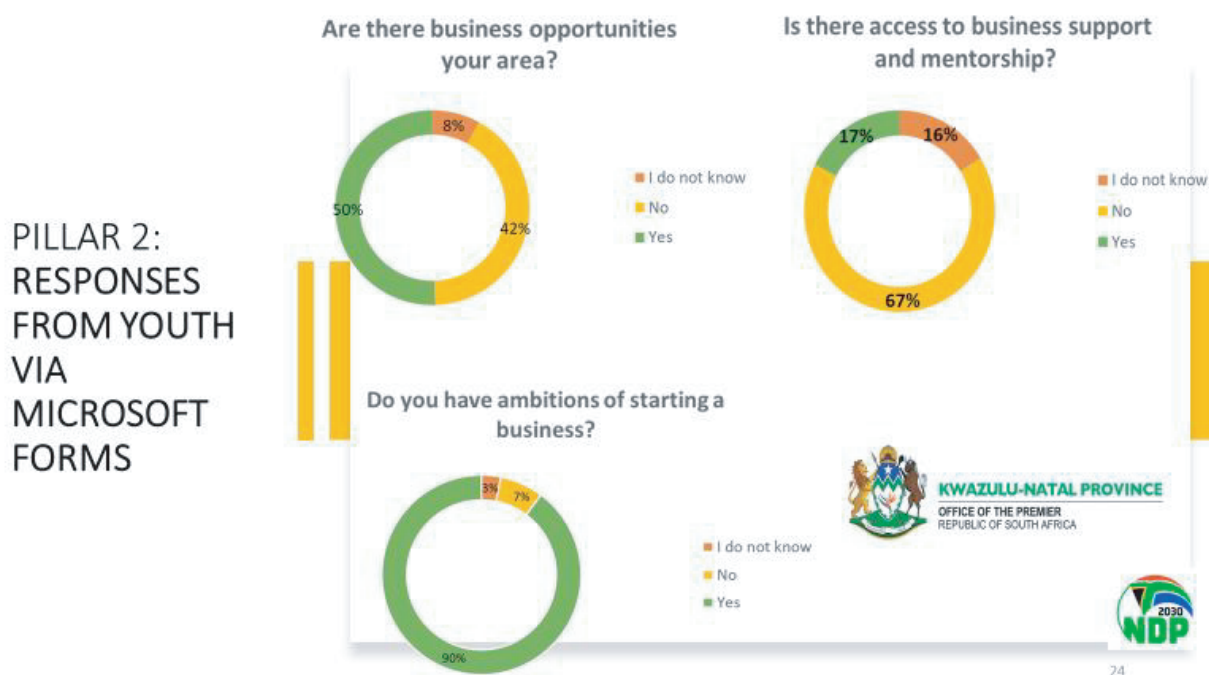
## RESPONSES FROM YOUTH VIA MICROSOFT FORMS



## 6.5.2 Responses from youth on Pillar 1



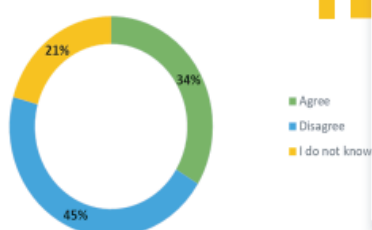
## 6.5.3 Responses from youth on Pillar 2



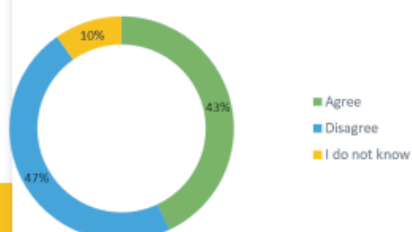
## 6.5.4 Responses from youth on Pillar 3

### PILLAR 3: RESPONSES FROM YOUTH VIA MICROSOFT FORMS

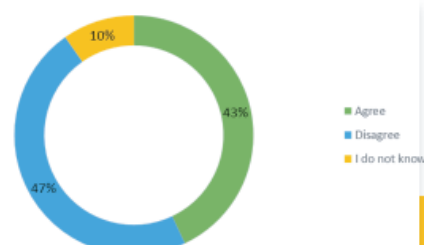
There are key population-friendly health services in my area



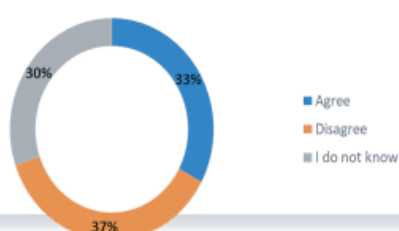
There is access to health care services in my community



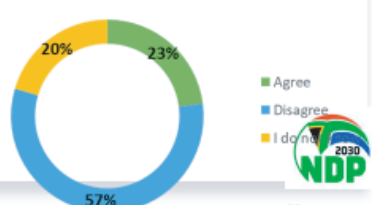
There are sports and recreational activities for young people in my community



I know where to go for counselling and psychosocial support



There are effective Gender Based Violence programmes in my community



25



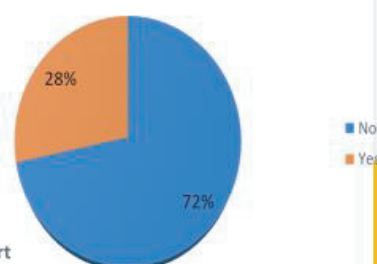
## 6.5.5 Responses from youth on Pillar 4

### PILLAR 4: RESPONSES FROM YOUTH VIA MICROSOFT FORMS

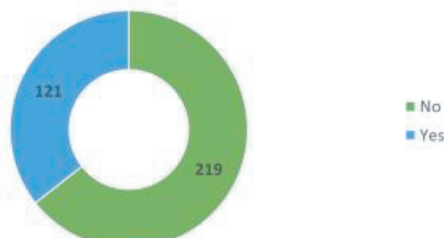
Do you feel safe in your community?



Are there activities or programmes which unite you as a community?



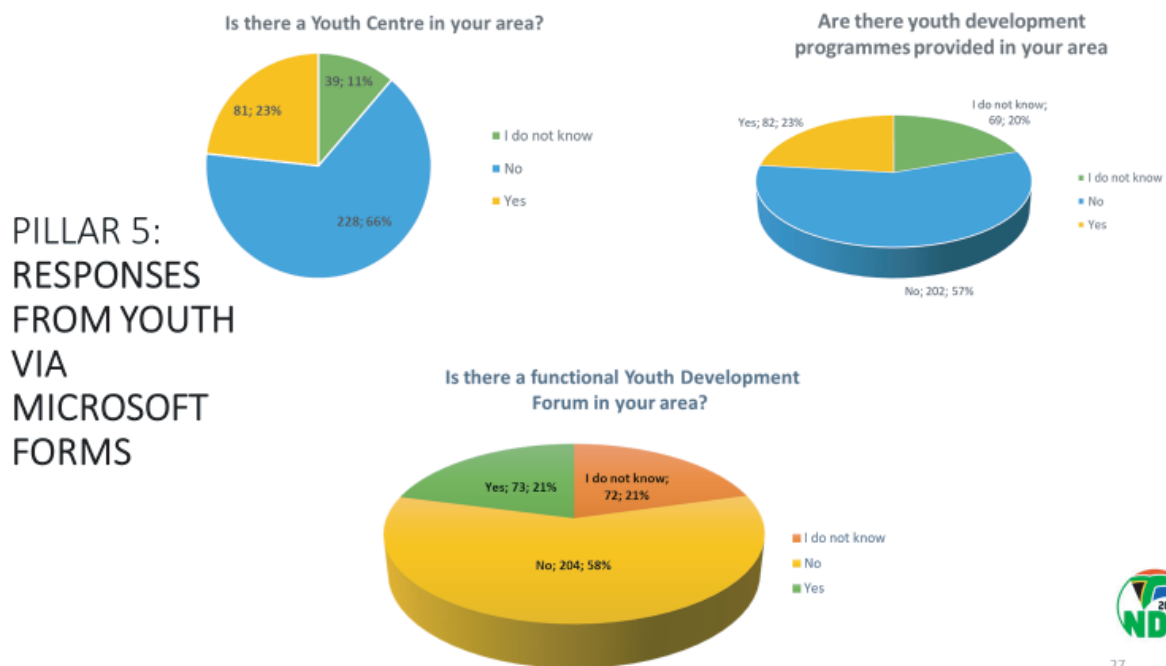
Are there community forums or support groups in your community?



26



## 6.5.6 Responses from youth on Pillar 5



27

## 7. STRATEGIC INTENT

### 7.1 VISION

To develop **skilled, capable and empowered** youth contributing to a prosperous Province.

### 7.2 MISSION

To mainstream and integrate youth development through effective planning, coordination, implementation, monitoring and reporting on policies, programmes and projects leading to the holistic development of all youth in the KZN Province in collaboration with all social partners.

### 7.3 PURPOSE

The purpose of the strategy is to provide a framework for planning, coordination, integration, monitoring and evaluation of youth development interventions and to report progress on impact.

## 7.4 OBJECTIVES

- a) To provide a provincial framework with budgets, targets, and monitoring and evaluation mechanism, for implementing of the youth development priorities identified in the National Youth Policy (2030)
- b) To make provision for coordination of youth development in the province through integrated youth development plans
- c) To provide a platform for youth development planning and resource mobilization
- d) To promote a holistic approach to youth development, characterized by alignment, uniform approach, coherence in policy development, implementation in order to maximize impact and to avoid duplications
- e) To provide an instrument for coordinating youth development programmes based on consensus
- f) To provide a monitoring and evaluation framework which will enables provincial coordination and tracking of youth development programmes implemented in the province

## 7.5 Rights and Responsibilities of Youth

All young people, irrespective of their gender, socio-economic status, and or any other defining factors have the right to:

- a) Enjoy the fruits of a free, democratic and prosperous society,
- b) enjoy their youthfulness,
- c) protection and care,
- d) access youth development services,
- e) participate in the planning and implementation of youth development by becoming the custodians of their own development,
- f) access information, which is age appropriate,
- g) attain an educational level commensurate with their aspirations,
- h) career guidance, and
- i) Access employment opportunities equal to their abilities.

## 8. YOUTH DEVELOPMENT PRACTICES

The Strategy proposes a set of strategic interventions towards youth development in the province. The performance of people, programmes and institutions who work with youth development will be measured against evidence of the following practices:

- a) **Providing Opportunities:** Chances for young people to learn how to act in the world around them, to explore, express, earn, belong and influence. Opportunities give young people the chance to test ideas and behaviours and to experiment with different roles. It is important to stress that young people, just like adults, learn best through active participation and that learning occurs in all types of settings and situations. Therefore, the youth should be granted equal opportunities in order to play a role in the labour market.

- b) **Providing Support:** Motivational, emotional and strategic support to succeed in life. The support can take many different forms, but they must be affirming, respectful and on-going.
- c) **Delivering Quality services:** Services in such areas as education, health, employment, and juvenile justice which exhibit:
- I. Relevant instruction and information,
  - II. Challenging opportunities to express oneself, to contribute, to take on new roles, and be part of a group, and
  - III. Supportive adults and peers who provide respect, high standards and expectations, guidance and affirmation to young people.
  - IV. Youth development is about people, programmes, institutions and systems that provide all youth, troubled or not, with the support and opportunities they need to empower themselves.

## 9. THEORY OF CHANGE (OVERVIEW OF HOW CHANGE WILL OCCUR)

This theory of change serves as a roadmap in the coordination and implementation of the Provincial Integrated Youth Strategy.

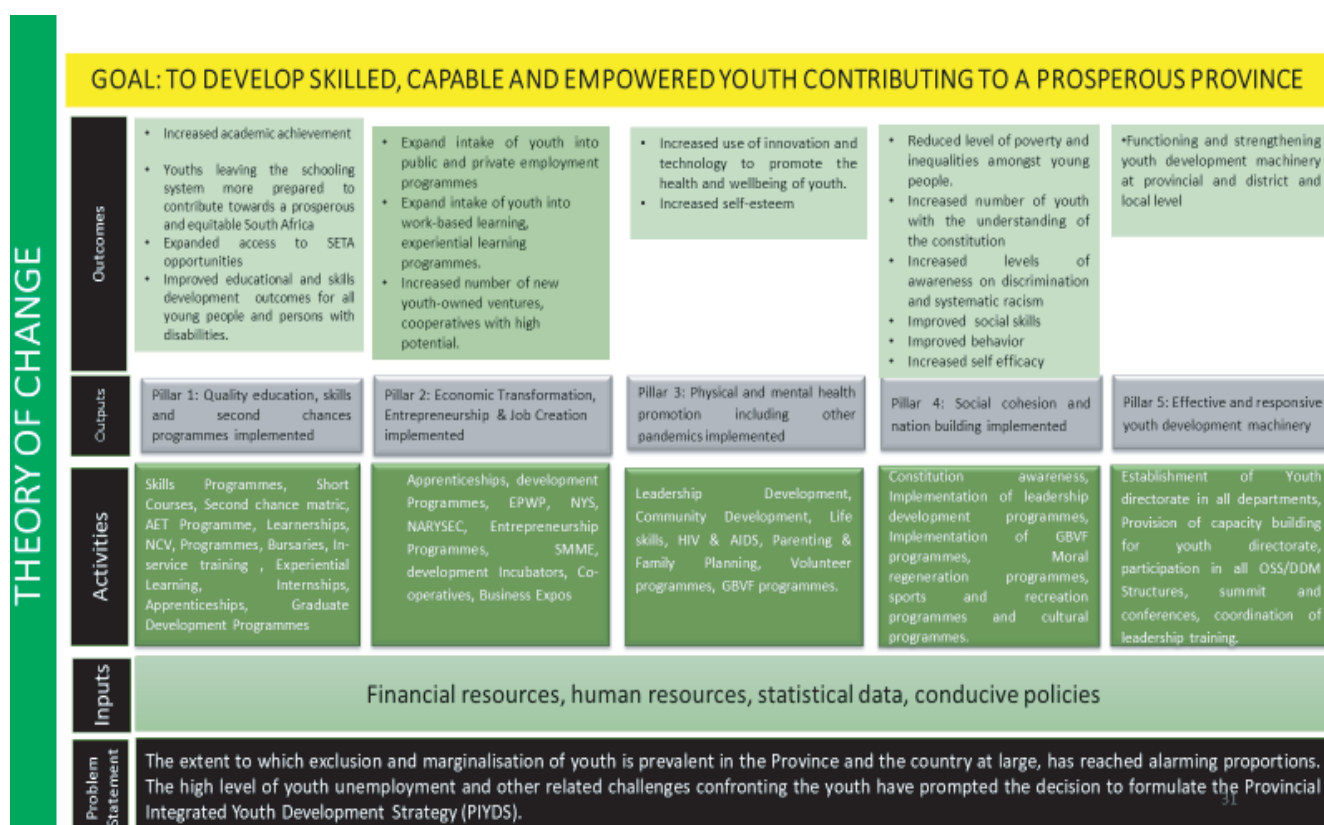
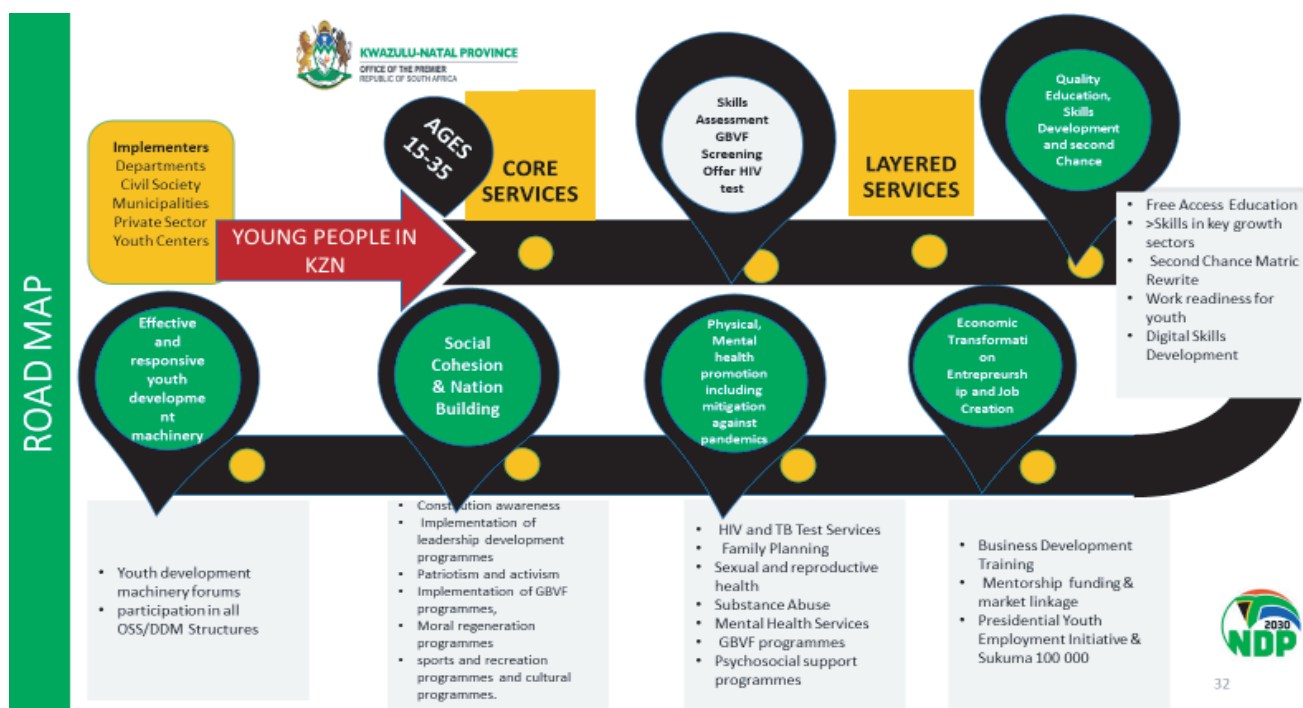


Figure 6: Theory of Change





**Figure 7: Road Map for change**

## 10. IMPLEMENTATION FRAMEWORK

The PIYDS implementation Framework is organised around 5 pillars. Within each pillar are programmes/interventions that are relevant to the specific pillar. Each outcome denotes a specific sphere of youth development.

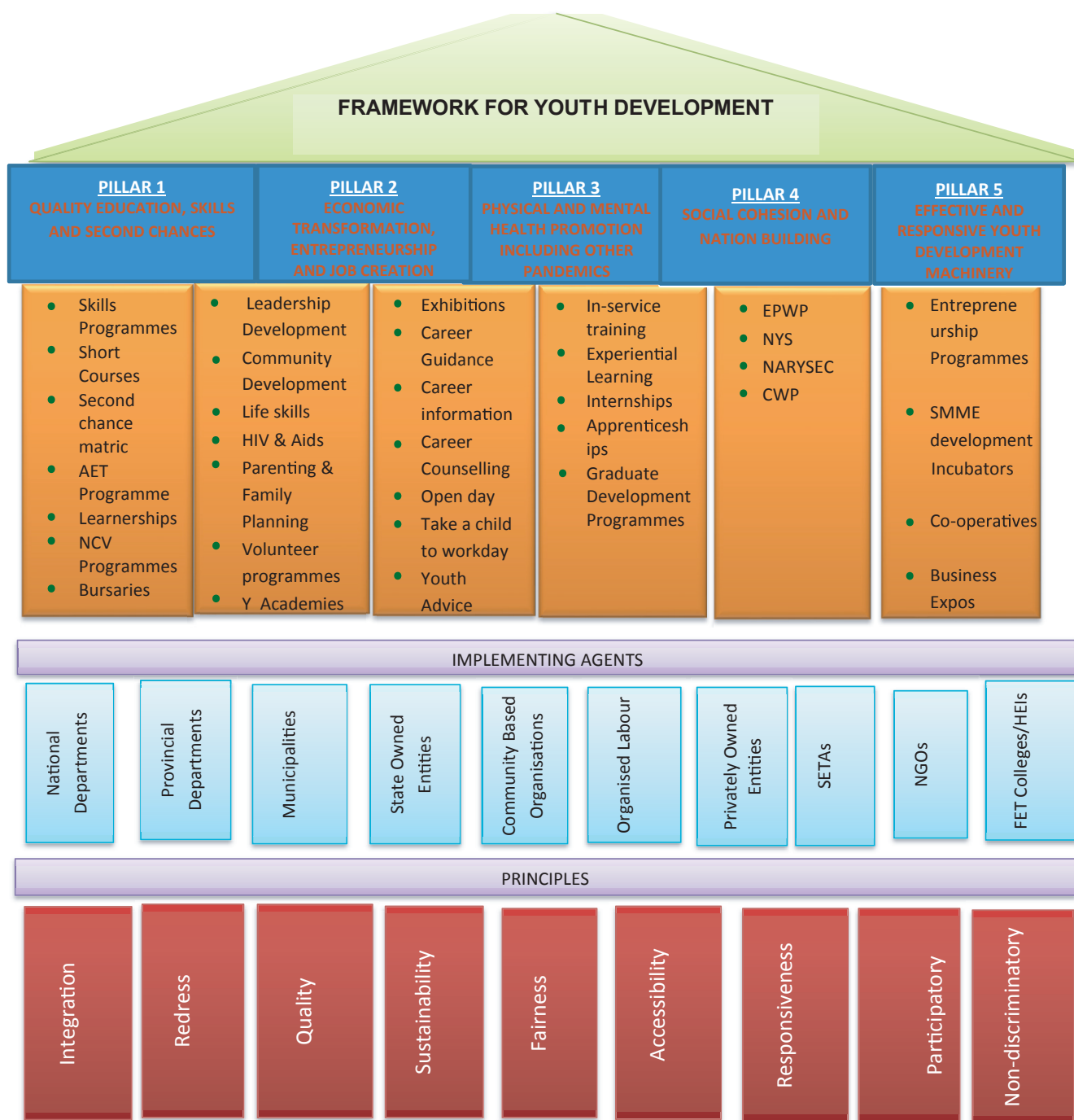
The framework integrates youth development interventions and aims to create an inclusive platform which focuses on the development of young people's self-worth. Integration of these interventions will ensure that government has fulfilled its role of creating an environment that enables holistic youth development.

The intention is to have a consolidated programme of action for the Province with a plan representing all the youth development interventions. It is hoped that integration will enhance alignment of existing and future youth development interventions.

Implementation of Provincial Integrated Youth Strategy Plan will be through Operation Sukuma Sakhe (OSS) structures and aligned to District Development Model (DDM). Therefore, the DDM structures are to ensure that Plans at District, Local and ward level are in place and are being implemented. The programmes/intervention will be implemented by identified implementing agents. At a local government level it will be integrated into Integrated Development Plans (IDP).

The stakeholders/implementing agents which have a role to play in the implementation of these programmes which are listed in the framework. The framework also sets a series of principles that will guide the implementation of the entire strategy. The framework is set out here under.





**Figure 8: Framework for Youth Development in KwaZulu-Natal**

## 11. TABLE 6: PILLARS OF PROVINCIAL INTEGRATED YOUTH DEVELOPMENT STRATEGY

### Pillar 1: Quality Education, Skills and Second Chance

This Pillar refers to the importance of quality education and its outcomes. It outlines and implements the NDP's education vision 2030 that is, South Africans should have access to high quality education and training in order to produce significantly improved learning outcomes and support to learners who have been unable to meet the National Senior Certificate requirements.

PILLAR 1: QUALITY EDUCATION, SKILLS & SECOND CHANCES			
OUTCOME(S)	INTERVENTION	INDICATOR	LEAD DEPARTMENTS/ RESPONSIBILITY
School curriculum focusing on artisan skills development.	<ul style="list-style-type: none"> <li>•Provision of Handcraft and Manufacturing Education, and Apprenticeship.</li> </ul>	<ul style="list-style-type: none"> <li>•Number of schools offering artisan development curriculum.</li> <li>•Percentage of learners participating in artisan development education.</li> </ul>	DHET and DoE
Increased number of learners taking gateway subjects.	<ul style="list-style-type: none"> <li>•Increase the number of learners taking gateway subjects.</li> </ul>	<ul style="list-style-type: none"> <li>•Number of learners achieving the National Senior Certificate with gateway subjects.</li> </ul>	DoE and DHET
Increased number of youth enrolled in technical skills programmes.	<ul style="list-style-type: none"> <li>•Provision of Skills Programmes, Digital Skills, and Learnerships on technical areas.</li> </ul>	<ul style="list-style-type: none"> <li>•Total number of youth receiving occupationally directed training to improve skills levels.</li> </ul>	All departments
Expand career, vocational guidance and counselling services.	<ul style="list-style-type: none"> <li>•Provision of integrated career exhibition per District.</li> <li>•Placement of Career Guidance Officers in all Youth Centers.</li> <li>•Establishment of career information centers in all Municipalities.</li> </ul>	<ul style="list-style-type: none"> <li>•Career guidance week hosted per District</li> <li>•Number of Youth Centers with Career Guidance Officers.</li> <li>•All Municipalities have career information centers.</li> </ul>	DHET, DoE, OTP, DSD
Effective and Structured Second Chance and Matric Rewrite Programme.	<ul style="list-style-type: none"> <li>•Provision of Second Chance and Matric Rewrite Programme.</li> </ul>	<ul style="list-style-type: none"> <li>•Number of Second Chance candidates achieving the National Senior Certificate.</li> </ul>	DoE, Independent School and SETAs

## Pillar 2: Economic Transformation Entrepreneurship and Job Creation

This pillar calls for economic reform measures that ensures a more inclusive micro-economic direction.

PILLAR 2: ECONOMIC TRANSFORMATION ENTREPRENEURSHIP AND JOB CREATION			
OUTCOME(S)	INTERVENTION	INDICATOR	LEAD DEPARTMENTS/ RESPONSIBILITY
Expanded intake of youth into public and private employment Programmes.	<ul style="list-style-type: none"> <li>Expand internship programme</li> <li>Expand Public Works Programme</li> <li>Expand Community Works Programme</li> <li>Strengthen National Youth Service Programme</li> </ul>	<ul style="list-style-type: none"> <li>Number of employers achieving set targets on internship placement programme</li> <li>Number of youth placed in various developmental and employment programmes annually</li> </ul>	All Departments, Private Sector, Civil society, Municipalities, and Social Partners.
Expanded intake of youth into work-based learning Programmes.	<ul style="list-style-type: none"> <li>Provide students comprehensive skills set desired by potential employers.</li> <li>Develop and expand graduate's development programmes.</li> <li>Expand experiential learning Programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Number of Employers achieving set target on Work-Based Learning programmes.</li> <li>Number of Graduates undergoing graduate development programmes annually.</li> </ul>	All Departments, Private Sector, Civil Society and other relevant Social Partners. Provincial Treasury, Health, Transport, Public Works and Human Settlement. Public Works, Human Settlements, Transport, DARD.

		<ul style="list-style-type: none"> <li>• Number new apprentices enrolled annually</li> <li>Number qualified youth artisans annually</li> </ul>	
Increased new youth owned ventures, SMMEs and cooperatives with high potential.	<ul style="list-style-type: none"> <li>• Develop entrepreneurial capacity to strengthen and grow agribusinesses.</li> <li>• Create access for the youth to participate in blue economy.</li> <li>• Increase access for youth to participate in construction and infrastructure development opportunities.</li> <li>• Implement procurement Set Aside for youth.</li> <li>• Expand the roll out of the Youth Economic Empowerment Fund.</li> <li>• Expand access for Youth to participate in mining sector.</li> <li>• Increase support to youth-owned tourism businesses.</li> </ul>	<ul style="list-style-type: none"> <li>• Number of new and emerging youth-own farming ventures established and supported in agriculture and Agro processing.</li> <li>• Increased number of youth participating in maritime sector.</li> <li>• Number of youth accessing opportunities in construction.</li> <li>• Number of youth construction businesses nurtured through incubation programmes.</li> <li>• Percentage of youth benefiting from procurement set asides.</li> <li>• Number of youth-owned business supported through the Fund.</li> <li>• Number of youth owned entities accessing opportunities in mining sector.</li> <li>Number of youth-owned tourism businesses supported.</li> </ul>	<p>DARD, ADA, EDTEA, Private Sector DOT, EDTEA, Private Sector DOT, Public Works, Human Settlements</p> <p>Provincial Treasury, EDTEA, Private Sector, Civil Society, Municipalities OTP, Treasury, EDTEA and Private Sector OTP, EDTEA, Mineral Resources, Chamber of Mines, MQA Seta EDTEA, Private Sector, Trade &amp; Industry and T-KZN</p>

### Pillar 3: Physical and Mental Health Promotion including mitigating against pandemics

The pillar ensures that young people are supported with information, skills and services that help them to prevent non-communicable and communicable diseases including pandemics as well as mental diseases.

PILLAR 3: PHYSICAL AND MENTAL HEALTH PROMOTION INCLUDING MITIGATING AGAINST PANDEMICS			
OUTCOME(S)	INTERVENTION	INDICATOR	LEAD DEPARTMENTS
Improved used of innovative technology to promote health and wellbeing of youth.	<ul style="list-style-type: none"><li>• Expand the rolling out of Life Skills and Soft Skills Programmes.</li><li>• Coordinate programmes aimed at mitigating the impact HIV/AIDS and other pandemics.</li><li>• Facilitate Parenting and Family Planning Programmes.</li></ul>	<ul style="list-style-type: none"><li>• Number of youth capacitated on life skills and soft skills programmes.</li><li>• Mitigate the Impact of pandemics amongst the youth.</li><li>• Number of reduced new HIV infections amongst young people and defaulting on treatment.</li><li>• Number of reduced teenage pregnancies.</li></ul>	DOH, OTP, DSD, DAC, DSR and other relevant Social Partners.

## Pillar 4: Social Cohesion and Nation Building

National Development Plan envisions that by 2030, South Africa will leave in a more cohesive society that shuns divisions in terms of race, gender, class and religion, accepting peoples' multiple identities

PILLAR 4: SOCIAL COHESION AND NATION BUILDING			
OUTCOME(S)	INTERVENTION	INDICATOR	LEAD DEPARTMENTS
Reduced levels of poverty and inequalities among the youth.	<ul style="list-style-type: none"> <li>Coordinate interventions promoting equal opportunity access, inclusion and redress.</li> </ul>	<ul style="list-style-type: none"> <li>Number of coordinated interventions promoting equal opportunity access, inclusion and redress.</li> </ul>	OTP, DSD and DoE, Dept. of Justice & Constitutional Development.
Increased percentage of youth with access to the Constitution.	<ul style="list-style-type: none"> <li>Promote awareness of the Constitution and its values through public and school-based dialogues.</li> </ul>	<ul style="list-style-type: none"> <li>Percentage increased on youth access to socio-economic opportunities and coordinated programs to promote human rights and corresponding responsibilities.</li> </ul>	
<p>Increased level of awareness on racism, xenophobia, Gender Based Violence &amp; Femicide, and related intolerances.</p> <p>Promote social cohesion through increased interaction across space and class.</p>	<ul style="list-style-type: none"> <li>Coordinate programmes aimed at combating Gender Based Violence and implement outreach initiatives to change behaviour in relation to gender, marginalisation, stigmatisation and violence.</li> <li>Coordination of Moral Regeneration programmes.</li> </ul>	<ul style="list-style-type: none"> <li>Number of coordinated rapid response interventions to respond to incidents of racist and xenophobic offences / hate crimes, Gender-Based Violence and outreach initiatives to change behaviour in relation to gender, marginalisation, stigmatisation and violence.</li> <li>Number of coordinated moral regeneration programmes.</li> </ul>	

## Pillar 5: Effective and Responsive Youth Development Machinery

This pillar refers to youth development mainstreaming machinery.

PILLAR 5: EFFECTIVE AND RESPONSIVE YOUTH DEVELOPMENT MACHINERY			
OUTCOME(S)	INTERVENTION	INDICATOR	LEAD DEPARTMENTS
Functioning and strengthened youth development machinery.	<ul style="list-style-type: none"> <li>Establishment of Youth Development Units in all Departments and all and all Municipalities</li> <li>Enhance capacity for Youth Development Units in provincial departments and municipalities.</li> <li>Operationalization of Youth Mobile Offices</li> </ul>	<ul style="list-style-type: none"> <li>Number of departments and municipalities with Youth Development Units</li> <li>Number of Youth Development Units with dedicated budget</li> <li>Number of youth accessing services through Youth Mobile Office Services</li> </ul>	All Departments, Private  All Municipalities  Provincial Departments, All Municipalities  OTP
Skilled, Capable, Empowered and Healthy youth.	<ul style="list-style-type: none"> <li>Implementation of Leadership Development Training Programmes, summit and conferences</li> </ul>	<ul style="list-style-type: none"> <li>Number of Youth Leaders attending Leadership Development Training Programmes, Summits and Conferences</li> </ul>	OTP, COGTA & DSD



## 12. PERFORMANCE FRAMEWORK

PERFORMANCE FRAMEWORK									
Districts	Total Population in KZN	Youth Population	Target 40% of the overall youth population in 5 years	Core Package Per Year : Skills Assessment GBVF Screening Offer HIV test	Pillar 1 (40%): Post school education and training	Pillar 2 (40%): Number of jobs created through the Youth Empowerment Programmes	Pillar 3 (40%): Number of young people who received health screening services	Pillar 4 (40%): Number young people (15-35) who participate in sports, recreation and cultural activities	Number of Quarterly Reports on Functionality of Youth Machinery
Amajuba	531 107	329 286	131 715	131 715	131 715	131 715	131 715	131 715	4
eThekweni	3 661 911	2 270 385	908 154	908 154	908 154	908 154	908 154	908 154	4
Harry Gwala	502 265	311 404	124 562	124 562	124 562	124 562	124 562	124 562	4
iLembe	657 612	407 719	163 088	163 088	163 088	163 088	163 088	163 088	4
King Cetshwayo	971 135	602 104	240 841	240 841	240 841	240 841	240 841	240 841	4
uGu	789 953	489 771	195 908	195 908	195 908	195 908	195 908	195 908	4
uMgungundlovu	1 111 872	689 361	275 744	275 744	275 744	275 744	275 744	275 744	4
uMkhanyakude	689 090	427 236	170 894	170 894	170 894	170 894	170 894	170 894	4
uMzinyathi	551 177	341 730	136 692	136 692	136 692	136 692	136 692	136 692	4
uThukela	706 808	438 221	175 288	175 288	175 288	175 288	175 288	175 288	4
Zululand	892 310	553 232	221 293	221 293	221 293	221 293	221 293	221 293	4
<b>TOTAL in KZN</b>	<b>11 065 240</b>	<b>6 860 449</b>	<b>2 744 180</b>	<b>2 744 180</b>	<b>2 744 180</b>	<b>2 744 180</b>	<b>2 744 180</b>	<b>2 744 180</b>	<b>44</b>

## 13. INSTITUTIONAL ARRANGEMENTS FOR YOUTH DEVELOPMENT

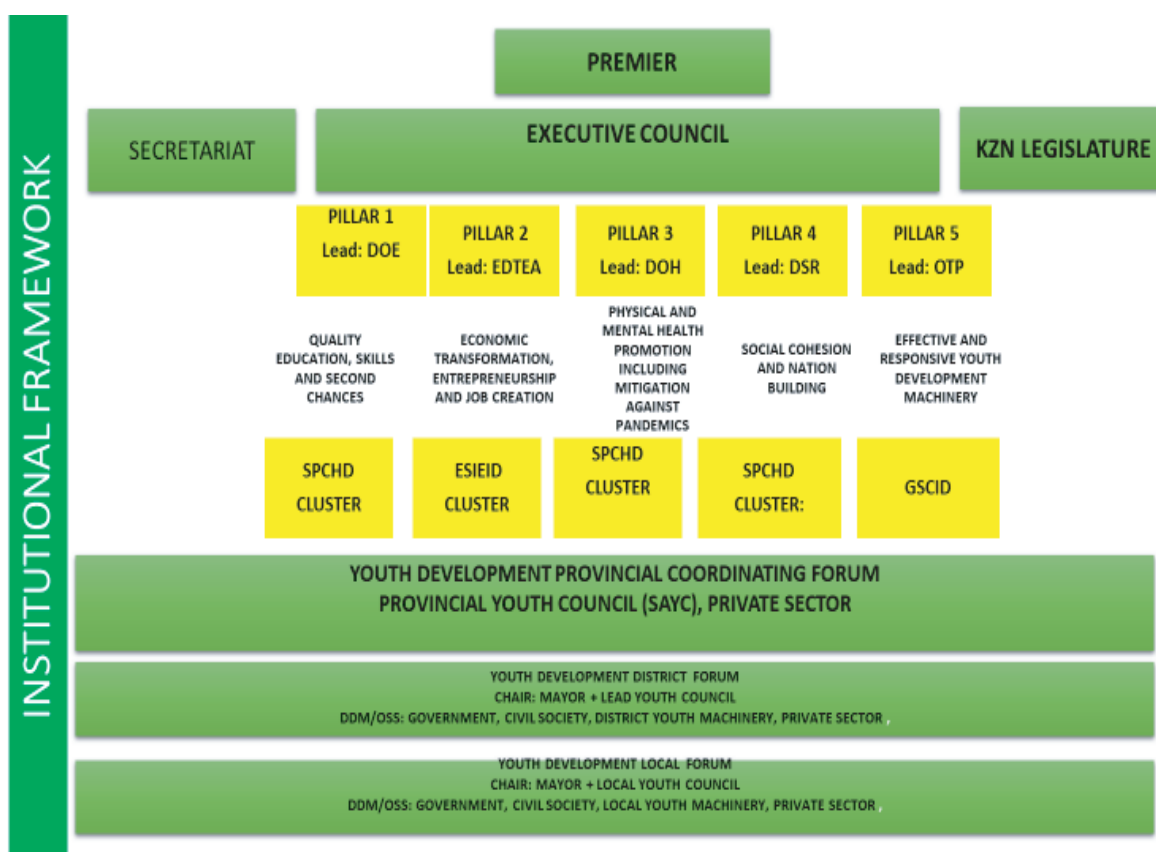
For youth development to be mainstreamed and integrated, it is critical that all stakeholders in the sphere of youth development are given a platform to make inputs and advise the provincial executive and provincial administration on matters related to youth development in general and those specific to the sector they represent.

The following critical outcomes guide the optimization of the youth development machinery:

- A well-coordinated youth sector.
- Increased responsiveness of the NYDA.
- Improved inter-departmental collaboration and institutionalization of youth work.
- Effective and Increased mainstreaming of youth development.
- Better conceptualization of youth development interventions.
- Improved inter sectorial collaboration and consolidated voice of the youth.
- Capable youth work force and regulated youth focused sector.
- Coordinated international relations engagements.

As a result, oiling the youth development machinery for maximised impact is the outcome for deliberate investment in youth.

To achieve the above outcomes, the institutional framework for youth development comprises the following:



**Figure 9: Institutional Arrangement**

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## 14. MONITORING, EVALUATION AND REPORTING FRAMEWORK

### 14.1 Purpose of the Framework

The purpose of the framework is set to delineate clear pathways to achieving the goals and objectives of the PIYDS through a credible and independent monitoring and evaluation system. It seeks to serve as a guideline in the development of monitoring and evaluation plans for Provincial Departments as well as other stakeholders.

### 14.2 Aims of the M&E Framework

The aims of the monitoring and evaluation framework will be to:

- a) Create evidence for informed decision making for PIYDS, provide information for accountability and performance improvement.
- b) Develop a mechanism that allows for an understanding and monitoring of the progress made by stakeholders in the implementation of the pillars of the PIYDS.
- c) Assist the Youth Development Chief Directorate to build an M&E system that can be used to measure the Provinces' progress in meeting commitments given by government to young people in the Province.
- d) Provide the Youth Development Chief Directorate the possibility to evaluate long-term changes produced by the PIYDS on relevant youth development issues as per the five thematic areas.

### 14.3 The objectives of the M&E Framework and Guidelines

The broad objectives of the monitoring and evaluation framework and guidelines are to:

- a) Enhance organisational and development learning.
- b) Ensure informed decision making
- c) Support substantive accountability, reporting and YDCD repositioning
- d) Build Youth Development Directorates capacity in all areas of planning, management, service delivery, evaluating functions and business processes in general
- e) Provide information for YDCD and setting of benchmarks for performance

### 14.4 Scope of the Framework

The PIYDS draws on the broader Government-wide Monitoring and Evaluation (GWM&E) system effective since 2008 which emphasizes the importance of performance monitoring and evaluation as key factors in ensuring an effective, accountable and transparent performance system through continuous evaluation and linking the results to the intended delivery outcomes. It provides the overall framework for a government-wide accountability system to facilitate the effective monitoring of the respective interventions. This system finds expression to the seven

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high-level strategic priorities set by the current administration, aligned to the National Development Plan (NDP) and implemented through the Medium-Term Strategic Framework (MTSF). This M&E system will need to harness the collective efforts of different role-players and their political influence. Its success will depend on sound technical capacity and institutional arrangements.

#### **14.5 Guidelines of the PIYDS M&E Framework**

The framework will institutionalize, instill the practice, and culture of ensuring that all PIYDS programmes and projects have the following characteristics:

- a) Clear measurable goals.
- b) Effective management to ensure that projects deliver what they are planned to deliver.
- c) Show that impact of the programmes and projects can be measured.

#### **14.6 Accountability and Reporting**

National Treasury Regulations (PFMA, Act 1 of 1999) of 1999 require Accounting Officers of institutions to establish procedures for quarterly reporting to the Executive Authority in order to facilitate effective performance monitoring, evaluation and corrective action. The Departments will report monthly, quarterly, mid-term and annual reflecting progress made in the implementation of the Youth development programmes and projects and the detailed financial expenditure reports on the implemented programmes. Reporting on the performance of the stakeholders on stipulated programmes and interventions to the Executive Authority will be the responsibility of the Youth Chief Directorate in the Office of the Premier. The Youth Development Chief Directorate will produce reports and submit DDG: Institutional Development and Integrity

Youth Development Chief Directorate will report to oversight committees as and when required on the implementation of youth development programmes.

#### **14.7 Monitoring and Continuous Tracking of Progress**

Existing efforts by the Provincial Government, Private sector, and other stakeholders will be aligned to the five pillars of the PIYDS. Where necessary, integration and coordination will be facilitated through the instrumental use of the M&E framework. Using the DPME sector monitoring system of creating logical linkages between the interventions, actions and outcomes, the proposed model for reporting will have to compliment the multi-sector approach of implementation to ensure reporting by all stakeholders including departments on their respective commitments. Clear time bound targets will be set, including quantitative, measurable and relevant annual targets. DPME has introduced a critical component of “Citizens - based monitoring” of government performance and service delivery. Monitoring data generated directly by youth will be an important validation of progress made (or not) by all stakeholders and aimed at open communication and re-instilling trust in institutions.

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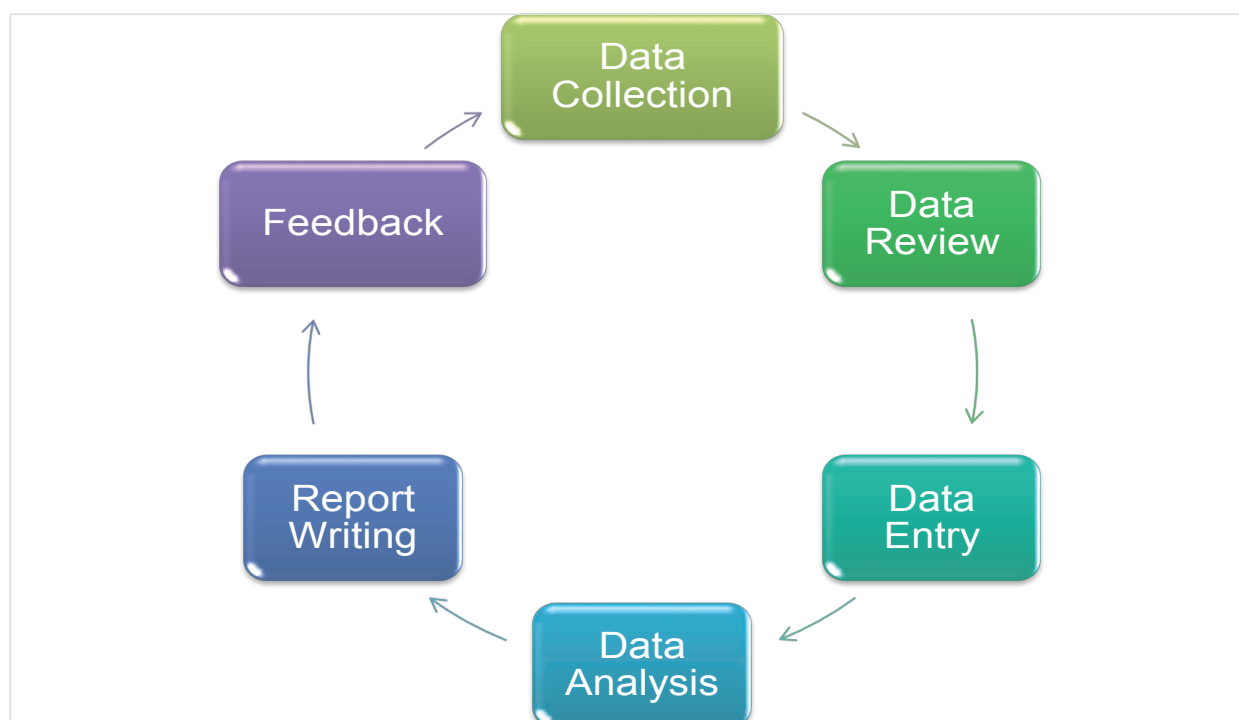
The following implementation modalities to accelerate, advance and realize the vision and outcomes of the PIYDS and its Implementation Plan are proposed as follows:

- a) The Youth Development Chief Directorate in the Office of the Premier is the custodian of the plan and plays the role of coordination, and strategic oversight for the realization of the provincial outcomes outlined in the Implementation Plan.
- b) Respective Provincial Government Departments, as articulated in respective sections of the Implementation Plan will align related interventions and programmes within their respective five-year strategic plans and facilitate institutional coherence across the Provincial Government.
- c) The private sector and other relevant stakeholders to elevate their own accountability through their practices and to invest in supporting the roll out of respective interventions of the PIYDS.

#### **14.8 Monitoring and Evaluation Timelines**

The M&E Framework will manage capabilities that will be informed by Policy Imperatives, PIYDS strategic objectives and annual priorities and the high-level process below will be referenced for monitoring and evaluating impact of projects. Participatory evaluation will be carried out at agreed upon regular intervals. At least twice per year reports will be generated by the Monitoring and Evaluation Unit on progress made in the implementation of the Strategy with recommendations for redress, review or special interventions. Procedures and methods to be followed in the evaluation exercise must be agreed upon timeously. These measures should ensure to monitor relevance, effectiveness, efficiency, effects (outcomes) and impacts of programmes on beneficiaries. Also, to be agreed upon are indicators as criteria established to measure and explain the difference between the initial situations the anticipated (desired) situation and the actual situation. Both quantitative and qualitative tools should be used in this

regard. The Monitoring and Evaluation Unit and Youth Development Unit in the Office of the Premier will, on an annual basis be responsible for monitoring implementation and evaluation of the Strategy.



**Figure 10: High -level M&E process**

## 15. FINANCIAL IMPLICATIONS

The Provincial Youth Development Strategy has financial implications that must be considered in the development of the Medium-Term Expenditure Framework and in multi-year strategic plans. Key cost drivers will be human resources, training, marketing and branding campaigns, media space buying, operational costs and monitoring of the policy and strategy impact in all sectors of society and communities. Therefore, the budget allocation for the implementation of this Youth Development Strategy will be funded through the youth development programmes and projects in all the provincial departments which should have budgeted for youth development plans.

## 16. CONCLUSION

The strategy to integrate provincial youth skills development interventions aims to create an inclusive platform which focuses on the development of young people's selfworth. Integration of these interventions will ensure that government has fulfilled its' role of creating an environment that enables the implementation of youth development. It is hoped that integration will enhance alignment of existing and future youth skills development interventions. The intention is to have a consolidated programme of action for the Province.

## ANNEXURE 1: ANNUAL IMPLEMENTATION PLAN

### PILLAR ONE: QUALITY EDUCATION, SKILLS & SECOND CHANCES

#### OUTCOME 1.1: QUALITY EDUCATION

- School curriculum focusing on artisan skills development
- Increase learners taking gateway subjects
- Expand intake of youth into educational skills, up-skilling and training Programmes

Programme or Intervention	Activities	Performance Indicators	Baseline	Annual Target	Timeline		Annual Budget (specify the source of funding)
					From	To	
School curriculum for development of artisan skills	Increase access to handicraft and manufacturing education skills	Number of schools offering artisan development curriculum and participation number of learners in artisan education	500	500	2021	2026	DHET DOE EDTEA
Provision of youth training programmes	Increased intake of gateway	Number of learners achieving the National	140459	100000	2021	2026	DOE DHET Independent Schools



in gateway subjects	subjects by youth	Senior Certificate or Independent school with gateway subjects						
Agriculture Education	Increase access to agriculture education	Number of youth registered for agriculture education	21082	20000	2021	2026	DoE DHET	
Expand Maritime and Technical Education	Increased access to maritime educational programmes for youth	Number of youth registered for maritime programmes	725	800	2021	2026	DOE DHET	
Expand Adult Education and Training (AET) Programmes	Expanded access opportunities for youth in AET programmes	Total number of youth receiving occupationally directed training to improve skills levels	5000	5000	2021	2026	<b>DHET</b>	
Expand provision of short courses skills Programmes Learnerships	Expanded access opportunities to youth for second chance matrix programmes	Increased the number of youth that complete National Senior Certificate	10000	10000	2021	2026		

## OUTCOME 1.2: SKILLS & SECOND CHANCE

- Expand reach of Career Exhibitions,
- Workplace exposure
- Strengthen career development programmes for youth
- Regularize second chance Matric Programmes

Programme or Intervention	Activities	Performance Indicators	Baseline	Annual Target	Timeline		Annual Budget (specify the source of funding)
					From	To	
Provision of Career guidance services	Expand Career Guidance Services	Number of career exhibitions held in the Province	5000	10000	2021	2026	DOE DHET
Expand Career Counselling & Information Services	Increase career counselling & Information services	A career guidance week hosted per district	10000	10000	2021	2026	DOE DHET
	Expand career and vocational guidance and counselling services	Number of career guidance and counselling services	300	500	2021	2026	DOE DHET
	Career guidance officers	Number of career guidance	2500	2500	2021	2026	DOE DHET

	located in all youth centres	officers located in youth centres							
	Establish career information centres in all municipalities	Number of career information centres in municipalities	500	500	500	2021	2026	DOE DHET	
Facilitate Youth exposure to workplace environment	Increased workplace exposure for learning purpose Take a child to work	Number of youth supported with work exposure opportunities	5000	10000	10000	2021	2026	OTP All Department	
Facilitate Job Shadowing for youth	Increased mentorship opportunities	Number of mentorship programmes implemented in the workplace targeted at youth	1500	2000	2000	2021	2026	All Department	
Effective and structured second chance matrix and matrix rewrite programmes	Expanded access to matrix rewriting opportunities	Number of youth accessing matrix opportunities Increased number of youth completing	4000	5000	5000	2021	2026	DOE DHET	

		National Senior Certificate through second chance opportunities					
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## PILLAR TWO: ECONOMIC TRANSFORMATION, ENTREPRENEURSHIP AND JOB CREATION

### OUTCOME 2.1: ECONOMIC TRANSFORMATION AND ENTREPRENEURSHIP

- Establish new ventures creation, SMMEs and Cooperatives by youth in the economic sectors with high potential.

Programme or Intervention	Activities	Performance Indicators	Baseline	5-year Target	Timeline		Annual Budget (specify the source of funding)
					From	To	
Expand access to Youth in Agriculture	Develop and support new farmers Expand schools to farming projects	Number of new and emerging youth – owned farming ventures established and supported young farmers established and supported	550	550	2021	2026	DARD, ADA EDTEA Private Sector

Develop entrepreneurial capacity to strengthen and grow youth in Agro-Processing	Expand access to opportunities to Agro-Processing youth farmers	Number of youth accessing and supported on Agro Processing opportunities	<b>200</b>	<b>500</b>	2021	2026	DARD EDTEA ADA DOT Private Sector
Expand participation for Youth in ICT and BPO	Training of youth in ICT and BPO	Number of youth participating in developing ICT and BPO	<b>4000</b>	<b>4000</b>	2021	2026	DARD, EDTEA, MICT SETA, Private sector DHET Private Sector
Youth in ICT and BPO	Training of youth in ICT and BPO	Number of youth participating in developing ICT and BPO	<b>500</b>	<b>500</b>	2021	2026	DARD EDTEA MICT SETA Private Sector DHET Private Sector
Expand participation for youth in Construction	Train youth managing business in construction Promote radical economic transformation through youth allocation	Number of youth accessing opportunities in construction	<b>3000</b>	3000	2021	2026	Public works Transport Provincial Treasury
Youth in Manufacturing	Recruit young people to participate in manufacturing sector	Number of youth in manufacturing sector	<b>1000</b>	<b>1000</b>	2021	2026	EDTEA

Unlock manufacturing industry for young people through Trade & Investment KwaZulu-Natal (TIK)									
Youth in Tourism	Expand local pro-poor development impacts of tourism economy	Number of youth owned tourism businesses	390	400	2021	2026	EDTEA		
Business Expos	Implement entrepreneurship expos in districts	Number of entrepreneurship program implemented or supported	20	22	2021	2026	EDTEA		
Youth Procurement Set Aside	Departmental set aside for youth programmes	30% of public procurement set aside for youth	30% of public procurement set aside for youth	30% of public procurement set aside for youth	2021	2026	All Departments		
Youth Economic Empowerment Fund	Rollout the Youth Fund	Number of Research, Development and Innovation Hubs	50	50 youth businesses	2021	2026	EDTEA OTP		
Youth in Mining	Promote market linkage to be friendly for youth and unlock mining industry for youth	number of young people participating in mining	50	100	2021	2026	EDTEA		

## OUTCOME 2.2: JOB CREATION

- Expand intake of youth into public employment Programmes
- Expand intake of youth into work integrated learning Programmes

Programme or Intervention	Activities	Performance Indicators	Baseline	5-year Target	Timeline		Annual Budget (specify the source of funding)
					From	To	
Internship Programme	Bridge the gap between the academic studying and competence in the workplace	All employers set and achieve a target of 5% of staff establishment for unemployed graduates to acquire work experience	6000	10000	2021	2026	All Departments
Graduate Development Programme	Facilitate job preparedness programmes and workshops  Develop and expand graduate development	Number of graduates undergoing graduate development programme	550	550	2021	2026	All Departments



Experiential learning Programmes	Develop experiential learning Programmes	Number of youth accessing internship and work integrated learning programmes	5000	5000	5000	2021	2026	All Departments
Apprenticeship programme	Expand apprenticeship programme	Number of new youth apprentices enrolled annually and youth artisan qualifying every 3 years	15000	15000	15000	2021	2026	All Departments
Public Works Programme	Increase access of youth to the EPWP	Number of youth accessing EPWP opportunities	170000	200000	200000	2021	2026	All Departments
Community Works Programme	Expand access of youth to the EPWP	Number of youth accessing EPWP opportunities	50000	50000	50000	2021	2026	All Departments
National Youth Service Programme	Strengthen National Youth Service Programmes	Number of youth trained on the National Youth Service Programmes	10000	10000	<b>10000</b>	2021	2026	All Departments
Youth Tax Incentive Scheme	Implement the Youth Tax Incentive Scheme	Number of youth accessing the Tax Incentive Scheme	300	500	500	2021	2026	All Departments

## PILLAR THREE: PHYSICAL AND MENTAL HEALTH PROMOTION INCLUDING MITIGATING AGAINST PANDEMICS

### OUTCOME 3.1:

- Use innovative, youth – oriented programmes and technologies to promote the health and wellbeing of youth

Programme or Intervention	Activities	Performance Indicators	Baseline	Annual Target	Timeline		Annual Budget (specify the source of funding)
					From	To	
HIV/AIDS Programmes	Increase advocacy on HIV/AIDS infections among youth	Reduction in the number of new HIV infections amongst young people	2000000	800000	2021	2026	DOH DSD OTP
	Increase advocacy on HIV/AIDS defaults and implications among youth	Reduction of number of youth defaulting on treatment	400000	350000	2021	2026	DOH DSD OTP
	Increase advocacy on youth accessing	Number of youth accessing treatment for substance abuse	1500000	1000000	2021	2026	DOH DSD OTP

	treatment for substance abuse	from registered treatment centres						
Life Skills and Soft Skills Programmes	Expand life and soft skills training opportunities	Number of youth attending life and soft skills trainings	200000	300000	2021	2026	DOH DSD OTP	
Community Development Programmes	Increase youth access opportunities to Community Development Programmes	Number of youth accessing Community Development Programmes	2000000	140000	2021	2026	DOH DSD OTP	
Parenting and Family Planning	Expand advocacy to youth on parenting and family planning	Reduction in the number of teenage pregnancies	1700000	20000	2021	2026	DOH DSD OTP	
Volunteer Programmes	Encourage establishment of volunteer programmes among youth	Number of Volunteer Programmes established	10000	60000	2021	2026	All Departments	

Use of digital technology in advocating for youth health matters	Massify the use of digital technology in communicating with youth on health-related matters	Number of messages communicated through digital technology	200000	250000	2021	2026	DOH DSD OTP
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## PILLAR FOUR: SOCIAL COHESION AND NATION BUILDING

### OUTCOME 4.1: NATION BUILDING

- Develop and expand Leadership, Community Development and Life Skills

Programme or Intervention	Activities	Performance Indicators	Baseline	Annual Target	Timeline		Annual Budget (specify the source of funding)
					From	To	
Leadership Development and capacity building	Provision of support and training as critical enablers for young people to develop	Number of leadership training & development and capacity building programmes	1000	1000	2021	2026	DSD OTP

Life Skills Development	Increase life skills opportunities to youth	Number of youth participating in life skills programmes	20000	20000	2021	2026	DSD OTP
Volunteers Programmes	Establish and manage clubs, CBO and Associations	Number of youth established and managed clubs, CBO and Associations	200000	400000	2021	2026	DSD OTP

#### OUTCOME 4.2: SOCIAL COHESION

- Promote social cohesion through increased interaction across space and class
- Outreach initiatives to change behaviour in relation to gender, marginalisation, stigmatisation and violence

Programme or Intervention	Activities	Performance Indicators	Baseline	Annual Target	Timeline		Annual Budget (specify the source of funding)
					From	To	
Promote social cohesion through increased interaction across space and class	Promote the celebration of national days on an intercultural basis, fully inclusive of all youth	Number of programmes promoting celebration of national days	4	4	2021	2026	DSD OTP DAC

Outreach initiatives to change behaviour in relation to gender, marginalisation, stigmatisation and violence	Promote access to cultural facilities/community arts centres and participation in arts, culture and heritage programmes	Number of Provincial Community Arts Development programmes implemented	70	100	2021	2026	DSD OTP <b>DAC</b>
	Increased moral regeneration programmes	Number of programmes implemented	10	20	2021	2026	DSD OTP <b>DAC</b>
	Produce, coordinate and implement programmes to end gender-based violence and femicide	Number of advocacy programmes against Gender-Based Violence	300	500	2021	2026	DSD OTP <b>DAC</b>
	Implement advocacy programmes on social cohesion	Number of initiatives and programmes aimed at youth with disabilities	200	500	2021	2026	
		Number of dialogues addressing behaviour change	4	10	2021	2026	
	Substance abuse awareness campaigns	Number of campaigns aimed at addressing youth in substance abuse	10	20	2021	2026	DOH DSD OTP ComSafety

	Campaigns on teenage pregnancies and homeless youth	Reduction in the number of teenage programmes and homeless youth	540000	12000	2021	2026	DOH DSD
	Child/youth headed households empowered to avoid generational poverty	Reduction in the number of youth headed households	800000	24000	2021	2026	DOH DSD

## PILLAR FIVE: EFFECTIVE AND RESPONSIVE YOUTH DEVELOPMENT MACHINERY

### OUTCOME 5.1:

- To put in place, the youth development mechanism and structures that can support departments in developing their capacity and professional ethos
- Mainstream youth development across various sectors and provide dedicated youth development platforms

Programme or Intervention	Activities	Performance Indicators	Baseline	Annual Target	Timeline		Annual Budget (specify the source of funding)
					From	To	
Youth Development Directorates	Establishment of Youth Development Directorates	Number of fully fledged Youth Development Directorates established in departments	7	7	2021	2026	All Department and Municipalities



Capacity building for Youth Development in Departments	Facilitate and coordinate workshops and leadership training	Number of workshops and trainings	2	10	2021	2026	All Department and Municipalities
Provincial Youth Development Forum	Coordinate quarterly meetings of the Provincial Youth Development Forum	Number of reports on the implementation of youth development Programmes	4	5	2021	2026	All Department and Municipalities NPO NGO's
Leadership summit and conferences	Facilitate and coordinate a summit and conference	Summit held and Conference	2	2	2021	2026	All Department and Municipalities
Collaboration with civil society organization	Strengthening collaboration with civil society organization dealing with youth matters	Number of MOUs	11	10	2021	2026	All Department and Municipalities
Collaboration with private sector	Strengthening collaboration and lobby private sector on youth development	Number of MOUs	1	3	2021	2026	All Department and Municipalities

## ANNEXURE 2: MONITORING & EVALUATION TOOL

### PILLAR ONE: QUALITY EDUCATION, SKILLS & SECOND CHANCES

Programme or Intervention	Activities	Performance Indicators	Source	Baseline	Timeline		Accountability/Lead Department
					From	To	
School curriculum for development of artisan skills	Increase access to handicraft and manufacturing education skills	Number of schools offering artisan development curriculum and participation number of learners in artisan education	Engagements with youth and aligned to MTSF 2019-2024	500	2021	2026	DHET and DoE
Provision of youth training programmes in gateway subjects	Increased intake of gateway subjects by youth	Number of learners achieving the National Senior Certificate or IEB with gateway subjects	Engagements with youth and aligned to MTSF 2019-2024	127990	2021	2026	DoE DHET Independent Schools
Provision of Agriculture Education	Increase access to agriculture education	Number of youth registered for agriculture education	Engagements with youth and aligned to MTSF 2019-2024	21082	2021	2026	DoE and DHET
Expand Maritime and Technical Education	Increased access to maritime educational	Number of youth registered for maritime training programmes	Engagements with youth and aligned	725	2021	2026	DoE and DHET

	programmes for youth		to MTSF 2019-2024				
Expand Adult Education and Training (AET) Programmes	Expanded access opportunities for youth in AET programmes	Total number of youth receiving occupationally directed training to improve skills levels	PGDP, Engagements with youth	5000	2021	2026	DoE and DHET
Expand provision of Short Courses Skills Programmes Learnerships	Expand access opportunities to youth for second chance matric programmes	Increased the number of youth that complete National Senior Certificate	Engagements with youth and aligned to MTSF 2019-2024	10000	2021	2026	DoE and DHET

#### OUTCOME 1.2: **SKILLS & SECOND CHANCE**

- Expand reach of Career Exhibitions,
- Workplace exposure
- Strengthen career development programmes for youth
- Regularize second chance Matric Programmes

Programme or Intervention	Activities	Performance Indicators	Source	Baseline 2021/22	Five Year Target	Timeline		Accountability/ Lead Department
						From	To	
Provision of Career guidance services	Expand Career Guidance Services	Number of Career exhibitions held in the Province	Youth Parliament any resolution, engagements with youth	5000	50000	2021	2026	DoE and DHET
	Increase career counselling & Information services	A career guidance week hosted per district	Youth Parliament any resolution, engagements with youth	10000	50000	2021	2026	
Expand Career Counselling & Information Services	Expand career and vocational guidance and counselling services	Number of career guidance and counselling service centres	Youth Parliament any resolution, engagements with youth	300	2500	2021	2026	DoE and DHET
	Career guidance officers	Number of career guidance	Youth Parliament any	2500	10000	2021	2026	

	located in all youth centres	officers located in youth centres	resolution, engagements with youth						
	Establish career information centres in all municipalities	Number of career information centres in municipalities	Youth Parliamentary resolution, engagements with youth	500	2500	2021	2026	DoE and DHET	
Facilitate youth exposure to the workplace environment	Increased workplace exposure for learning purpose Take a child to work	Number of youth supported with work exposure opportunities	Youth Parliamentary resolution, engagements with youth	5000	50000	2021	2026	OTP and all department	
Facilitate Job Shadowing for youth	Increased mentorship opportunities	Number of mentorship programmes implemented in the workplace targeted at youth	Youth Parliamentary resolution, engagements with youth	1500	10000	2021	2026	All Departments	

Effective and structured second chance matrix and matrix rewrite programmes Matric rewrite	Expanded access to matric rewriting opportunities	Number of youth accessing matrix rewriting opportunities  Increased number of youth completing National Senior Certificate	Youth Parliamentary resolution, engagements with youth	4000	50000	2021	2026	DoE and DHET
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## PILLAR TWO: ECONOMIC TRANSFORMATION, ENTREPRENEURSHIP AND JOB CREATION

Programme or Intervention	Activities	Performance Indicators	Source	Baseline 2021/22	Five Year target	Timeline		Accountability/ Lead Department
						From	To	
Expand access to Youth in Agriculture	Develop and support new farmers	Number of new and emerging youth owned farming ventures	Engagements with youth and aligned to MTSF 2019-2024	550	2000	2021	2026	DARD ADA EDTEA PRIVATE SECTOR

Expand schools to farming projects	established and supported	Engagements with youth and aligned to MTSF 2019-2024						
Develop entrepreneurial capacity to strengthen and grow youth in Agro-processing	Expand access opportunities to Agro-processing youth farmers	Number of youth accessing and supported on Agro-Processing opportunities	Engagements with youth and aligned to MTSF 2019-2024	200	3000	2021	2026	DARD EDTEA ADA DoT PRIVATE SECTOR
Create access for Youth to participate on Blue Economy	Implement an integrated approach of different role players to assist and support youth in Maritime	Increased number of youth participating in the maritime sector  Promote sectoral development through expansion of maritime sub-sector	Engagements with youth and aligned to MTSF 2019-2024  Youth Parliamentary Resolutions	725	3000	2021	2026	Transport & EDTEA ADA DoT Private Sector
Expand participation for Youth in ICT and BPO	Training of youth in ICT and BPO	Number of youth participating in developing ICT and BPO	Engagements with youth and aligned to MTSF 2019-2024	4000	30000	2021	2026	EDTEA DARD MICT SETA PRIVATE SECTOR DHET



Expand participation for Youth in Construction	Train youth managed businesses in construction  Promote radical economic transformation through youth allocation	Number of youth accessing opportunities in Construction  Number of youth construction businesses nurtured through incubation programmes	Engagements with youth and aligned to MTSF 2019-2024  Youth Parliamentary Resolutions	50 companies	40% of opportunities in construction construction on set aside for youth	2021	2026	Public Works, Transport Human Settlements Private Sector
Expand participation of Youth in Manufacturing	Support and encourage young people to participate in the manufacturing sector  Unlock manufacturing industry for young	Number of new youth owned businesses participating in the ' / youth in manufacturing sector	Engagements with youth and aligned to MTSF 2019-2024	3000	15000	2021	2026	EDTEA, Private Sector Trade and Investment FP&M SETA IDZ

people through Trade & Investment	KwaZulu-Natal (TIK)	Expand local poor development impacts of tourism economy	Number of youth owned tourism businesses supported per annum	Engagements with youth and aligned to MTSF 2019-2024	400	2500	2021	2026	EDTEA Private Sector Trade and Investment TKZN
Increase support to Youth-owned Tourism Businesses									
Expand Business Expos to all districts	Coordinate business expos in districts	Number of business expos held	Youth Parliamentary resolution, engagements with youth	20	110		2021	2026	EDTEA OTP DARD
Implement procurement set aside for youth	Departmental set aside for youth programmes	Percentage of youth benefiting from procurement	Youth Parliamentary resolution, engagements with youth			30% of public procurement set aside for youth	2021	2026	Provincial Treasury OTP
Expand the rollout of the Youth Economic	Increase funds available in the	Number of youth businesses benefiting and	SOPA, Youth Parliamentary Resolutions engagements with youth	50	450		2021	2026	EDTEA OTP

Empowerment Fund	youth fund	supported through the fund	Engagements with youth and aligned to MTSF 2019-2024	50	500	2021	2026	EDTEA Department of Mineral Resources Chamber of Mines OTP MQA
Expand access for Youth in the Mining sector	Promote market linkage to be friendly for youth and unlock mining industry for youth	number of youth owned entities people accessing opportunities in mining						

## OUTCOME 2.2: JOB CREATION

- Expand intake of youth into public employment Programmes
- Expand intake of youth into work integrated learning Programmes

Programme or Intervention	Activities	Performance Indicators	Source	Baseline 2021/22	Five Year Target	Timeline	Accountability/ Lead Department
						From To	
Expand intake of youth into public and private	Provide students with the comprehensive	Number of employers achieving	Engagements with youth and aligned	383 for Provincial Govt	2.5% of staff establishment	2021 2026	All Departments Private sector Civil Society

employment programmes	skills set desired by potential employers	set target on WBL	to MTSF 2019-2024					
Internship Programme	Bridge the gap between the academic curriculum and competencies required in public and private sector  Facilitate job preparedness programmes and workplace	Number of institutions aligning educational programme to industry needs  Number of youth of graduates accessing graduate development programme	Engagements with youth and aligned to MTSF 2019-2024  Youth Parliamentary resolution engagement with youth		5% of employee establishment	2021	2026	OTP and all departments
Experiential learning Programmes	Develop experiential learning Programmes	Number of youth accessing internship and work integrated learning programmes	Youth Parliamentary resolution, engagement with youth	40000	200000	2021	2026	OTP and all department  Private Sector
Apprenticeship programme	Expand apprenticeship programme	Number of new youth apprentices	Engagements with youth and aligned	1297	6497	2021	2026	Public Works (lead), DHET,



Youth Tax Incentive Scheme	Implement the Youth Tax Incentive Scheme	Number of youth accessing the Tax Incentive Scheme	Youth Parliamentary resolution, engagements with youth	50	300	2021	2026	Provincial Treasury
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### PILLAR THREE: PHYSICAL AND MENTAL HEALTH PROMOTION INCLUDING MITIGATING AGAINST PANDEMICS

#### OUTCOME 3.1:

- Use innovative, youth – oriented programmes and technologies to promote the health and wellbeing of youth

Programme or Intervention	Activities	Performance Indicators	Source	Baseline 2021/22	Five Year Target	Timeline		Accountability/ Lead Department
						From	To	
Improve use of innovative technology to promote health and well-being of youth	Expand the roll out of life skills and soft skills	Reduced number of new HIV infections amongst young people	Engagements with youth and aligned to MTSF 2019-2024	2000000	160000	2021	2026	DOH
	Increasing advocacy on HIV/AIDS infections among youth							
	Increase advocacy on HIV/AIDS defaults and	Reduction of number of youth	Engagements with youth and aligned to	400000	70000	2021	2026	DOH and other relevant social partners

	implications among youth	defaulting on treatment	MTSF 2019-2024						
	Increase advocacy on youth accessing treatment for substance abuse	Number of youth accessing treatment for substance abuse from registered treatment centres	Engagements with youth and aligned to MTSF 2019-2024	1500000	5000000	2021	2026	DOH, DSD	
Life Skills and Soft Skills Programmes	Expand life and soft skills training opportunities	Number of youth attending life and soft skills trainings	Engagements with youth and aligned to MTSF 2019-2024	200000	1500000	2021	2026	DSD and all departments and other relevant social partners	
Community Development Programmes	Increase youth access opportunities to Community Development Programmes	Number of youth accessing Community Development Programmes	Engagements with youth and aligned to MTSF 2019-2024	2000000	7000000	2021	2026	DSD,CBO's	
Parenting and Family Planning	Expand advocacy to youth on parenting and family planning	Reduction in the number of teenage pregnancies	Youth Parliamentary resolution, engagements with youth	100000	20000	2021	2026	DOH	
Volunteer Programmes	Encourage establishment of volunteer programmes among youth	Number of Volunteer Programmes established	Engagements with youth and aligned to MTSF 2019-2024	10000	300000	2021	2026	DSD,NGOs'	
Use of digital technology in	Massify the use of digital	Number of messages	Engagements with youth	200000	1250000	2021	2026	EDTEA, DOH	



advocating for youth health matters	technology in communicating with youth on health-related matters	communicated through digital technology					
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## PILLAR 4: SOCIAL COHESION & NATION BUILDING

### OUTCOME 4.1: NATION BUILDING

- Develop and expand Leadership, Community Development and Life Skills

Programme or Intervention	Activities	Performance Indicators	Source	Baseline 2021/22	Five Year Target	Timeline		Accountability/ Lead Department
						From	To	
Leadership Development and capacity building	Provision of support and training as critical enablers for young people to develop	Number of leadership training & development and capacity building programmes	Engagements with youth and aligned to MTSF 2019-2024	4	20	2021	2026	OTP, DSD, CO GTA
Life Skills Development	Increase life skills opportunities	Number of youth participating	Engagements with youth and aligned	20000	100000	2021	2026	OTP, All Departments DSD, COGTA Municipalities

	es to youth	in life skills programmes	to MTSF 2019-2024						Private Sector
Volunteers Programmes	Establish and manage clubs, CBO and Associations	Number of youth established and managed clubs, CBO and Associations	Engagements with youth	200000	200000	2021	2026		OTP, DSD, COmSafety CBO Associations, Clubs

## OUTCOME 4.2: SOCIAL COHESION

- Promote social cohesion through increased interaction across space and class
- Outreach initiatives to change behaviour in relation to gender, marginalisation, stigmatisation and violence

Programme or Intervention	Activities	Performance Indicators	Source	Baseline 2021/22	Five Year Target	Timeline		Accountability/ Lead Department
						From	To	
Reduce level of poverty and inequality amongst the youth	Coordinate interventions promoting equal opportunities access	Number of programmes and interventions implemented in creating equal opportunities for youth	Engagements with youth and aligned to MTSF 2019 – 2024	4	20	2021	2026	OTP, all departments Municipalities Private Sector

Promote social cohesion through increased interaction across space and class	Promote the celebration of national days on an intercultural basis, fully inclusive of all youth	Number of programmes promoting celebration of national days	Engagements with youth and aligned to MTSF 2019-2024	4	20	2021	2026	Arts and Culture, COGTA
	Promote access to cultural facilities/community arts centres and participation in arts, culture and heritage programmes	Number of youth accessing cultural facilities and community arts centres in order to participate in Provincial Community Arts Development programmes	Engagements with youth and aligned to MTSF 2019-2024	70	500	2021	2026	Arts and Culture, COGTA, DoE Municipalities
	Increased moral regeneration programmes	Number of programmes implemented	Engagements with youth and aligned	10	100	2021	2026	OTP, Art & Culture Municipalities

Outreach initiatives to change behaviour in relation to gender, marginalisation, stigmatisation and violence	Produce, coordinate and implement programmes to end gender-based violence and femicide	Number of advocacy programmes against Gender-Based Violence	Engage with youth and aligned to MTSF 2019-2024	300	3000	2021	2026	OTP, DSD, ComSafety, DOH Municipalities
	Implement advocacy programmes on social cohesion	Number of initiatives and programmes aimed at youth with disabilities	Engage with youth and aligned to MTSF 2019-2024	200	3000	2021	2026	OTP, All Departments DSD Municipalities
		Number of dialogues addressing behaviour change	Engage with youth and aligned to MTSF 2019-2024	4	50	2021	2026	OTP, DSD, DOH, ComSafety Municipalities
	Substance abuse	Number of campaigns	Engage with youth and aligned to MTSF 2019-2024	10	100	2021	2026	OTP, DSD, DOH, ComSafety

	awareness campaigns	aimed at addressing youth in substance abuse	with youth and aligned to MTSF 2019-2024						Municipalities
	Campaigns on teenage pregnancies and homeless youth	Reduction in the number of teenage pregnancies and homeless youth	Engagements with youth and aligned to MTSF 2019-2024	540000	60000	2021	2026	OTP, DSD, DOH ComSafety Municipalities	
	Youth headed households empowered to avoid generational poverty		Engagements with youth	800000	120000	2021	2026		

## PILLAR FIVE: EFFECTIVE AND RESPONSIVE YOUTH DEVELOPMENT MACHINERY

### OUTCOME 5.1:

- To put in place, the youth development mechanism and structures that can support departments in developing their capacity and professional ethos
- Mainstream youth development across various sectors and provide dedicated youth development platforms

Programme or Intervention	Activities	Performance Indicators	Source	Baseline 2021/22	Five Year Target	Timeline		Accountability/Lead Department
						From	To	
Youth Development Directorates	Establishment of Youth Development Directorates/Units	Number of fully fledged Youth Development Directorates established in departments	Cabinet resolution, Youth Parliament resolution	7	14	2021	2026	OTP & COGTA
Capacity building for Youth Development in Departments	Facilitate and coordinate workshops and leadership training	Number of workshops and trainings	Youth Parliamentary resolution, engagements with youth	2	10	2021	2026	OTP & COGTA
Provincial Youth Development Forum	Coordinate quarterly meetings of the Provincial Youth Development Forum	Number of reports on the implementation of youth development Programmes	Youth Parliamentary resolution, engagements with youth	4	20	2021	2026	OTP & COGTA
Leadership summit and conferences	Facilitate and coordinate a summit and conference	Summit held and Conference	Engagements with youth	2	5	2021	2026	OTP & COGTA

Collaboration with civil society organization	Strengthening collaboration with civil society organization dealing with youth matters	Number of MOUs dealing with youth matters between Prov. Govt and Private sector	Engagements with youth and aligned to MTSF 2019- 2024	1	5	2021	2026	OTP EDTEA Private Sector and all departments
Collaboration with private sector	Strengthening collaboration and lobby private sector on youth development	Number of MOUs dealing with youth matters between Prov. Govt and private sector	Engagements with youth and aligned to MTSF 2019- 2024	1	5	2021	2026	OTP & EDTEA All departments Private sector

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The Report addresses youth development issues around the world.



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