



NATIONAL YOUTH DEVELOPMENT AGENCY
OUR YOUTH. OUR FUTURE.

**FINAL IYDS
ASSESSMENT REPORT
2023/24**

March 2024

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ABBREVIATIONS

4IR	Fourth Industrial Revolution
AG	Auditor General of South Africa
AGYW	Adolescent Girls and Young Women
ANA	Annual National Assessment
ART	Antiretroviral Treatment
ASIDI	Accelerated Schools Infrastructure Delivery Initiative
B-BBEE	Broad-Based Black Economic Empowerment
Bed	Bachelor of Education
BEEI	Basic Education Employment Initiative
BPM	Business Process Modernisation
CAPS	Curriculum and Assessment Policy Statement
CDE	Civic and Democracy Education
CEF	Central Energy Fund
CEMs	Council of Education Ministers
CET	Community Education and Training
CETA	Construction Education and Training Authority
CGE	Commission for Gender Equality
CHW	Community Health Worker
CIP	Critical Infrastructure Programme
CoS	Centres of Specialisation
CPTD	Continuing Professional Teacher Development
CPW	Child Protection Week
CSE	Comprehensive Sexuality Education
CSTL	Care and Support for Teaching and Learning
CWP	Community Works Programme
CYCW	Child and Youth Care Workers
DALRRD	Department of Agriculture, Land Reform and Rural Development
DBSA	Development Bank of South Africa
DCDT	Department of Communications and Digital Technologies
DCOG	Department of Cooperative Governance and Traditional Affairs
DDM	District Development Model
DEL	Department of Employment and Labour
DHA	Department of Home Affairs
DHET	Department of Higher Education and Training
DoH	Department of Health
DoJCD	Department of Justice and Constitutional Development
DPME	Department of Planning, Monitoring and Evaluation

DPSA	Department of Public Service and Administration
DPWI	Department of Public Works and Infrastructure
DREAMS	Determined, Resilient, Empowered, AIDS-free, Mentored, and Safe Programme
DSAC	Department of Sports, Arts and Culture
DSBD	Department of Small Business Development
DSI	Department of Science and Innovation
DTIC	Department of Trade, Industry and Competition
DWA	Digital Work Accelerator
DWYPD	Department of Women, Youth and Persons with Disabilities
EA	Education Assistant
ECD	Early Childhood Development

EDHE	Entrepreneurship Development in Higher Education
EEA	Employment Equity Act
EEP	Employment Equity Plan
EPI	Education Plus Initiative
EPWP	Expanded Public Works Programme
ERRP	Economic Reconstruction and Recovery Plan
ETD	Education, Training, and Development
FLIMS	Funza Lushaka Information System
GA	General Assistant
GBEM	Girls and Boys Education Movement
GBV	Gender-Based Violence
GEC	General Education Certificate
GRPBMEA	Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing
HEI	Higher Education Institutions
HPV	Human Papillomavirus
HRH	Human Resources for Health
ICASA	Independent Communications Authority of South Africa
ICT	Information and Communication Technology
IDC	Industrial Development Corporation
IDF	International Diabetes Federation
IGRFA	Intergovernmental Relations Framework Act
IILAL	Incremental Introduction of African Languages
ILO	International Labour Organisation
IMSI	Intergovernmental Monitoring, Support and Intervention
IPRP	Industrial Park Revitalisation Programme
ISHP	Integrated School Health Programme

IUDF	Integrated Urban Development Framework
IYDS	Integrated Youth Development Strategy
KPI	Key Performance Indicator
LEECC	Local Ecosystem Enablement Coordination Committee
LEEF	Local Ecosystem Enablement Fund
LGE	Local Government Elections
LTSM	Learning and Teaching Support Material
MEGA	Mpumalanga Economic Growth Agency
merSETA	Manufacturing, Engineering and Related Services Sector Education and Training Authority
MFIP III	Municipal Finance Improvement Programme
MFMA	Municipal Finance Management Act
MIG	Municipal Infrastructure Grant
MGE	Msanzi Golden Economy
MNO	Mobile Network Operator
MTBBE	Mother Tongue-Based Bilingual Education
MTSF	Medium Term Strategic Framework
MTT	Ministerial Task Team
NAP	National Action Plan
NCEDA	Northern Cape Economic Development Agency
NCOP	National Council of Provinces
NDP	National Development Plan
NEP	National Employment Policy

NEET	Not in Education, Employment, and/or Training
NEIMS	National Education Infrastructure Management System
nGAP	New Generation of Academic Programme
NGO	Non-Governmental Organisation
NIPMO	National Intellectual Property Management Office
NPA	National Prosecuting Authority
NPO	Non-Profit Organisation
NQIP	National Quality Improvement Programme
NSFAS	National Student Financial Aid Scheme
NSG	National School of Government
NT	National Treasury
NYDA	National Youth Development Agency
NYP	National Youth Policy
OFA	Organisational Functionality Assessment
OFO	Occupational Field and Level Classification System

OHSC	Office of Health Standard Compliance
OVCY	Orphans, Vulnerable Children and Youth
P4P	Pay-For-Performance
PanSALB	Pan South African Language Board
PCC	Presidential Climate Commission
PED	Provincial Education Department
PES	Presidential Employment Stimulus
PFMA	Public Finance Management Act
PGCE	Postgraduate Certificate in Education
PHC	Primary Health Care
PLCs	Professional Learning Communities
PLP	Prevocational Learning Programme
PSET	Post-School Education and Training
PWDs	Persons With Disabilities
PYDF	Premier's Youth Development Fund
PYEF	Presidential Youth Employment Fund
PYEI	Presidential Youth Employment Intervention
QCTO	Quality Council for Trades and Occupations
R&D	Research and Development
RCL	Representative Council of Learners
RLHR	Resistance Liberation Heritage Route
RPL	Recognition of Prior Learning
RRT	Rapid Response Team
SABSSM VI	Sixth South African National HIV Prevalence, Incidence, Behaviour and Communication Survey
SADC	Southern African Development Community
SAFA	South African Football Association
SAL	Second Additional Languages
SALGA	South African Local Government Association
SANAC	South African National Aids Council
SAPS	South African Police Services
SARS	South African Revenue Services
SBC	Social and Behaviour Change
SCMP	Second Chance Matric Programme
Seda	Small Enterprise Development Agency
SEEI	Socio-Economic Empowerment Index
Sefa	Small Enterprise Finance Agency
SETA	Sector Education and Training Authority

SGB	School Governing Body
SIIEWG	Social Inclusion in Education Working Group
SLA	Service Level Agreement
SLP	Scripted Lesson Plans
SMMES	Small, Medium and Micro Enterprises
SOGIESC	Sexual Orientation, Gender Identity, Expression and Sex Characteristics
SRJ	Sexual Reproductive Justice
SSP	Social Service Practitioners
TKZN	Tourism KwaZulu-Natal
TREP	Township and Rural Entrepreneurship Programme
TUTT	Targeted Universal Test and Treat
TVET	Technical and Vocational Education and Training
TYPP	The Young Patriots' Programme
UIF	Unemployment Insurance Fund
UNPF	United Nations Population Fund
WBL	Work-Based Learning
YCF	Youth Challenge Fund
YES	Youth Employment Service
YOLO	You Only Live Once

EXECUTIVE SUMMARY

Pillar One: Quality Education, Skills and Second Chances

The introduction of the sample-based Systematic Evaluation programme has seen significant strides. By 2022/23, 500 schools have been evaluated, contributing to the achievement of the IYDS (2022/25) target of operationalising the programme in all provinces by 2024.

Ensuring learners' access to textbooks and workbooks remains a priority. The DBE achieved the target of providing 100% of learners with access to required maths and English First Additional Language (EFAL) textbooks in Grades 6 and 9 by 2022/23. The implementation of the Coding and Robotics curriculum has progressed significantly, with curriculum development completed and a pilot phase initiated in numerous schools across provinces. Ongoing monitoring and workshops ensure alignment and progression, with the final curriculum submission planned for July 2024. Specific sector training programmes, including the Wine Service Training Programme and Recognition of Prior Learning for chefs, have been successfully implemented, meeting the IYDS (2022/25) target for unemployed youth across provinces.

Efforts to ensure an adequate supply of young, skilled teachers demonstrate positive outcomes. The Funza Lushaka bursary programme exceeded its annual target, awarding 11 971 bursaries for initial teacher education. Collaboration with universities and ongoing modernisation of the Funza Lushaka Information System is being undertaken to enhance programme effectiveness.

The pilot study for the General Education Certificate (GEC) in Grade 9 has been administered in 277 schools during the third quarter of 2022/23. The GEC serves as a cornerstone initiative to broaden educational pathways and empower learners for life beyond school.



In collaboration with Provincial Education Departments (PEDs), the Second Chance Matric Programme (SCMP) played a vital role in supporting over 101,000 learners in the 2022 academic year through diverse platforms such as face-to-face classes, television and radio broadcasts, digital content, and hard copies of study materials.

The introduction of the Three Stream Model aims to cater differently to talented learners, offering multiple learning pathways within academic, vocational, and occupational streams. Notable achievements include the development of subjects and curriculum materials, piloting in selected schools, and participation in the Education for Employability (E4E) Project. Efforts are underway to meet the IYDS (2022/25) target of five (5) Focus Schools by 2024, including the development of Guidelines for the Establishment and Management of Focus Schools in 2022. The development and introduction of Marine Sciences has shown increased enrolment, with learners from multiple provinces participating in this specialised programme.

Progress towards creating school physical infrastructure and environments conducive to learning and teaching, as outlined in the IYDS (2022/25), is evident across several initiatives. The Accelerated Schools Infrastructure Delivery Initiative (ASIDI) aims the backlog in basic safety norms, ensuring schools have essential amenities like water, sanitation, and electricity. As of 2022/23, the programme has made considerable progress, with 108 schools achieving practical completion against the IYDS (2022/25) target of 122 additional ASIDI schools by 2024. Furthermore, the Sanitation Appropriate for Education (SAFE) Initiative focuses on replacing basic pit toilets with appropriate sanitation facilities in line with infrastructure norms. As of 2022/23, 1 921 schools had progressed to practical completion, aligning with the target of ensuring all schools identified through SAFE have adequate sanitation by 2024.

To leverage ICT for learning, 577 special schools have been supported with devices and ICT by the 2022/23 financial year, with 74.2% of schools connected through agencies and Mobile Network Operators (MNOs) as of 2022/23. The SA Connect policy, approved in 2022, aims to extend broadband connectivity to 18,520 schools. The Department has digitised 1,100 content resources accessible in various formats. Although progress has been made, digitising textbooks and workbooks faces challenges, including the lack of dedicated funds for development.



The Education Facility Management System (EFMS) is the new system employed by the DBE for capturing school infrastructure information, and plays a crucial role in aiding DBE in monitoring the progress of infrastructure provisioning to schools. As of 2022/23, the takeover and implementation of the EFMA was completed in February 2021 and is operational and hosted by SITA.

In promoting inclusivity, four (4) centres of specialisation for students with disabilities in TVET colleges had been established by 2022/23. A critical aspect of expanding access is the development of a sustainable funding model for Community Education and Training (CET) colleges. In October 2022, a funding model for CET colleges was approved, aligning with the IYDS (2022/25) target for the model to be approved by 2021.

NSFAS remains the largest student funding agency in Africa and a unique scheme in the world that completely funds students for their study, travel, accommodation, and personal care. This has turned the tide in student funding for the children of the poor and the working class. The entity achieved the performance target for 8 out of 18 key performance indicators (44%), which is an under-performance for the 2021/22 financial year. While the entity has under-performed in the (2021/22 FY) this is an improvement compared to the prior year (2020/21) where the entity achieved 40%. The entity raised R91.2m against the set target of R43.9m for the 2021/22 financial year exceeding its target by R47.3m. This is a remarkable and significant achievement for the entity as it invested time and effort in fundraising during the year and expects to raise additional funds going forward. The National Student Financial Aid Scheme (NSFAS) funded more than 1.3 million students for the 2022/2023 academic year following an unprecedented surge in the number of applications received. The entity has been working tirelessly to ensure that it improves its processes for applications and ensuring quick turnaround times

on funding decisions. A total of 822 692 students were funded through NSFAS in 2022/23 (556 629 university students and 266 063 TVET students). In addition, the Departmental Disability Fund assisted a total of 1 935 students across 26 universities, of which 1 217 were continuing students and 718 new students. The DHET is actively engaged in developing and implementing a sustainable funding policy for students from poor backgrounds, including the "missing middle."



In promoting the up-take of artisanal trades as career choices among the youth, there were 14 379 registrations in 2022/23. To date, 34 Centres of Specialisation (CoS) for training artisans have been established at TVET colleges offering thirteen (13) critical trades accordingly identified in the National Infrastructure Plan. The DHET Bursary Scheme, phased in since 2018, continued with updated guidelines for 2022.



The IYDS (2022/25) recognises the critical need to attract, recruit and train young people to pursue careers in the agricultural sector value chain. Between 2019/20 and 2021/22, the Department of Agriculture, Land Reform and Rural Development (DALRRD) has enrolled 2,595 students in a Diploma in Agriculture at agricultural colleges, contributing to the IYDS (2022/25) cumulative target of 4,327 learners by 2024.

Infrastructure projects for universities and TVET colleges are progressing, with work underway at Ikhala and Gert Sibande TVET Colleges, and planning for uMgungundlovu and uMfolozi TVET Colleges. Funding for projects at three TVET colleges has been approved, aligning with the IYDS (2022/25) goal of completing all budgeted projects on time.

The Integrated Youth Development Strategy (IYDS) underscores the importance of improving the success and efficiency of the Post-School Education and Training (PSET) system in South Africa. One crucial initiative is the advocacy for the use of Open Access Learning and Teaching Support Materials (LTSM) in Technical and Vocational Education and Training (TVET) colleges. In the 2022/23 fiscal year, the Guidelines on the provision of Open Access LTSM for TVET college students were approved by the Director-General.

The Prevocational Learning Programme (PLP) at TVET colleges aims to support students who have not met the minimum requirements in their chosen fields. The IYDS (2022/25) targets an annual enrolment of 7 000 TVET students in the PLP. In the 2021 academic year, a total of 4 581 students enrolled in the PLP, showcasing progress in addressing the needs of students who require additional support.

The IYDS (2022/25) aimed for a 100% improvement in the eradication of certification backlogs. DHET reported achieving 99.94% in 2021/22, and in 2022/23, successfully addressed the protracted backlog with strategies to prevent new delays. A report on the eradication of certification backlog was approved in 2022/23.

DHET developed an IT-based student data management system. The IYDS (2022/25) targeted its implementation by 2021, and by the 2022 academic year, it underwent a pilot phase in nine colleges. Additionally, a new Policy on the Conduct, Management, and Administration of Examinations was finalized and gazetted, implemented during the 2022 examination cycles.

The NDP directs the PSET system to support the development of programmes at universities focusing on training college lecturers. The IYDS (2022/25) aimed for 10 universities offering accredited TVET college lecturer qualifications, and as of the 2021 academic year, 21 universities achieved accreditation, supporting 118 TVET college lecturers in acquiring professional qualifications.

Through the South Africa University Framework, DHET initiated the New Generation of Academics Programme (nGAP) to enhance quality, success, and equity in qualifications. In the 2020 academic year, 100 nGAP posts were filled at 26 universities, exceeding the MTSF target. In 2021, 87 posts were filled.

The IYDS (2022/25) targeted good governance standards for all institutional types to be approved and implemented by 2021. Governance standards and regulations for CET college councils were approved in March 2022, and an instrument to monitor TVET college council code of conduct was approved in March 2023. In 2022/23, 97.5% of CET colleges implemented good governance standards, complying with dimensions such as strategic leadership, teaching and learning, and research. In the university context, 86% of universities met the standards of good governance, with DHET developing indicators tailored for self-assessment. For SETAs, all met the standard of good governance in 2022/23 through continuous feedback and engagements.

The IYDS (2022/25) targets for TVET colleges include signing protocols with industry for workplace experience by 2024. However, in 2022/23, only nine TVET colleges achieved this, prompting support

workshops and templates to facilitate partnerships. The goal of reviewing five subject curricula for TVET colleges saw approval for 15 revised and 11 new curricula, emphasising the Services Studies learning area and addressing 4IR skills needs.

Entrepreneurship promotion in TVET and CET colleges, a key IYDS (2022/23) initiative, led to the establishment of five (5) entrepreneurship hubs in TVET colleges. Additionally, digital skills training and robotics programs were introduced, aligning with 4IR demands. The IYDS (2022/25) targets the implementation of student-focused entrepreneurship development activities in all PSET institutions by 2024, with 20 universities and 42 TVET colleges actively participating as of 2022/23.

For NEET (Not in Education, Employment, or Training) individuals, CET colleges collaborated with QCTO to develop and introduce four (4) new accredited skills programmes by December 2022.

Progress against the Integrated IYDS (2022/25) targets for improved educational and health outcomes and skills development for all girls, youth, and persons with disabilities is evident in the comprehensive efforts made in the specified areas. The SABSSM VI indicates a national decrease in HIV prevalence from 14.0% in 2017 to 12.7% in 2022/23. Progress has been made in awareness, ART treatment, and viral suppression, with 90% of people aged 15 and older aware of their HIV status, 91% of them on ART, and 94% achieving viral suppression. Despite progress, there are still gaps, and the impact of HIV varies across regions and populations, particularly affecting black Africans, women, and young people.

In 2023, the 5th generation National Strategic Plan for HIV, TB, and STIs (NSP) was launched, which aims to provide innovative interventions that are people and communities-centred as well as multi-sectoral approaches to reduce the barriers and enhance access to equitable HIV, TB and STIs prevention and treatment services.

In tackling adolescent sexual and reproductive health and rights (ASRHR), including teenage pregnancies and risky behaviour, various programmes have been implemented in 2022/23 aimed at promoting inclusive and safe learning environments, including those addressing gender-based violence (GBV), bullying, mental health, and substance abuse. Comprehensive Sexuality Education (CSE) is being implemented in Grades 4–12, reaching a total number of 294 970 learners in 2022/23 out of a target of 300 000.



The Department of Health's (DOH) Human Papillomavirus (HPV) Programme, Youth Zones, and B-Wise Programme highlight strides in preventive health measures for adolescent girls. Notably, 82.6% of Grade 5 schoolgirl learners received the first dose of HPV vaccinations, contributing to cervical cancer prevention. In the 2022/23 financial year, the Department of Social Development (DSD) in collaboration with various stakeholders in the field of substance abuse, conducted information sharing sessions at various institutions of higher learning on prevention and early intervention measures to curb social ills. The Department also developed a DSD Integrated School Health Programme (ISHP) Plan to curb teenage pregnancy; and facilitated the implementation of Social and Behaviour Change programmes in schools. In 2022/23, over 25 000 beneficiaries were reached through the You Only Live Once (YOLO) school-based programme.

In academic discourse, the NSC's youth survival rate, or 'throughput rate,' increased from 55% in 2019 to 62% in 2022, with a further increase to 65% when including attainment of NC(V) Level 4. Grade-specific dropout rates vary from 3% in Grade 7 to 9% in Grade 11, demonstrating improvement over two decades, consistent with norms in developing countries. Surprisingly, the pandemic elevated Grade 12 survival rates. Efforts to enhance youth prospects encompass teaching interventions, psychosocial support, the GEC, and enhanced school participation monitoring.

The first officially recognized COVID-19 case in South Africa was recorded on the 5th of March 2020. More than a year later, on the 28th of April 2021, the number of infections had reached 1,577,200 cases. The number of people who had died had reached 54,237 and 1,502,986 had recovered (Turner et al., 2021). The first officially recognized COVID-19 case in South Africa was recorded on the 5th of March 2020. More than a year later, on the 28th of April 2021, the number of infections had reached 1,577,200 cases. The number of people who had died had reached 54,237 and 1,502,986 had

recovered (Turner et al., 2021). As with other countries around the world, South Africa introduced strict measures, including multi-level lockdowns and prohibitions on travel and movement.



The Department of Basic Education (DBE) (2020), responsible for the administration of all public schools, announced at the beginning of the national lockdown and the strong emerging evidence that disruptions in school attendance have not only contributed to possible learner drop-out, but also to learning losses that have the potential to expand and compound while learner attendance remained disrupted and for most education systems, especially those in low- and middle-income, disruptions in school attendance equate to diminished access to learning. Based on this, and given the continuation of attendance rotations in 2021, most children in South African schools, and particularly those enrolled in grades 1 to 9, may have lost 70% to a full year of learning since March 2020.

Considering the evidence on the magnitude and depth of learning losses in South Africa, mitigation became the primary focus moving forward. However, mitigation was a formidable challenge to be met during extended closures and there was no scalable alternative through remote learning for the schooling system. The recommendation of schooling resumption daily for all learners, with no further disruptions, was another mitigating factor. Furthermore, careful planning and consideration of the subject and content taught was examined and strengthened. Finally, ongoing measurement and monitoring of changes in learning losses, catch-up or gains were established and prioritized in the last five years. In the context of the COVID-19 pandemic in South Africa (2020–2021), significant learning losses (ranging from 38% to 118% of a year of learning), exacerbated learning inequalities, reduced grade repetition rates, heightened secondary school enrollments, and an unprecedented surge in candidates writing and passing the National Senior Certificate (NSC) examination are observed. Enhanced school completion rates in 2021 and 2022 were influenced by adapted assessment and promotion strategies in Grades 10 and 11. Moreover, a larger cohort of youths attained NSC or Bachelor's passes, facilitating access to tertiary education. Given the dual impact of pandemic-induced

learning setbacks and increased secondary school enrollment, prioritizing remedial efforts and aligning progression policies with effective assessment practices are crucial tasks.

Reflecting on the achievements of the Sector Education and Training Authorities (SETAs) and the National Skills Fund (NSF) in academic discourse, it is evident that these entities have played pivotal roles in addressing skills development challenges in South Africa. Through their various initiatives, including funding training programs, facilitating workplace-based learning, and promoting industry partnerships, SETAs have contributed to enhancing the skills profile of the workforce. Similarly, the NSF has been instrumental in supporting skills development through funding bursaries, scholarships, and initiatives aimed at promoting critical skills areas. Together, these entities have made strides in aligning skills development with the needs of industries, promoting inclusivity, and fostering economic growth. However, challenges remain, including the need for better coordination between SETAs and improved monitoring and evaluation mechanisms to ensure the effectiveness of interventions. Moving forward, sustained investment in skills development, coupled with strategic reforms, will be essential to further advancing workforce capabilities and driving sustainable development in South Africa.

Pillar Two: Economic Transformation, Entrepreneurship and Job Creation

In examining the unemployment trend among youth from 2019 to 2024, it becomes evident that the issue remains a persistent challenge with multifaceted implications. Despite efforts to address youth unemployment through various policy interventions and initiatives, such as skills development programs and job creation schemes, the overall trend has shown limited improvement. Factors contributing to this phenomenon include structural barriers in the labour market, mismatch between skills supply and demand, and economic downturns, exacerbated by the COVID-19 pandemic. While there may have been fluctuations in the unemployment rate during this period, the overarching narrative reflects a sobering reality of high youth unemployment rates, with significant segments of the youth population experiencing difficulties in accessing stable and meaningful employment opportunities. This trend underscores the urgency for comprehensive strategies that address both short-term unemployment challenges and long-term structural issues, emphasizing the importance of investing in education, vocational training, entrepreneurship support, and economic diversification to foster sustainable youth employment outcomes.

In response to the critical issue of unemployment, the South African government has implemented several strategies to generate employment opportunities. The Expanded Public Works Programme (EPWP) focuses on providing temporary work for the unemployed in various sectors. In the 2022/23 financial year, the EPWP achieved a 96.8% target, creating 990,686 jobs from 13,586 projects. The cumulative work opportunities for Phase 4 (2019/20-2023/24) reached over 4,5 million against the IYDS (2022/25) target of five (5) million work opportunities. The Department of Public Works and Infrastructure is reviewing the EPWP for Phase 5 to enhance job opportunities for youth. The Community Works Programme (CWP), part of the EPWP, achieved a participation rate of 287 292 in 2022/23, which far exceeded the APP target of 250 000. The Basic Education Employment Initiative (BEEI) is aimed at creating employment opportunities for individuals with varying skill levels, such as Education Assistants supporting teachers and General Assistants engaged in school maintenance, security, and after-school care. Initially designed to be implemented during the COVID-19 pandemic, the BEEI's success has led to its continuation through multiple phases, with funding secured for the

fifth phase in 2023/24. Between December 2020 and August 2022, the BEEI has offered around 800,000 employment opportunities, benefiting rural and township schools.

The Presidential Jobs Summit, convened in October 2018 was a crucial response to address the pressing issue of severe unemployment. In terms of Jobs Summit interventions, 84 636 jobs were created in the 2022/23 financial year. Operation Phakisa was launched in 2014, aimed at accelerating the delivery of key national developmental priorities contained in the NDP. In 2022/23, Operation Phakisa projects attracted about R2,04 billion in investment and created 2 306 jobs.

The Industrial Parks Revitalisation Programme (IPRP) focuses on revitalising pre-1994 industrial parks to boost economic development. Since its inception, the programme has played a crucial role in generating employment opportunities for youth and SMMEs. As of May 2022, the IPRP had contributed to the creation of 11,290 construction jobs (estimated 5,532 or 49% youth jobs) and a total of 34,300 direct jobs (estimated 12,348 or 36% youth jobs) spread across the nine provinces.

Tshepo 1 Million, is a key job-creation programme of the Gauteng Provincial Government, with a focus on various education levels, and through collaborations with private entities. As of June 2022, the programme has created 718 636 income-generating opportunities for previously excluded youth, enabling them to contribute actively to Gauteng's economy.

The National Youth Service Programme (NYSP), launched in 2003, engages South African youth in community service activities. With three categories targeting unemployed youth, students, and recent matriculants, the NYSP emphasises skills development for employability. Between 1 April 2020, and 30 September 2023, a total of 46,320 youth actively participated in the NYS programme, earning stipends for their completed service work. The financial support these young individuals received, not only provided them with income but also equipped them with valuable skills applicable in the workplace or for those opting for entrepreneurship.

Launched in 2020, the Presidential Youth Employment Intervention (PYEI), is South Africa's most comprehensive effort to address youth unemployment, seeking to coordinate, accelerate and enhance existing programmes and unblock pathways to employment, training and youth enterprise. In terms of the IYDS target (2022/25), the PYEI is intended to create *one (1) million youth jobs by 2024*. Between April 2022 and March 2023, a total of 670 989 public funded employment opportunities, livelihoods support and placements were facilitated into private sector jobs through the Presidential Employment Stimulus (PES) and PYEI (exceeding the target of 500 000). Overall, 83% of the opportunities facilitated through the PES, and 100% of the opportunities facilitated through the PYEI were secured by youth. The PYEI facilitated placements of young people into earning opportunities through the NPMN, and facilitated 14 504 workplace experience opportunities for TVET graduates and learners.

The Department of Employment and Labour (DEL), in collaboration with the International Labour Organisation (ILO), has developed a Draft National Employment Policy (NEP) to address the country's persistently high levels of unemployment. The NEP, targeted for completion by 2024, will be referred to the Minister for gazetting in the fourth quarter of the 2023-2024 financial year.

The IYDS (2022/25) set goals to enhance South Africa's ranking for the World Bank's Ease of Doing Business, aiming for an overall position within the top 50 countries by 2024. However, the World Bank discontinued the Doing Business report in September 2021. In the last available report (2020), South Africa ranked 84th globally. Indicators such as Protecting Minority Investors scored highest at 13, while Starting a Business ranked the lowest at 139.

The Department of Higher Education and Training (DHET) supports the development of a Priority Skills Plan, aligning with the Economic Reconstruction and Recovery Plan (ERRP). The IYDS (2022/25)

targeted the completion of this plan by 2020. A draft was developed in 2020/21 but approved by the Director-General in 2021/22. The Country-Wide Master Skills Plan is expected to gain Ministerial approval by March 31, 2024. To ensure macroeconomic policy alignment and coherence, the IYDS (2022/25) identified a target for National Treasury to *review macroeconomic policy to support growth*. In this regard, a macroeconomic framework review project plan has been developed. By the end of 2021/22 four research outputs related to the macroeconomic policy review and microeconomic reform agenda were produced.

Aligned with the IYDS (2022/25), the Department of Trade, Industry, and Competition (DTIC) has successfully developed seven Masterplans covering critical sectors like automotive, retail clothing, textile, footwear, leather, sugar, poultry, steel and metal fabrication, furniture, and global business services. These Masterplans aim to enhance performance, create jobs, promote economic inclusion, boost competitiveness, and improve efficiency, highlighting the effectiveness of collaborative partnerships.

Regarding exports, the IYDS (2022/25) targets a 4% increase in exports for national priority sectors by 2024. In 2022/2023, there was a notable 36% increase in exports in US dollars compared to the pre-COVID period, with manufacturing exports growing by 14%. The value of merchandise exports expanded to R1.9 trillion in 2022, representing a growth of approximately 14% (R239 billion) from 2021. The rise in agriculture, manufacturing, and mining contributed to the overall increase in goods exports. South Africa's exports to Africa increased to R491 billion in 2022, with the Southern African Development Community (SADC) accounting for more than 88% of these exports.

Localisation aims to boost domestic industries, support local businesses, and drive economic growth by favouring locally produced goods in government procurement. The DTIC advocates for localisation in public procurement legislation and regulation, urging public entities to implement existing local content designations and prioritise localisation in their procurement policies. In 2022/23, R4 billion was allocated for localisation and supplier development funds, covering green energy, equipment, food, and medical devices. Additionally, R19 billion has been committed for procurement in sectors such as auto components and mining supplies. The government's focus on procuring 28 key products from local manufacturers further underscores its commitment to fostering a diverse and inclusive economic development environment.

The IYDS (2022/25) targets focus on advancing digital connectivity in South Africa. Notable achievements include the reduction of households without internet access from 64.8% in 2011 to 21.1% in 2022, aligning with the goal of ensuring 80% of the population has internet access by 2024. The successful conclusion of high-demand spectrum licensing by ICASA in March 2022 is a significant milestone expected to enhance 4G and 5G networks nationwide. The Department of Communications and Digital Technologies (DCDT) is implementing the revised SA Connect programme, with funding allocated of R1.1 billion for 2023/24 and R1.9 billion for 2024/25. The programme aims to achieve 80% broadband access. In terms of data affordability, the IYDS (2022/25) target aims for South Africa to have the cheapest 1GB data in Africa by 2024. Despite progress, challenges remain, with the Cost to Communicate study highlighting that South Africa's 1GB mobile data cost remains higher than in most countries.

The DSBD, aligning with the IYDS (2022/25) target, supported 28 484 competitive SMMEs and cooperatives by March 2023. In 2022/23, the Township and Rural Entrepreneurship Programme (TREP) focused on designated groups, supporting 18 759 township and rural enterprises and 321 cooperatives, exceeding the targeted number. DSBD has undertaken the development of the first South African SMMEs and Co-operatives Funding Policy, aimed at creating an enabling environment that

supports the formation, expansion, and maintenance of small businesses. The policy was approved by Cabinet in March 2023 and gazetted on 28 April 2023 for public comment.

As per the IYDS (2022/25), the DSBD portfolio aims to establish 270 incubators and digital hubs by 2024. As of 2022/23, there are 110 fully established and operational Incubation Centres and Digital Hubs already in the implementation phase, with 12 centres in the establishment phase. Of the 110 centres in implementation phase, they are categorised as follows: 73 Technology Business Incubators, 31 Centres for Entrepreneurship and Rapid Incubation, and six Township and Digital Hubs, each focusing on specific sectors to support small business startups.

The SMME-Focused Localisation Policy Framework was implemented in 2022/23, in accordance with the IYDS (2022/25) target. Overall, the implementation of the policy has resulted in the introduction of over 800 products from SMMEs and co-operatives to domestic markets, establishing collaborative partnerships with prominent retailers and wholesalers throughout the country. For the public sector market, DSBD compiled a comprehensive list of 250 products and services.



To enhance infrastructure investment, the IYDS (2022/25) set a goal of establishing a R100 billion Infrastructure Fund, leveraging R5 billion by 2020. The Fund is now fully operational in effect and, since its inception in 2021, has helped to package and approve 13 blended finance projects and programmes to the value of R48.8 billion.

Public sector infrastructure spending over the next three years is estimated at R903 billion, approaching the IYDS (2022/25) target of R1 trillion by 2024. State-owned companies lead capital investment with R302.1 billion, primarily in energy, water, and transport. Provinces and municipalities are expected to invest R209.8 billion and R190.3 billion, respectively. To bridge the resource gap, the government's Economic Recovery Plan includes immediate measures for investor confidence and long-term reforms for sustained economic growth.

The Department of Small Business Development (DSBD) actively contributes to fostering a supportive environment for small businesses. The Department implemented the TREP incentives schemes that are meant to stimulate and facilitate the development of sustainable and competitive enterprises in the township and rural areas, targeting women, youth and persons with disabilities. A total of 22 957 township and rural enterprises were supported in the 2022/23 financial year. Furthermore, the Department and its entities supported 321 Co-operatives financially and/or non-financially.

During the 2022/23 financial year, Sefa approved loans to the value of R1.7 billion and disbursed R2.4 billion to SMMEs and co-operatives. In line with the transformation agenda of government, R2.09 billion was disbursed to black-owned enterprises, R928 million to women-owned enterprises, R551 million to youth-owned businesses, and R37 million to entrepreneurs with disabilities. The Agency also

disbursed R952,8 million to enterprises in villages and rural towns and R545 million to township-owned enterprises. The funding impacted 74 762 businesses and co-operatives that have created and sustained 104 547 jobs into the South African economy.

The Youth Challenge Fund (YCF) follows a commitment by the President in his 2021 State of the Nation Address to support 15,000 youth starts-ups by 2024. The Fund was set up to fund youth-owned SMMEs, to help them establish, grow, or acquire businesses across all sectors, with an additional focus on technological and innovation orientated enterprises. In the 2022/23 financial year, R81 million was approved to 12 YCF SMMEs.



The National Youth Development Agency (NYDA) actively supports young entrepreneurs in high-risk businesses, particularly in technology, innovation, and the digital sector. A total of 2 320 youth-owned enterprises were supported through financial interventions during the 2022/23 financial year, an increase from 2 005 in 2021/22. In terms of the number of youth supported with non-financial business development interventions, NYDA assisted 34 209 young people in 2022/23 (compared to 23 267 in 2021/22 and 4 859 in 2020/21).

In terms of the support provided for skills development and training, the number of young people capacitated with skills to enter the job market increased to 83 923 in 2022/23 from 54 269 in 2021/22, and 2 790 in 2021/22. This increase was largely due to a number of young people who showed an interest in life skills and job preparedness offered by NYDA, and collaborations with local municipalities. The NYDA exceeded its annual target and successfully placed 15 434 young people in jobs in 2022/23, due to an intensive focus on partnerships established with KZN Department of Public Works.

Reflecting on the impact of the Social Relief of Distress (SRD) grant on young people in academic discourse reveals a nuanced picture of its effects on socio-economic well-being and empowerment. Introduced as a response to the COVID-19 pandemic, the SRD grant provided a vital safety net for many young individuals who faced heightened vulnerabilities due to job losses, reduced economic opportunities, and financial instability. For some, particularly those from marginalized backgrounds or informal sectors, the grant served as a lifeline, alleviating immediate financial hardships and enabling access to basic necessities such as food, shelter, and healthcare. Additionally, the grant may have contributed to temporary improvements in household consumption and poverty alleviation among young recipients. However, it is crucial to acknowledge the limitations of the SRD grant, including its temporary nature and relatively modest amount, which may not have addressed underlying structural issues driving youth unemployment and poverty in the long term. Moreover, concerns have been raised regarding the grant's potential disincentive effects on seeking formal employment or pursuing

education and training opportunities. Therefore, while the SRD grant played a crucial role in mitigating immediate socio-economic distress for young people during the pandemic, sustainable solutions to youth unemployment and poverty necessitate comprehensive policies that address systemic inequalities, promote inclusive growth, and foster pathways to meaningful and sustainable livelihoods. Furthermore, the assessment report by the Department of Social Development features interesting statistics about young people who benefited and benefiting from SRD grants intervention.



The report elucidates that the age groups less than 20, 20-24, 25-29 and 30-34 accounted for 8.0%, 22.9%, 17.3% and 13.1% and when combined make up 61.3% of all applicants. This is the group that is experiencing higher levels of unemployment and defined as the NEET population, that is young people not in education, employment and training. A far higher number of males applied for the Special COVID-19 SRD grant compared to females as shown in the 63.3% of males that applied and 36.7% of females that applied. The higher number of males compared to females is attributable to the criteria used which excluded a significant number of women from applying as they receive the Child Support Grant (CSG). What can be extracted from the above statistics is that it is young people who benefited from the SRD at most. Similarly, the NYDA did not fold its arms to play the role in social relief distress grant. In this case, the NYDA provided a Relief Fund to youth-owned enterprises for a period of three months. According to research conducted, the results showed that about 44% of beneficiaries were females and 62% were males. These were NYDA Relief Fund beneficiaries.

Pillar Three: Physical and Mental Health Promotion Including Mitigating Against Pandemics

The National Health Insurance (NHI) Bill outlines a comprehensive and transformative approach to healthcare delivery in South Africa. The National Council of Provinces adopted the NHI in December 2023, and the Bill is now set to be forwarded to the President for consideration and promulgation. Upon receiving Presidential assent, the Bill will become an Act of Parliament, providing a statutory mandate for the Minister and the National Department of Health (DoH). This will pave the way for the formal establishment of key institutional and organisational structures, including the NHI Fund, in accordance with the provisions of the NHI Act.

The National Health Quality Improvement Programme (NQIP) aims to ensure public health facilities meet standards required for certification and accreditation under the NHI. Targets set by the IYDS (2022/25) include reaching 80% by 2022/23 and 100% by 2024/25. The programme, which is operational in eight (8) provinces, has increased the number of quality learning centres to 183. In 2022/23, 199 hospitals (51%) and 1 490 Primary Health Care (PHC) facilities (43%) received capacity

building for quality improvement. These efforts signify a commitment to enhancing healthcare quality in preparation for NHI.

The Ideal Clinic Programme, initiated in 2013, targets the systematic improvement of Primary Health Care (PHC) facilities' quality of care. While the number of PHC facilities meeting Ideal Clinic standards increased from 56% in 2021/22 to 59% in 2022/23, efforts are underway to meet the IYDS (2022/25) targets of 3,467 facilities by 2024, with 100% maintaining Ideal Clinic status.

The Human Resources for Health (HRH) Strategy for 2030, titled "Investing in the Health Workforce for Universal Health Coverage," was approved in October 2020. The strategy provides a comprehensive vision, goals, and actions to address issues within the health workforce, emphasizing equity, efficiency, and worker well-being. It serves as a foundation for training and education reforms, ensuring a sufficient supply of diverse health workforce cadres.

Community Health Workers (CHW) continue to play a vital role to provide primary care at household level. However, provinces are faced with challenges to recruit additional CHWs due to budget constraints. In the 2022/23 financial year, a total of 46 172 CHWs were contracted across provinces, against the IYDS (2022/25) five-year target of integrating 50 000 CHWs into the public health system by March 2024. To address this issue, the Department of Health (DOH) is working on a lasting solution for the long-term engagement of CHWs and collaborating with the DEL to finalise a Sectoral Determination for CHWs, ensuring better working conditions and job security within the healthcare system.

South Africa faces a substantial burden of Tuberculosis (TB), being one of the top 10 countries globally. Despite a 48% reduction in TB incidence from 2015 to 2021, the rate remains high at 513 per 100,000. The IYDS (2022/25) set a target to screen two million additional people for TB by 2020. In the 2022/23 financial year, the Department of Health (DoH) reported significant testing efforts, conducting 2,556,895 TB tests, targeting 100,176 eligible HIV-positive patients.

The Sixth South African National HIV Prevalence, Incidence, Behaviour, and Communication Survey (SABSSM VI) indicates substantial progress toward UNAIDS 95-95-95 targets. For people aged 15 years and older living with HIV in 2022, 90% were aware of their status, 91% of those aware were on antiretroviral treatment (ART), and 94% of those on ART achieved viral load suppression after 12 months. These figures surpass the IYDS (2022/25) targets. However, the gap in HIV testing remains significant, and new modalities such as HIV Self-Screening (HIVSS) are recommended to reach key and under-tested populations. As of March 2023, 694 facilities offer HIV Self-Screening services, surpassing the target of 200. HIV testing saw a decline in 2020/21 due to the COVID-19 pandemic but increased in the subsequent years, reaching 18,140,784 clients tested for HIV in 2022/23.

Ensuring the well-being of pregnant women is vital, and antenatal care plays a key role in this process. Its main goal is to identify and address health issues in both the mother and unborn child, allowing for timely interventions. The "antenatal first visit before 20 weeks" rate measures the percentage of women initiating antenatal care before the 20th week of pregnancy. The IYDS (2022/25) identified a five-year target of 75% by 2024. In 2020, approximately 68,3% of women had their first antenatal visit before the 20th week of pregnancy, indicating a slight decrease from the 69,7% recorded in 2019. The proportion of antenatal clients already on ART increased from 61.7% in 2018 to 71.5% in 2020. During this period, almost 95.6% of pregnant women initiated ART, aiming to reach the IYDS (2022/25) target of 98% by 2024.



The NSP (2023-2028) highlights the importance of implementing and reinforcing care cascades for hypertension and diabetes. The IYDS (2022/25) sets targets of 25 million people screened annually for high blood pressure and diabetes by 2024. A 2022 study revealed that approximately 45% of men and 48% of women over 15 years in South Africa have hypertension, with only 19% of men and 29% of women aware they have the condition. South Africa has the highest diabetes prevalence in Africa, with one in nine adults affected. However, only around 55% of the approximately 4,2 million people with diabetes had received a diagnosis, falling significantly short of the 90% target. Addressing these challenges is crucial for effectively combating and managing the impact of hypertension and diabetes in the population.

Reflecting on the mental health of young people in academic discourse reveals a complex landscape characterized by both challenges and opportunities for intervention and support. Research consistently demonstrates the prevalence of mental health issues among youth, including anxiety, depression, and stress-related disorders, with rates often peaking during adolescence and early adulthood. Contributing factors to these challenges are diverse and multifaceted, encompassing biological, psychological, social, and environmental determinants. Pressures related to academic performance, peer relationships, family dynamics, societal expectations, and transitions to adulthood all contribute to the mental health vulnerabilities experienced by young individuals.

Moreover, contemporary issues such as the impact of social media, cyberbullying, substance abuse, and economic insecurity further compound these challenges. Importantly, disparities in access to mental health services and support exacerbate the situation, with marginalized and vulnerable populations facing additional barriers to care. The intervention by government is well observed regarding the youth population poverty and other related mental illnesses. In the 2022/23 financial year, DSD in collaboration with various stakeholders in the field of substance abuse, conducted information-sharing sessions at various institutions of higher learning on prevention and early intervention measures to curb social ills. In addition, the Department conducted 28 activations during the festive season campaign through information dissemination, door-to-door visits, blitzes, dialogues as well as visits to hot spot areas. The Department conducted four capacity-building trainings on the National Drug Master Plan (NDMP) 2019-2024 in Eastern Cape, Gauteng, North West, and Northern Cape. Cluster Departments were also trained which included DTIC, SAPS, COGTA, DCS, DoJ & CD, NYDA, SAHPRA, DHET, and SARS. The Department developed a DSD Integrated School Health Programme (ISHP) Plan to curb teenage pregnancy. The Plan monitored activities implemented at the National and Provincial Departments of Social Development to curb teenage pregnancy. Furthermore, National and Provincial activities were conducted in schools and communities.

Furthermore, the Department facilitated the implementation of Social and Behaviour Change programmes in schools. In 2022/23, over 25,000 beneficiaries were reached through the You Only Live

Once (YOLO) school-based programme. YOLO is a DSD-branded and evidence-based Youth Social and Behaviour Change Communication programme, targeting orphans, vulnerable, children, and youth (OVY) aged 15-24 years age group. The programme is aimed at the reduction of HIV Infections and teenage/unplanned pregnancies.

Despite these challenges, there is growing recognition of the importance of prioritizing youth mental health within public health and policy agendas. Efforts to promote mental health literacy, reduce stigma, and enhance access to evidence-based prevention and intervention programs are gaining momentum. Integrating mental health education into school curricula, expanding youth friendly mental health services, and leveraging technology for remote support are among the strategies being explored to address the mental health needs of young people.

Additionally, fostering supportive environments within families, schools, communities, and healthcare systems is crucial for promoting resilience and well-being among youth. Empowering young individuals to seek help, cultivate coping skills, and build social connections are central to promoting mental health and preventing the onset of mental illness.

Pillar Four: Social Cohesion and Nation Building

The IYDS (2022/25) set a target for the Hate Speech and Hate Crimes Bill to be enacted by 2020. The Prevention and Combating of Hate Crimes and Hate Speech Bill (B-9 – 2018) was approved by the National Assembly on 14 March 2023 and referred to the National Council of Provinces for concurrence.

Constitutional awareness is vital for South African youth, shaping their understanding of democratic principles and values. As per the IYDS (2022/25), ten (10) constitutional awareness activations were targeted to be conducted annually. In 2022/23, this target was exceeded and twelve (12) activations and four (4) campaigns were undertaken.



The "I am the Flag" campaign, seeks to instill national consciousness and patriotism. In the 2022/23 financial year, 30 public awareness activations were undertaken, against an annual target of 20. Flag infrastructure was provided to 125 schools in the 2021/22 period, and a further 179 schools in 2022/23, against a five-year IYDS (2022/25) target of 1 000 South African flags to be installed in schools by 2024. Workshops on National Symbols serve the purpose of promoting the teaching of South African national symbols in all schools. In 2022/23, twelve (12) workshops were hosted, exceeding the annual targeted number of ten (10).

The Employment Equity Act (EEA) has undergone amendments to enhance workplace diversity. In the 2022/23 financial year, the Employment Equity Amendment Bill successfully passed through both the National Council of Provinces and the National Assembly, and has been submitted to the Presidency for assent and promulgation into law. The Bill's implementation will bolster workplace transformation and adherence to employment equity principles.

To enhance representation across occupational levels, the IYDS (2022/25) set a target for at least 50% of middle and senior management to be African by 2024. Progress reports from 2020/21 to 2022/23 indicate positive trends. In senior management, African representation increased from 24.7% in 2020/21 to 26.0% in 2022/23. Middle management saw a rise from 46.7% to 48.4% during the same period. The Income Differential Data Collection Tool was implemented to assess income

Projects in the creative industry are supported by DSAC through the Mzansi Golden Economy (MGE). The IYDS (2022/25) set a five-year target for *264 projects to be supported*. In 2021/22, DSAC supported 68 projects within the creative industry. The number of projects supported in 2022/23 increased to 86 (exceeding the target of 67), due to the substantial number of applications received. The Department has undertaken five (5) out of six (6) heritage legacy projects targeted for completion by 2024, contributing to transforming the national heritage landscape. Projects include the OR Tambo Garden of Remembrance, Winnie Madikizela Mandela project, Dr JL Dube Amphitheatre, Sarah Baartman Centre of Remembrance, and Enyokeni Cultural Arena.



The IYDS (2022/25) aimed to revise the history curriculum comprehensively by 2024, focusing on content, teaching methodologies, and assessment strategies. The History Ministerial Task Team progressed with refining content for Grades 8-12, addressing repetitions, and discussing assessment strategies. Presentations and discussions were held to finalise the content outline, with ongoing work on writing Section 2 and 4 content for Grades 4-12, targeting completion in the 2023/24 financial year.

The Incremental Introduction to African Languages (IIAL) Strategy, initiated in 2013, targets 80% of public schools introducing South African languages by 2024. In 2021, 83% of schools introduced these languages in Grades 1-3. Additional languages, including Khoi, Nama, San, and South African Sign Language, were incorporated into the curriculum.

DSAC oversees sports, arts, culture, and heritage development, emphasising support for talented individuals. The IYDS (2022/25) transformation target is for 50% achievement in self-set transformation targets by 19 national federations. The assessment of the transformation status for the 2022/23 financial year was impeded by the delayed or non-submission of datasheets by the National Federations.

DSAC supports films and documentaries that highlight South Africa's history and cultural heritage. In the 2022/23 financial year, DSAC provided support to 10 films and documentaries. In the 2022/23 financial year, one (1) Heritage legacy facility (Dr JL Dube Amphitheatre) was developed and/or maintained to transform the national heritage landscape (against a target of 3). Feasibility studies for the development of 27 provincial sites are currently underway

To achieve the goal of promoting the celebration of national days, the IYDS (2022/25) set a target of 12 digital campaigns showcasing the significance of these days. Initiatives such as the "This is Who We Are" campaign and collaborations with entities like YFM radio station were employed. The youth-focused campaign reached 527,000 listeners and included elements like live reads, recorded generics, and digital amplification. Another campaign, "This is Who We Are," focused on themes like sacrifice, respect, creativity, and gender-based violence, achieving an audience reach of over 8,893,668 with 21,027,735 impressions. The SABC covered seven national days on TV and radio, including live broadcasts and highlights of important speeches. To encourage participation in arts, culture, and heritage, DSAC implemented nine (9) Provincial Community Arts Development Programmes in the 2022/23 financial year.

Twenty-five (25) community conversations/dialogues were held in the 2022/23 financial year, focusing on fostering social interaction and addressing issues of national importance, including gender-based violence and other social ills. Sixty (60) advocacy platforms were implemented in the 2022/23 financial year (against an APP target of 20), which focused on addressing challenges such as racism, femicide, gender-based violence, and xenophobia.

To foster engagement in sports and recreation, the IYDS (2022/25) aimed for 2,034,820 people to actively participate in organised sports and active recreation events by March 2024. In 2022/23, the number increased from 332,053 to 374,255, surpassing the target of 315,000. DSAC constructed 10 community outdoor gyms and children's play parks and provided technical and management support to 141 municipalities for their Municipal Infrastructure Grant (MIG)-funded sport facilities. Equipment and attire were supplied to 4,165 schools, hubs, and clubs, exceeding the target of 2,500.



In order to develop the potential of talented athletes, in 2022/23, 5,204 learners participated against the target of 5,000, and sports academies supported 5,289 athletes, exceeding the target of 3,700. The scientific and medical support provided to athletes are important in fast-tracking athletes or teams to achieve elite level and represent the country at international events. Scientific support was provided to 288 athletes against the five-year target of 400.

One of key objectives of the Independent Electoral Commission (IEC) is to maintain a technologically advanced and credible national voters' roll. The IEC aimed for a target of 27,756,831 registered voters for 2023/24. As of March 2022/23, there were 26,048,668 registered voters, and the target was not achieved. Again, in March 2024, 27,723,820 voters were registered. The deviation was attributed to the reduced baseline in the previous year and the absence of voting station-based registration drives due to it being a non-election period. The IYDS (2022/25) targeted a 58% voter turnout in local government elections. The voter turnout in the 2021 Local Government Elections was 45.87%, showing a decrease compared to previous municipal elections (57% in 2016 and 2011).

The GovChat programme was implemented to enhance public participation in local government processes, has reached over eight (8) million users across a million South African households. The IYDS (2022/25) set a target for nine provinces to implement GovChat for community engagement and service delivery improvement by 2024. In the 2022/23 financial year, GovChat was implemented in all nine (9) provinces through intergovernmental relations engagements and training, and has been integrated into provinces' community participation activities.

Pillar Five: Effective and Responsible Youth Development Machinery

The MTSF (2019–2024) proposed a social compact and engagement between the three spheres of government with the fundamental outcome of "improved leadership, governance, and accountability."

In alignment with the MTSF (2019–2024), the IYDS (2022/25) set out a target for a social compact to be developed by 2021 and implemented by 2024. In 2021/22, the Social Compact discussion document was submitted to the Minister for approval. The Social Compact discussion document was submitted to Cabinet in the 2022/23 financial year



The IYDS (2022/25) identified a target for the development of the institutional model for intergovernmental and interdepartmental coordination. During the 2022/23 period, the Department of Planning, Monitoring, and Evaluation (DPME) focused on assessing and enhancing the policy and institutional framework governing intergovernmental relations and the management of powers and functions. Key initiatives included formulating regulations for Section 47(1)(b) of the Intergovernmental Relations Framework Act (IGRFA), which will establish the legal framework for institutionalising the District Development Model (DDM) and implementing it through intergovernmental long-term One Plans. Additionally, the department proposed amendments to relevant legislation, including the Local Government: Municipal Structures Act of 1998 and the Intergovernmental Relations Framework Act of 2005.

Business process modernisation (BPM) is a systematic approach to improving organizational efficiency, effectiveness, and customer satisfaction. The Department of Public Service and Administration (DPSA) supports departments in BPM and organisational functional assessments (OFAs). The IYDS (2022/25) sets a target for the Business Processes Modernisation Programme in the public sector to be approved by 2022 and implemented by 2023. In the 2020/21 period, the BPM Programme was developed, and it was subsequently implemented and monitored by DPSA. In the 2022/23 financial year, BPM was implemented in four partner departments.

The IYDS (2022/25) set out a targets the strengthening of the Municipal System by 2023 to enhance financial management capability in the public sector. The National Treasury employs the Integrated Revenue Management Framework to streamline revenue initiatives, focusing on stability and sustainability in municipal revenue. In 2022/23, the Municipal Finance Improvement Programme (MFIP III) deployed technical advisors in seven provinces to enhance treasuries' capacity and address revenue challenges in selected municipalities. These advisors also supported the National Treasury's Local Government Budget Analysis (NT: LGBA) unit. The Municipal Finance Management Act (MFMA) helpdesk responds to inquiries on MFMA legislation and regulatory oversight, facilitating communication between relevant entities. The MFMA circulars and support framework, including consequence management and accountability, were issued during the 2022/23 financial year. Ongoing support and training for municipal officials focused on web-enabled tools, such as the audit action plan and assessments for financial capability and maturity levels. The Muni eMonitor system, designed to enhance reporting capabilities, is set for rollout.



The IYDS (2022/25) set out a target of *100% elimination of wasteful, fruitless and irregular expenditure in the public sector institutions incrementally from baseline of 2019 by 2024*. Several measures were implemented during 2022/23 and are being rolled out in 2023/24 aimed at supporting institutions governed by the Public Finance Management Act (PFMA) and Municipal Finance Management Act (MFMA) in their efforts to reduce incidences of irregular, fruitless and wasteful expenditure, and the resultant unfavourable audit outcomes. National Treasury repealed instructions 2 and 3 issued during 2019/20 and issued Instruction 4 of 2022/23. To enhance clarity on irregular expenditure, guidelines and quarterly reports were developed, providing answers to frequently asked questions. An unauthorised, irregular, fruitless and wasteful reduction strategy and guiding tools were also issued for implementation by MFMA institutions. This was also accompanied by a Consequence Management

and Accountability Framework, that was launched during the Local Government President Summit in September 2022.

In order to improve coordination between national, provincial, and local government to enhance service delivery, the Department of Cooperative Governance (DCOG) engaged in extensive intergovernmental consultations and dialogues to develop District Development Model (DDM) regulations. A comprehensive review of legislation affecting local government is underway, including the Inter-Governmental Relations Framework Act (IGRF) to institutionalise the DDM. The Intergovernmental Monitoring, Support, and Intervention Bill (IMSI) is being developed to enhance processes for interventions by national and provincial governments.

To enhance the productivity and functionality of public sector institutions, the Organisational Functionality Assessment (OFA) Framework was established as a mechanism to measure efficiency and effectiveness. The IYDS (2022/25) set a target for the OFA Framework to be implemented by 2022. In the 2020/21 period, DPSA submitted the report on the state of readiness for departments to implement the OFA Tool. Consultations with national and provincial departments were conducted in the same period. The OFA tool was institutionalised within the public service during the 2022/23 financial year. This framework contributes to measuring and improving the levels of productivity and functionality in departments supporting service delivery objectives.

The implementation of the Job Competency Framework for the public sector, targeted for 2023 according to the IYDS (2022/25), faced challenges in the 2022/23 financial year due to capacity issues. Despite this, the Department of Public Service and Administration (DPSA) recognised the importance of the framework and sought technical support from partners to overcome challenges, with development anticipated to conclude in the upcoming 2023/24 financial year.

The National School of Government (NSG), plays a vital role in providing education, training, and development (ETD) across government spheres. The NSG achieved milestones aligned with the IYDS (2022/25), including completing nine (9) skills assessments, developing/reviewing eight (8) courses/programmes, and conducting six impact evaluation studies in 2022/23. The National Framework on the Professionalisation of the Public Sector was approved by Cabinet, setting the stage for advocacy and implementation.

In terms of the IYDS (2022/25), the NSG targeted the completion of the mandatory in-service training framework by 2020 and the rollout of eight (8) mandatory programmes by the same year. In 2022/23, the NSG implemented seven (7) compulsory in-service training frameworks, with 78,720 learners trained on compulsory and demand-led ETD interventions. These initiatives contribute to building a capable, ethical, and developmental state by empowering public servants and elected representatives.

Recommendations

To ensure the alignment of the IYDS with the MTSF, several programmatic recommendations should be considered. First, conduct a comparative analysis of the goals, targets, interventions, and indicators outlined in both frameworks to identify alignment and gaps. Prioritise key youth development priorities within the MTSF that align with the overarching goals of the IYDS, such as education, employment, health, and social inclusion. Create a mapping document to illustrate how IYDS interventions align with relevant MTSF interventions, engage stakeholders to gather input on alignment strategies, and develop or customise indicators within the MTSF framework specific to measuring youth development outcomes outlined in the IYDS. Additionally, integrate youth-centric approaches into MTSF interventions, promote meaningful youth participation and leadership, address equity and inclusion, leverage data and evidence for decision-making, establish robust monitoring and

evaluation mechanisms, and ensure government departments submit annual plans to the NYDA for ongoing tracking and monitoring of progress.

Local government plays a crucial role in youth development but faces challenges due to limited resources, disconnect with youth needs, and bureaucratic inefficiencies. To address these issues, local government must allocate adequate resources to youth-focused initiatives, engage young people in decision-making processes, and improve coordination among government departments. The IYDS can serve as a roadmap for local authorities by outlining clear objectives, targets, and strategies for youth development. It emphasises meaningful youth participation, evidence-based interventions, and multi-stakeholder collaboration, fostering partnerships between municipalities, youth organizations, and civil society. Through strong political will, institutional capacity building, and sustained commitment, local government can overcome barriers to youth development and create inclusive environments for young people to thrive.

The IYDS aims to address challenges and opportunities facing young people, and in order to improve effectiveness, objectives should be specific, measurable, achievable, relevant, and timebound (SMART). Clear objectives facilitate monitoring and evaluation, enhance accountability and transparency, promote communication and collaboration among stakeholders, and guide resource allocation. By ensuring objectives are clear and actionable, the IYDS can better guide efforts to address the diverse needs and aspirations of young people and support their holistic development.

Employing developmental modelling and market segmentation techniques can enhance the effectiveness and relevance of the IYDS. Developmental modelling involves analysing trends and projecting future needs, informing proactive policies and programmes that anticipate and respond to changing circumstances. Market segmentation divides the youth population into distinct groups based on shared characteristics, enabling targeted interventions tailored to specific needs and challenges. By integrating these approaches, the IYDS can allocate resources efficiently, prioritise interventions, and remain responsive to the evolving needs and priorities of young people, ultimately maximising its impact on positive youth development outcomes.



1. INTRODUCTION

To foster a cohesive and comprehensive approach to youth development within South Africa, the National Youth Development Agency (NYDA) was instituted under the provisions of the NYDA Act

No.54 of 2008. The primary objective of the NYDA is to develop and coordinate youth-related issues across national, provincial, and local governmental levels. As stipulated in the Act, the NYDA is entrusted with the task of initiating, co-ordinating, evaluating, and overseeing all efforts aimed at integrating youth into both the economic and societal fabric. Its mandate included guiding interventions to enhance economic participation and empowerment, as well as facilitating the attainment of educational and training goals.

Operational within the framework of a sizable youth demographic, aged between 15 and 35 years, the NYDA addresses a demographic that constitutes approximately 34,7% of South Africa's total population, estimated at 59,62 million individuals. Amidst a climate of sluggish economic expansion exacerbated by recent global economic adversities, young people disproportionately shoulder the burdens of poverty and unemployment. Consequently, their ability to engage fully in economic and societal spheres is hindered. Within this context, the NYDA works to implement interventions targeting prevailing challenges, including high rates of unemployment among youth, limited integration of young individuals into the labour market, inadequate access to business support services, unsustainable youth enterprises, and limited exposure to practical vocational training.

In its role as a catalyst for change, the NYDA assumes a pivotal position in rallying all significant stakeholders, including governmental bodies, the private sector, and civil society, to prioritise youth development and collaborate on devising enduring solutions to youth-related challenges. Furthermore, the Agency is actively involved in the design and execution of programmes geared toward enhancing the quality of life for young people and expanding opportunities available to them. Through these initiatives, the NYDA aims to foster an environment conducive to the holistic development and empowerment of the youth population.



1.1 Setting an Agenda for Youth Development in South Africa

Strategic planning for youth development in South Africa serves as a vital framework for addressing the multifaceted challenges faced by the country's youth population. Given the significant demographic of young people aged between 15 and thirty-five 35 years, strategic planning becomes imperative to harness their potential and mitigate the adverse impacts of poverty, unemployment, and social exclusion. The overarching purpose of strategic planning is to formulate coherent and targeted interventions that enable youth to actively participate in the socio-economic landscape, thereby contributing to national development and fostering social cohesion.

Central to the strategic planning process is the development of the Integrated Youth Development Strategy (IYDS) 2022/25. This comprehensive strategy serves as a roadmap for guiding youth development initiatives across various sectors and levels of governance. The IYDS (2022/25) is designed, through extensive consultation with key stakeholders, to address the diverse needs and aspirations of young people, encompassing areas such as education, employment, entrepreneurship, health, and social inclusion. By adopting a holistic approach, the strategy aims to create an enabling environment where young individuals can thrive, fulfil their potential, and become productive members of society.

One of the primary goals of the IYDS (2022/25) is to mainstream youth development into national policies, programmes, and budgets. By embedding youth considerations into the broader development agenda, the strategy seeks to ensure sustained commitment and investment in youth development initiatives over the long term. Additionally, the IYDS (2022/25) emphasises the importance of partnerships and collaboration across sectors, recognising that effective youth development requires coordinated efforts and collective action.

Ultimately, the development of the IYDS (2022/25) was guided by a commitment to promoting youth empowerment, social justice, and inclusive growth. By addressing the root causes of youth marginalisation and vulnerability, the strategy aims to foster a more equitable and prosperous future for all young South Africans. Through strategic planning and the implementation of the IYDS (2022/25), South Africa seeks to harness the demographic dividend of its youthful population and realise the full potential of its human capital.

The IYDS (2022/25) has been developed to serve as a guideline for the implementation, monitoring and evaluation framework, and consists of five pillars, as listed below:

- Pillar 1: Quality education, skills and second chances.
- Pillar 2: Economic transformation, entrepreneurship and job creation.
- Pillar 3: Physical and mental health promotion, including mitigating pandemics.
- Pillar 4: Nation-building and social cohesion.
- Pillar 5: Effective and responsive youth development institutions.

The following section provides a brief description of each pillar.

1.1.1 Pillar 1: Quality education, skills and second chances,

In accordance with Section 29(1) of the South African Constitution, every individual is entitled to a fundamental education, which includes the right to pursue further educational opportunities. The state is mandated to progressively make such education available and accessible through reasonable measures. Recognising human resources as the cornerstone of national wealth, it becomes imperative for a country to nurture the skills and knowledge of its populace for the collective benefit of society.

Numerous studies substantiate the correlation between formal education and employment, indicating that educational milestones such as school attendance, attainment of matriculation, and post-matric qualifications significantly enhance an individual's prospects in the job market.

This pillar delves into various dimensions of the education landscape for youth, including their attendance at educational institutions, educational achievements, and access to higher education. Notably, there has been progress in enhancing access to education, both at the foundational and tertiary levels, as evidenced by heightened enrolment rates across various educational tiers. While primary and lower secondary education demonstrate commendable enrolment rates among younger youth cohorts, there is a noticeable decline in attendance as individuals progress through the educational ladder, culminating in relatively lower enrolment rates in higher education, albeit with some modest increments in recent years. Gender disparities in enrolment patterns are evident, with higher attendance rates for males at school level and a higher enrolment rate for females in higher education institutions.

Financial constraints have emerged as a significant barrier to education, with a notable surge in attendance at tuition-free schools over the past decade. The disruptive impact of the COVID-19 pandemic on education cannot be overstated, as it has adversely affected educational continuity across all sectors in South Africa.

Educational achievements remain closely linked to historical and socio-economic factors, including geographical location, socio-economic status, gender, and race. This is reflected in the disparities in educational attainment levels among different racial groups, with Black African and Coloured youth exhibiting lower levels of educational attainment compared to their Indian/Asian and White counterparts.

Despite significant strides in expanding access to universities and Technical and Vocational Education and Training (TVET) colleges, disparities persist, particularly in university enrolment rates among Black Africans. Nevertheless, graduation rates at public universities have shown steady growth across all racial and gender groups. Similarly, certification rates at TVET colleges have witnessed significant improvements across the various programmes offered. However, international comparative studies underscore the prevalence of mismatches between educational outcomes and labour market demands in South Africa.

The advent of the Fourth Industrial Revolution (4IR) presents an opportune moment for South African educational institutions to foster environments conducive to creativity and innovation. This necessitates a collaborative effort between the formal Post-School Education and Training (PSET) system, government departments, and employers to recalibrate curricula in alignment with evolving socio-economic demands. By fostering a responsive PSET system, inclusive of primary and secondary education components, the IYDS (2022/25) aims to ensure that South Africa can effectively address issues of social exclusion and equip its youth with the requisite skills for meaningful participation in the digital economy.

1.1.2 Pillar 2: Economic transformation, entrepreneurship and job creation.

Youth employment and economic empowerment constitute pivotal components for fostering a robust societal framework. Beyond individual livelihoods, the promotion of youth employment serves as a catalyst for societal cohesion, inter-generational dialogue, and citizenship. By creating viable income-generating opportunities for young individuals, societies can directly address poverty, thereby advancing both social and economic development agendas. Furthermore, youth employment

contributes to economic vitality by injecting young, skilled talent into productive sectors, enhancing overall productivity and competitiveness in the global arena.

Nevertheless, the persistent challenge of escalating youth unemployment poses significant barriers to social development. Inadequate employment opportunities not only marginalise and exclude young people but also engender heightened vulnerability to social ills such as crime, violence, and substance abuse. Additionally, prolonged unemployment among youth has farreaching implications, including diminished future earning potential, recurrent periods of joblessness, and entrenched cycles of poverty in adulthood.

In 2023, South Africa recorded a staggering 7,6 million unemployed youth, constituting 59,3% of the total unemployed population. Particularly concerning is the prevalence of unemployment among youth aged 25 to 34 years, indicating a critical juncture where interventions are urgently needed. Despite policy efforts, youth unemployment rates have persisted, with labour force participation and absorption rates witnessing a decline since 2016.



The involvement of young people in the economy is deeply rooted to historical and socioeconomic elements, which is evident in the disparities among different racial groups. White and Indian/Asian youth demonstrate higher levels of employment and entrepreneurship in comparison to their Black African and Coloured peers. However, the overall level of youth entrepreneurship remains notably below global and regional averages, underscoring missed opportunities for job creation and income generation. The impact of the COVID-19 pandemic and subsequent lockdowns further exacerbated challenges, with youth-owned businesses experiencing significant setbacks.

Addressing the systemic barriers to youth employment and entrepreneurship is paramount for fostering inclusive economic growth and social stability. In recognition of this, the IYDS (2022/25) sets

out strategic interventions aimed at bolstering youth participation in the labour market, including targeted skills development programmes and access to finance, as a means of unlocking the full potential of young individuals as drivers of sustainable development.

1.1.3 Pillar 3: Physical and mental health promotion, including mitigating pandemics

Enhancing the health and well-being of young individuals is imperative not only for their immediate welfare but also for their future economic productivity. The behaviours and health status developed during youth serve as critical determinants of the adult burden of disease, mirroring the inter-generational transmission of poverty similar to the significance of education. While the provision of high-quality health services is pivotal for improving youth health, it is equally essential to recognise the multifaceted factors influencing health outcomes, extending beyond the confines of the health sector. Poverty, with its associated consequences such as inadequate nutrition and substandard living conditions, poses significant threats to youth health and well-being. Moreover, individual factors including substance abuse contribute to adverse health outcomes and serve as predictors of future ill health. The prevalence of violence and the disruptive impact of the COVID-19 pandemic further exacerbate emotional and mental health challenges among youth, potentially undermining educational achievements and employment prospects.

Adolescents aged 15–24 years are increasingly susceptible to non-communicable diseases (NCDs) due to lifestyle factors such as sedentary habits and consumption of cheap, processed foods, predisposing them to conditions like obesity, heart disease, and diabetes. Notably, young females exhibit the highest prevalence of severe obesity within the 15–24 and 25–34 age brackets. Suicide emerges as a significant public health concern, linked with poor mental health exacerbated by substance abuse and violence. The COVID-19 pandemic has further compounded mental health challenges, evidenced by a surge in depressive symptoms among the youth population.

Social determinants, including peer pressure, intimate partner violence, and inadequate knowledge of sexual and reproductive health, contribute to elevated rates of unprotected sexual activity among South African youth. Consequently, a considerable proportion of youth face risks of unintended pregnancies, sexually transmitted infections (STIs), and HIV infection. Alarming, there were 132 280 deliveries to adolescents below 20 years of age in public sector hospitals and clinics in South Africa in 2022/23 (representing 13.9% of all deliveries in these health facilities during the year). Teenagers aged 10 to 14 years accounted for 3 497 or 2.6% of these deliveries with the balance occurring among teenagers aged 15 to 19 years¹. HIV/AIDS remains a prevalent concern, particularly among youth aged 15–24, with females bearing a disproportionately higher burden compared to males, particularly evident in provinces like KwaZulu-Natal.

Gender disparities extend to risky behaviours, with young men exhibiting higher rates of alcohol consumption, tobacco use, and engagement in multiple sexual partnerships, thus heightening their vulnerability to HIV infection. The youth demographic also faces significant mortality risks, with external causes such as accidents, assaults, and transport-related incidents accounting for a substantial proportion of deaths. In response to these challenges, the IYDS (2022/25) sets out targeted interventions aimed at safeguarding the health and well-being of South Africa's youth population.

1.1.4 Pillar 4: Nation-building and social cohesion.

The Department of Arts and Culture defines social cohesion as the degree of social integration and inclusion within communities and broader society, capturing the expression of shared unity among

¹ District Health Barometer, 2022/23

individuals and groups. Acknowledging its profound impact on economic and social development, fostering greater social cohesion stands as a crucial policy objective for South Africa. It represents one of the most pressing challenges facing the nation today. In the context of youth development, the National Youth Policy (NYP) for the period 2020-2030 underscores the imperative of enhancing social cohesion, moral regeneration, and the integration of young people into societal frameworks to surmount barriers hindering prosperity and equality.

Despite the widespread acknowledgment and discourse surrounding social cohesion in academic and policy circles, there exists no universally accepted methodology for its measurement within groups and societies. The NYP (2020-2030) delineates a comprehensive definition of social cohesion, encompassing diverse dimensions such as the promotion of constitutional values, combatting discrimination and systemic racism, contributing to nation-building through dialogue and reconciliation, nurturing leadership, fostering active citizenship, and expanding access to sports and recreation.



The IYDS (2022/25) focuses on key indicators such as civic and political engagement among youth, their social integration, the cultivation of national identity, levels of trust, and participation in sports. The satisfaction of youth with public services and institutions significantly influences their overall trust in government, a pivotal component of social cohesion. Challenges such as crime and safety concerns among youth pose substantial barriers to community development and impede efforts to foster social cohesion. Recognising the multifaceted nature of social cohesion, it is evident that youth of different demographics respond to societal dynamics in

varying ways. Consequently, the IYDS (2022/25) adopts a nuanced approach, utilising a broad spectrum of indicators disaggregated by age, gender, and race to comprehensively understand and address social cohesion issues.

1.1.5 Pillar 5: Effective and responsive youth development institutions

A robust institutional framework serves as the cornerstone for the effective execution and coordination of youth development initiatives. Central to this, is the fundamental principle that youth development constitutes a shared responsibility, necessitating collaborative and coordinated efforts from various stakeholders in the youth development sphere. It is imperative to recognise that while the NYDA is entrusted with the development of IYDS (2022/25) for the period 2022-2025, its mandate does not entail sole responsibility for implementation. Rather, the IYDS (2022/25) serves as a national strategy, demanding a holistic approach to implementation that fosters collaboration, partnership, and synergy among all stakeholders in the youth sector to ensure its efficacy.

In conclusion, while the formulation of youth development policies is essential, the IYDS (2022/25) recognises that their successful implementation hinges on the robustness of institutional frameworks underpinning them. By fortifying institutional arrangements and fostering collaboration among diverse stakeholders, South Africa can realise its vision of empowering its youth to become active participants in the nation's socio-economic development, thereby ensuring a brighter and more inclusive future for all.

In conclusion, despite the implementation of various interventions aimed at addressing youth unemployment, the persistence of high unemployment rates among young people can be attributed to a combination of structural, systemic, and contextual factors. Firstly, structural issues within the economy, such as slow economic growth, limited job creation, and sectoral mismatches between skills supply and demand, create significant barriers to employment for young individuals. Moreover, systemic challenges, including inadequate education and training systems, insufficient access to quality employment opportunities, and persistent inequalities in the labour market, perpetuate the cycle of youth unemployment.

Additionally, contextual factors, such as demographic trends, global economic shocks, and technological advancements, further complicate efforts to reduce youth unemployment. The COVID-19 pandemic has exacerbated these challenges, leading to widespread job losses, disruptions in education and training, and increased competition for limited employment opportunities.

Furthermore, the effectiveness of interventions aimed at addressing youth unemployment may be hampered by issues such as insufficient funding, inadequate implementation, lack of coordination between stakeholders, and the absence of comprehensive and sustainable policy frameworks.

To effectively tackle youth unemployment, a holistic approach is required, encompassing targeted interventions that address both supply-side and demand-side factors, as well as broader structural reforms to promote inclusive growth, enhance education and skills development, and foster entrepreneurship and innovation. Moreover, addressing underlying issues of inequality, social exclusion, and systemic discrimination is essential for creating an enabling environment where all young people have equitable access to opportunities for meaningful and sustainable employment.

Ultimately, addressing youth unemployment requires a concerted effort from governments, policymakers, employers, educators, and civil society organizations to implement evidence-based strategies, foster collaboration and partnership, and prioritize the socio-economic empowerment of young people as a central pillar of sustainable development agendas.

1.2 The IYDS Assessment Report

Developing a progress report on the IYDS (2022/25) necessitated a systematic methodology to comprehensively assess the implementation progress of youth development initiatives across the country. The methodology employed in developing this report involved several key stages to ensure accuracy, reliability, and relevance of findings.

The process began with a thorough review of the objectives, targets, and Key Performance Indicators (KPIs) outlined in the IYDS (2022/25) document. This involved identifying the specific indicators of youth development across the various sectors, and the lead implementing agents. These indicators served as benchmarks against which progress could be measured.

Relevant information on the status of youth development initiatives was then sourced and collated for review. These included:

- Departmental and Entity Annual Reports;
- Departmental and Entity Annual Performance Plans;
- Departmental Plans and Reports; and
- Youth Related Studies.

Once collected, the data was analysed to assess progress made towards achieving the objectives and targets set forth in the IYDS (2022/25). This entailed quantitative analyses of numerical data, such as enrolment rates, employment statistics, and health outcomes, as well as qualitative analyses of qualitative data, including thematic analyses.

Following the analyses, findings were synthesised and presented in the form of a comprehensive progress report. The report has been structured to include an assessment of progress made towards each IYDS (2022/25) pillar, in terms of the strategic outcomes and associated interventions. The assessment has been undertaken in accordance with the specific indicators identified for each intervention set out in the Strategy.

It is envisaged that this IYDS (2022/25) progress report is disseminated to relevant stakeholders, including government agencies, policymakers, civil society organisations, youth representatives, and the public. Stakeholder engagement is crucial to ensure buy-in and support for youth development initiatives and to foster accountability and transparency in the implementation process. Additionally, feedback obtained from stakeholders can inform future revisions and updates to the IYDS (2022/25) and guide strategic decision-making in youth development.

In conclusion, the failure to achieve targets outlined in the IYDS can be attributed to a multitude of factors spanning policy, implementation, and broader socio-economic dynamics. Firstly, inadequacies in policy design and implementation, including insufficient funding, lack of coordination among stakeholders, and inadequate monitoring and evaluation mechanisms, hamper the effective implementation of youth development initiatives. Additionally, structural barriers within societies, such as unequal access to education and employment opportunities, entrenched socio-economic inequalities, and discriminatory practices, exacerbate the challenges faced by young people.

Moreover, external factors, such as economic downturns, political instability, and global crises like the COVID-19 pandemic, can disrupt progress towards achieving youth development targets outlined in the IYDS. Furthermore, the failure to adequately address the diverse needs and priorities of young people, including those from marginalized and vulnerable groups, undermines the inclusivity and effectiveness of youth development efforts.

Moving forward, addressing these challenges requires a holistic approach that integrates youth perspectives into policy formulation, strengthens institutional capacities for implementation, and fosters partnerships between governments, civil society, the private sector, and international organizations. Additionally, prioritizing investments in education, skills development, job creation, and social protection measures tailored to the needs of young people is essential for advancing youth development goals outlined in the IYDS.

Furthermore, addressing systemic barriers to youth inclusion and empowerment, including tackling discrimination, promoting gender equality, and ensuring equitable access to resources and opportunities, is critical for realizing the vision of the IYDS. Ultimately, achieving meaningful progress in youth development requires sustained political commitment, concerted efforts across multiple sectors, and a recognition of young people as key agents of change and drivers of sustainable development agendas.



2. PILLAR ONE: QUALITY EDUCATION, SKILLS & SECOND CHANCES

2.1 Introduction

Investments across all phases of the education and skills system play a crucial role in enhancing the capabilities of South Africans, cultivating their social assets, and ultimately tackling the triple challenge of poverty, inequality, and unemployment. The foundation of effective capabilities begins with providing universal access to quality Early Childhood Development (ECD), particularly for children in vulnerable groups. The IYDS (2022/25) recognises that this commitment to quality ECD needs to be complemented by ensuring access to high-quality schooling, creating a pathway that leads to effective Post-School Education and Training (PSET). To foster the development of skilled individuals, structural barriers within tertiary institutions need to be addressed. Moreover, dedicated investments should be made to facilitate labour activation, ensuring that individuals are equipped with the necessary skills to actively participate in the workforce. The following subsections provide an overview on the progress on implementation of IYDS (2022/25) interventions undertaken in 2022/23 with respect to Pillar 1.

2.2 Youth better prepared for further studies and the world of work beyond Grade 9

2.2.1 Promote more effective approaches to teacher development, such as Professional Communities of Learning (PLCs) and technology-enhanced inservice training

Professional Learning Communities (PLCs) present teachers and principals with an opportunity to improve their level of competence by sharing inclusive practices. In a PLC, classroom teachers, school managers and subject advisors come together to collectively determine their professional development needs. PLCs are needs-driven and stimulate collaborative learning, the characteristics of effective Continuing Professional Teacher Development (CPTD)².

During the 2022/23 financial year, the adoption of online Professional Learning Communities (PLCs) has been relatively slow across various provinces, with the exception of Gauteng, where a high participation rate has been recorded. The slow uptake has been attributed to challenges associated with data access.

In response to these challenges, consultations with Teacher Unions have taken place to address matters related to monitoring and support for teachers involved in PLCs. Monthly DirectorGeneral (DG) meetings have led to recommendations for including an assessment of the impact on learning outcomes in the reports submitted by all stakeholders engaged in PLCs.

The IYDS (2022/25) target in relation to this intervention is reflected as: *teacher development will be conducted in all districts by 2024*. It is important to note that DBE's Annual Performance Plan (APP) 2022/23, reflects the following APP indicator with regards to this IYDS (2022/25)

² DBE. Professional Learning Communities as a scalable professional development solution to address learning barriers. <https://www.education.gov.za/PLCs.aspx>

intervention: “*Number of District Director Forums held*”. In terms of this, the Department held 3 forums in the 2022/23 financial year.

2.2.2 Introduce the sample-based Systematic Evaluation programme, in part to monitor progress against the Sustainable Development Goals (SDGs)

Systemic Evaluation assesses the education system's performance in achieving social, economic, and transformational goals by measuring learner performance and considering contextual factors. This comprehensive assessment, replacing the Annual National Assessment (ANA), focuses on Grades 3, 6, and 9, aligning with targets set in the Medium Term Strategic Framework (MTSF) and the National Development Plan (NDP). It includes three components: assessment of learners in Mathematics and Languages, whole-school evaluation, and evaluation of district support. Unlike ANA, only a sample of learners and schools participate, with evaluations occurring every three years. Grades 3, 6, and 9 were chosen to represent key phases of education, with tests covering skills across these phases. The evaluation emphasises Languages and Mathematics, seen as foundational subjects, and draws from international assessment methodologies while customising to local contexts.

The IYDS (2022/25) set out a target for the *Systematic Evaluation programme to be operational in all provinces by 2024*. As of 2022/23, 500 schools have been evaluated³.

2.2.3 Build on past successes in improving learner access to textbooks and workbooks with a view to ensuring that no learners are without the books they need

The importance of learning and support materials including workbooks and textbooks has become one of the DBE's priority areas and continues to be an important input into improving the quality of teaching and learning.

In terms of the IYDS (2022/25), the target in relation to this intervention is: 100% of learners with access to required maths and EFAL textbooks in Grades 6 and 9 by 2024. It is important to note that DBE's indicator as contained in its APP for 2022/23 and 2023/24 in relation to this IYDS (2022/25) intervention is: “*An Annual Sector Report is produced on the percentage of learners provided with Mathematics and English First Additional Language (EFAL) textbooks in Grades 3, 6, 9 and 12*”. In terms of this, the target was achieved by the Department in 2022/23⁴.

2.2.4 Introduction of Coding and Robotics curriculum

The Coding and Robotics subject is concerned with the various inter-related areas of Information Technology and Engineering. The subject studies the activities that deal with the solution of problems through logical and computational thinking, and is considered central to function in a digital and information-driven world.

The IYDS (2022/25) sets a target of for the *coding and robotics curriculum to be in place by 2023*. The Department concluded the development of the Grades R–9 Coding and Robotics curriculum through collaboration with a team of experts including university lecturers, labour, experts from industry, civil society partners and education experts, in the 2022/23 financial year. The pilot

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⁴

phase of the curriculum was initiated in 200 schools for the Intermediate Phase, 1 000 schools in Grades 7 and 570 schools in Grades 8 and 9 in all nine provinces³.

In order to and provide support to schools piloting the curriculum, the monitoring of schools for Coding and Robotics implementation was undertaken throughout the year, with 18 schools monitored in the 2022/23 financial year. A Coding and Robotics workshop was held from 20-29 March 2023 to ensure curriculum alignment and progression across grades, with the Foundation Phase at 90% completion and the Intermediate and Senior Phases at 70%. The strengthened curriculum for the Foundation Phase was submitted to the DBE, and a follow-up workshop to finalise all phases is planned for April 2024. The final curriculum for Grades R-9 will be submitted to Umalusi in July 2024⁴.

2.2.5 Provision of training in specific sectors

The Wine Service Training Programme (Sommelier), which includes specialised training on norms and standards for safe tourism operations, including COVID-19 protocols, was successfully implemented in KwaZulu-Natal, Western Cape, and Northern Cape. The programme adhered to project plans and benefited 252 unemployed and retrenched youth, providing them with valuable skills for the hospitality industry. In terms of this IYDS (2022/25) intervention, the target of 252 unemployed youth across two (2) provinces, has been achieved.

Approximately 30 chefs participated in a Recognition of Prior Learning (RPL) process to attain a qualification or designation. This initiative aims to formally recognize the expertise of chefs who lack formal qualifications. Through the RPL process, chefs receive an NQF Level 5 Artisan Chef qualification or designation accredited by the South African Chefs Association. In terms of the IYDS (2022/23), a target of 1 000 unemployed and retrenched youth across all nine (9) provinces was identified for the Hospitality Service Training programme.

Furthermore, capacity-building workshops were conducted to address crucial tourism issues, such as creating awareness about tourism programmes, incentives, and business support initiatives. These workshops targeted rural communities in Limpopo (Waterberg, Vhembe, and Mopani Districts), Mpumalanga (Gert Sibande and Nkangala Districts), and Western Cape (Overberg District). A total of nine (9) sessions were held, engaging 395 participants and contributing to the empowerment and development of tourism-related skills in these regions⁵.

2.2.6 Through improved collaboration with universities, and the Funza Lushaka bursary programme, ensure that enough young teachers with the right skills join the teaching profession

The allocation for the Funza Lushaka bursary from the National Treasury for the 2022/23 fiscal year amounted to R1 328 953 00. This allocation aimed to fund 11 800 bursaries for students pursuing a Bachelor of Education (BEd) Degree and Postgraduate Certificate in Education (PGCE) across the 24 participating public Higher Education Institutions (HEIs). By the end of March 2023, the consolidated approved list revealed that 11 971 Funza Lushaka bursaries had been awarded

³ DBE, Annual Report 2022/23

⁴ DBE, Annual Report 2022/23

⁵ The Presidency, Annual Report 2022/23

for initial teacher education, exceeding the targeted number by 171. This surplus was due to the reallocation of unused funds to HEIs with deserving applicants lacking funding⁶.

Efforts were made to strengthen the management of the Funza Lushaka Bursary programme, including university visits to enhance student monitoring and information-sharing meetings with new awardees and final-year bursars. A placement dataset was compiled for the 5 027 graduates ready for placement by the end of 2022, and final selection meetings for new bursars were held at 11 institutions by 31 March 31 2023. Delays in completing the academic year, postponement of final examinations, and registration extensions at some HEIs hindered final selection meetings at the remaining 13 institutions. However, operational preparations have been made to finalise selections in the first quarter of 2023/24⁷.



For the 2023 Funza Lushaka application cycle, a dataset comprising 74 182 records (8 261 returning applicants and 65 921 new applicants) was downloaded from the Funza Lushaka Information System (FLIMS) and shared with universities. Of these applicants, 48 823 were female and 25 360 were male. Additionally, three SITA-DBE Service Level Agreements (SLAs) were developed, adjudicated, and approved for implementation in 2023/24.

The Department continues to collaborate with SITA to enhance the modern FLIMS. Post-selection activities, such as loading end-of-year results and selection outcomes, will be conducted on the modernised FLIMS, with these activities scheduled for mid-May after the 2023 selections¹⁰.

⁶ DBE, Annual Report 2022/23

⁷ DBE, Annual Report 2022/23

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DBE, Annual Report 2022/23

DBE, Annual Report 2022/23

The IYDS (2022/25) five-year target for this intervention is: *90% of Funza Lushaka bursary holders placed in schools within 6 months of completion by 2024*. It is important to note that the Department reports on the placement of graduates, and not on the percentage of bursary holders that are placed in schools within 6 months of completion of their studies.

2.2.7 Introduce a better accountability system for principals, which should be fair, based on appropriate data, and consider the socio-economic context of schools

In terms of the IYDS (2022/25), *a fully functional accountability system for district and school management was targeted to be in place by 2024*. The DBE APP indicator for 2022/23 in relation to this IYDS (2022/25) intervention is: *“Percentage of schools producing the minimum set of management documents at a required standard”*. The Department achieved 100% of this target (1 000/1 000) in 2022/23, and reported that management documents are produced consistently on the sampled schools¹¹.

2.2.8 Introduce the General Education Certificate (GC) in Grade 9, in part to facilitate movement between schools and TVET colleges

The General Education Certificate (GEC) stands as a cornerstone initiative of DBE, strategically crafted to broaden the educational pathways and success prospects for Grade 9 learners in South Africa.



The GEC serves as a formal acknowledgment of learners' accomplishments upon completing the compulsory phase of schooling. Its fundamental objective lies in facilitating informed subject choices for learners. Recognising that many young job seekers lack adequate education, skills, and prior work experience sought by employers, the GEC aims to play a pivotal role in tackling South Africa's prevalent youth unemployment crisis.

By providing learners with the necessary tools to make informed decisions regarding their future educational pursuits, the GEC empowers them to assess their readiness for life beyond school. Moreover, it fosters a supportive environment wherein parents, teachers, and principals can offer further guidance, support, and education tailored to the needs of each learner.

The IYDS (2022/25) outlined the target for this intervention as: *First GEC examinations piloted by 2022*. According to DBE, the GEC pilot study was successfully administered in 277 sampled schools during the third quarter of 2022/23. An annual report on the GEC 2022 administration was compiled, outlining the processes followed in piloting the assessment model and its impact on the learners' assessment programme¹².

2.3 Youths leaving the schooling system more prepared to contribute to a prosperous and equitable South Africa

2.3.1 Increase access among Historically Disadvantaged learners to "niche" subjects such as those focusing on engineering and computing

The IYDS (2022/25) refers to the introduction of *coding, robotics and other 4IR subjects by 2024*. In terms of this intervention, DBE reported that the new curriculum was sent to Umalusi for evaluation. Inputs from the evaluation are being considered by the DBE for final approval¹³. (Also refer to Section 2.2.4 for further details).

2.3.2 Programmes for improvement of teacher subject knowledge and teaching skills

The IYDS (2022/25) refers to the *number of teachers trained in maths and language content and methodology*, and sets a target for *all teachers qualifying for training trained by 2024*. The DBE APP indicator for 2022/23 in relation to this IYDS (2022/25) intervention is: *"An Annual Sector Report is produced on monitoring the implementation of Teacher Development Programmes by PEDs with special focus on Language, Mathematics, Physical Sciences and Accounting"*. The Department achieved its target of one (1) approved annual sector report for 2022/23. The report provided information on various teacher capacity building programmes implemented during the year.

2.3.3 Better opportunities for second chance NSC (improved) Pass

The IYDS (2022/25) states that *all programmes implemented to enhance performance in second chance NSC pass should be fully functional*. In collaboration with Provincial Education Departments (PEDs), the Second Chance Matric Programme (SCMP) played a vital role in supporting second-chance learners at 230 face-to-face centres nationwide during the 2022/23

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financial year. Over 4 300 teachers and 230 Centre Managers, dedicated to providing classes to second-chance learners after school hours and over weekends, were remunerated with stipends.

The SCMP supported 101 507 learners to achieve subject passes in the 2022 academic year. The SCMP supports learners registered to write the May/June 2023 matric examinations. The support is provided through four platforms: face-to-face classes after hours and over weekends, television and radio broadcasts, digital content, and hard copies of study materials. The face-to-face classes saw the active participation of more than 50,000 learners.

Working in partnership with PEDs, the SCMP facilitated the establishment of 130 centres throughout the country. The Programme created job opportunities for more than 130 unemployed youth who served as administrative assistants at the centres during the classes. The Department contracted youth to assist with the day-to-day running of the centres and help the centre managers with the administration of the Programme. Principals serve as centre managers and assist with all the administration of the Programme. The programme facilitated seven (7) ministerial roadshows throughout the country in 2022/23 to raise awareness about the SCMP amongst youth. During the roadshows, other departments and organisations within the public and private sectors were invited to share the available training opportunities for unemployed youth¹⁴.

2.3.4 Three Stream Model introduced to cater differently to talented learners

In response to the need to increase the offerings in occupational subjects for learners to access career options in the non-academic stream and prepare learners for the workplace, DBE introduced The Three Stream Model. The concept involves multiple learning pathways for schooling within the academic, vocational, and occupational streams for the NSC in the South African schooling system. According to the IYDS (2022/25), the *Model should be fully implemented by 2024*. The following has been achieved to date:

- 22 Occupational subjects and 13 Vocational subjects have been developed for Schools of Skills and ordinary public schools (Grades 8 and 9), respectively.
- Learner Books and Teachers Guides have been developed and completed for all 35 subjects.
- 74 Schools of Skill piloted the Occupational subjects during 2019 and 2020, after which they started with full implementation in 2021. 104 Secondary Schools were selected across all PEDs to pilot the Vocational subjects in Grades 8 and 9, respectively, in 2021 and 2022.
- The DBE has been participating in the Education for Employability (E4E) Project, a European Union-funded initiative, working collaboratively with DEL and DHET, from which DBE has been allocated R85 million to roll out the Three Stream Model.
- A process commenced in 2022 to develop the Curriculum for the Occupational Stream for Grades 10 – 12, envisaged to be completed by the end of 2024 for implementation from 2025¹⁵.

Despite the progress made, there are still challenges with this initiative. The challenges encountered include the lack of clear understanding of the Three Streams Model, miscommunication, and Teacher Training and rollout scale across all schools of the Curriculum.

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The challenges are mitigated by clarifying in the orientation manual, putting together Three Streams Model Champions in Districts and schools, and ensuring portability of the Curriculum in all schools ready to deliver any of the programmes⁸.

2.3.5 Focus Schools introduced to nurture talent across different disciplines

In 2022/23, the 2022 Guidelines for the Establishment and Management of Focus Schools were produced for distribution to all PEDs. One-on-one engagements with all PEDs were conducted to clarify elements within the Guidelines for the Establishment and Management of Focus Schools. These schools are established to nurture talent across disciplines such as Agriculture, Arts, Business-Commerce, Management, Engineering or Technical, Marine, MST/ (Information Technology (IT), Hospitality, and Sports. The IYDS (2022/25) set a five-year target of *five (5) focus schools to be rolled out by 2024*.

The development and introduction of Marine Sciences in 2019, with a cohort of 12 NSC candidates from the Western Cape only, increased to 62 in 2022. Currently, the enrolment is 121, with learners from five provinces: Eastern Cape, Gauteng, KwaZulu-Natal, Northern Cape, and Western Cape. Thirty-five (35) learners are being taught online through the Two Oceans Aquarium, bringing the total enrolment for Grade 12, to 156 nationwide.

In August 2022, the DBE facilitated engagements between the Gauteng Department of Education manager of the Schools of Specialisation/Focus Schools programme, and the Chinese Cultural Centre for their consideration to introduce elements of the Chinese e-commerce and entrepreneurship curriculum¹⁷.



⁸ DBE, Annual Report 2022/23

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DBE, Annual Report 2022/23

DBE, Annual Report 2022/23

2.4 School physical infrastructure and Environment that inspires learners to learn and teachers to teach

2.4.1 Build schools through ASIDI completed and handed over by use by 2024

The objective of Accelerated Schools Infrastructure Delivery Initiative (ASIDI) is to eradicate the Basic Safety Norms backlog in schools without water, sanitation and electricity and to replace those schools constructed from inappropriate material to contribute towards levels of optimum learning and teaching. The programme is driven by DBE who has established a Project Support Unit to support the Programme Manager. Implementing Agents appoint professional service providers and contractors to execute the work.

A total of 108 schools have already progressed to practical completion over the MTSF period, against the IYDS (2022/25) target of 122 additional ASIDI schools completed and handed over for use (cumulatively 337 by 2024)¹⁸.

2.4.2 Proportion of schools identified through the SAFE project provided with appropriate sanitation facilities

The primary objective of the Sanitation Appropriate for Education (SAFE) Initiative is to replace basic pit toilets with appropriate sanitation in accordance with the Norms and Standards for school infrastructure. The IYDS (2022/25) five-year target in relation to this intervention is that *all*

schools identified through SAFE programme have sanitation meeting minimum infrastructure norms by 2024.

According to the DBE Annual Report (2022/23), 1 921 schools have already progressed to practical completion over the MTSF period⁹.

2.4.3 Leverage ICT related programmes to support learning

The procurement and distribution of ICT devices to special schools are monitored by the Department. The IYDS (2022/25) did not identify a specific target (as this was to be determined after the survey). However, in terms of achievements, 528 special schools have been provided with devices and ICT between 2020/21 and 2022/23. DBE supported 49 special schools with devices and ICT in the 2022/23 financial year²⁰.

2.4.4 Develop provincial infrastructure planning and monitoring capacity (including the Education Facility Management System or EFMS)

The Education Facility Management System (EFMS) is the new system employed by the DBE for capturing school infrastructure information. It serves as a replacement for the National Education Infrastructure Management System (NEIMS), which was used in the past. The system plays a crucial role in aiding DBE in monitoring the progress of infrastructure provisioning to schools. It serves as a valuable tool for identifying any shortages or backlogs in the infrastructure required by schools.

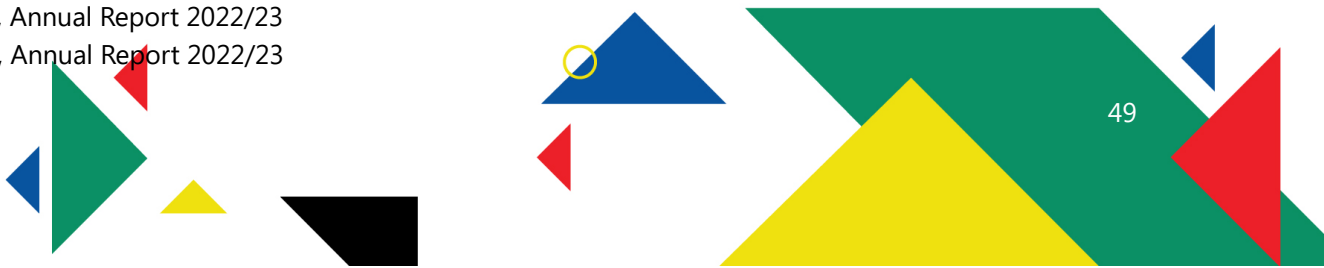
⁹ DBE, Annual Report 2022/23

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DBE, Annual Report 2022/23

DBE, Annual Report 2022/23



In alignment with the IYDS (2022/25) target for the *system to be operational by 2021*, the DBE Annual Report 2022/23 reported that the takeover and implementation of the EFMA was completed in February 2021 and is operational and hosted by SITA.

2.4.5 Connect all schools working with DCDT using different forms of connectivity

The necessity of high-speed broadband connectivity in schools has transitioned from being a luxury to a vital component for leveraging the benefits of technology in delivering quality education. As of 2022/23, 74.2% of schools have been connected through agencies and Mobile Network Operators (MNOs). However, this connectivity enables schools to manage their administration systems functionally, whilst only 10% of connectivity can deliver teaching and learning.

Addressing this issue, the government is implementing the SA Connect policy to bring highspeed broadband into schools. Cabinet approval on 28 January 2022, marked the initiation of Phase 2 of this project, aiming to extend broadband connectivity to 18 520 schools. The Independent Communications Authority of South Africa (ICASA), in collaboration with DBE and the Department of Communications and Digital Technologies (DCDT), is involved in providing this connectivity to 18,520 public schools as part of their Social Obligations initiative. Cell-C has provided 11 public Special Schools with connectivity as part of their Social Obligations²¹.

2.4.6 Digitised text books

In terms of the IYDS (2022/25) target, *all high enrolment subject textbooks and workbooks would be digitised*. According to the DBE Annual Report (2022/23), the Department has digitised 1 100 content resources, which are accessible in PDF, e-Pub, and HTML5 formats and are compiled in an e-Catalogue. Originally developed for print, these state-owned content resources have been digitised to ensure accessibility through various digital devices such as laptops, tablets, servers, smartphones, and online platforms like PEDs and the DBE website.



However, the Department reported that a significant challenge in the digitisation process is the lack of dedicated funds for the development (authoring) of state-owned textbooks by Learning and Teaching Support Materials (LTSM). Relying on private sector sponsorship for this initiative has proven to be unpredictable and unsustainable. To address this issue, DBE recommended engaging the private sector for sponsorship, and exploring the use of publisher digital textbooks through an e-catalogue platform to overcome the financial limitations in the development of state-owned textbooks²².

2.5 Expanded access to PSET opportunities

2.5.1 Implement enrolment plans for universities, TVET, CET colleges and training (2020-2024)

With regards to this intervention, the IYDS (2022/25) identified a target of *five-year enrolment plans approved at all institutions*. In the 2022/23 period, the Department of Higher Education and Training (DHET) coordinated the 2023 to 2025 mid-term review of the 2020 to 2025 enrolment planning cycle. This comprehensive mid-term review involved conducting bilateral discussions between the Department and each university to establish mutually agreed-upon funded headcount and full-time equivalent student totals for the academic period leading up to 2025, as well as the 2027/28 financial period.

A workshop held in April 2022 facilitated active participation from all stakeholders within higher education. The focus of the workshop centred on maximising discussions regarding the higher education enrolment planning process, with a specific emphasis on establishing guidelines for the review of institutional targets. During these deliberations, institutions were encouraged to adhere to a 2% deviation threshold from 2023 until 2025. This approach aimed to ensure quality service provision, increase graduate output, and align with the current funding available across the system. The Minister approved the reviewed enrolment planning statement for the cycle 2023-2025 for universities and CET colleges on 13 December 2022²³.

2.5.2 Establish centres of specialisation to support students with disabilities in TVET colleges

A Framework and Guidelines to Accommodate Students with Disabilities in TVET colleges was developed by DHET in 2021/22. According to the IYDS (2022/25), *four (4) centres of specialisation to support students with disabilities in TVET colleges should be established by 2024*. In 2021/22, DHET reported that four (4) TVET colleges had established Disability Support Units (DSUs) to

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support students with disabilities. An additional DSU was established in a TVET college in the 2022/23 financial year¹⁰.

2.5.3 Develop sustainable CETs funding model, including norms and standards

The funding model for Community Education and Training (CET) colleges is designed to play a crucial role in ensuring a fair, transparent, equitable, and efficient distribution of funds to these institutions. Beyond its role in allocating resources to individual CET colleges, the model also serves as a tool to determine the required and estimated budget for the sector as a whole. This strategic approach aims to promote financial fairness, transparency, and efficiency in supporting CET colleges.

In 2021/22, a service provider for the development of a sustainable funding model for CET colleges was appointed. A sustainable funding model for CET colleges was approved by the Director-General on 7 October 2022¹¹. This achievement is in accordance with the IYDS (2022/25) target for *the funding model to be approved by 2021*.

2.5.4 SETAs identify increasing number of workplace-based opportunities and make information of work-based learning known to the public

In 2022/23, a total of 72 554 learners were registered for work-based learning (WBL) programmes when measured against the planned target of 110 500 learners. More females at 44 742 learners (or 62%) were supported when compared to their male counterparts at 27 812 learners (or 38%). Most students enrolled were African at 63 432 learners (or 87%), followed by Coloured students comprising 4 918 learners (or 7%), Indian students comprising of 1 716 learners (or 2.3%) and White students comprising 2 223 learners (or 3%). In addition, representatively was further aggregated into 63 691 (or 88%) for youth, 1 007 (or 1.4%) for people with disabilities, and 265 students (or 0.3%) classified as other.

¹⁰ DHET, Annual Report 2022/23

¹¹ DHET, Annual Report 2022/23
DHET, Annual Report 2022/23



In terms of placements, DHET reported that only 99 778 learners were placed in WBL programmes (against a target of 107 000), largely as a result of Covid-19 restrictions. During the year, the Minister continued engaging Sector Education and Training Authority (SETAs) in prioritising WBL programmes¹².

2.5.5 Implement required agreements, financing systems, infrastructure frameworks and disability support to realise enrolment growth.

The NSFAS provides funding for financially needy, academically qualifying students in accessing university education and offers fully-subsidised funding for students from poor and workingclass families with gross combined annual incomes of up to R350 000. According to the DHET Annual Report (2022/23), a total of 822 692 students were funded through NSFAS in 2022/23 (556 629 university students and 266 063 TVET students). In addition, the Departmental Disability Fund assisted a total of 1 935 students across 26 universities, of which 1 217 were continuing students and 718 new students²⁷.

In terms the IYDS (2022/25), DHET was to ensure that *a NSFAS Policy would be adopted and implemented for the sustainable funding of students from poor backgrounds and from the "missing middle"*. In 2022/23, DHET reported that a report by the Ministerial Task Team was presented to Cabinet in September 2022. The recommendations in the report proposed that, as part of the long-term development of a new and comprehensive student funding policy, government should consider exploring the establishment of a loan scheme to support "missing middle" students in accessing higher education and training opportunities. In addition, it was recommended that government should address apparent gaps in funding through partnerships, particularly in relation to the 'missing middle' student and access to post-graduate funding.

Following on these recommendations, DHET consulted with National Treasury and the banking sector to explore the possibility of a government guarantee for bank loans geared towards funding "missing middle" students. The Department also since engaged the support of actuarial consultants to support the process. In the 2022/23 Annual Report, DHET reported that the Department will finalise a proposal for consideration of National Treasury and the Minister of Finance, once more detailed modelling and actuarial work as well as discussions with banks have concluded²⁸.

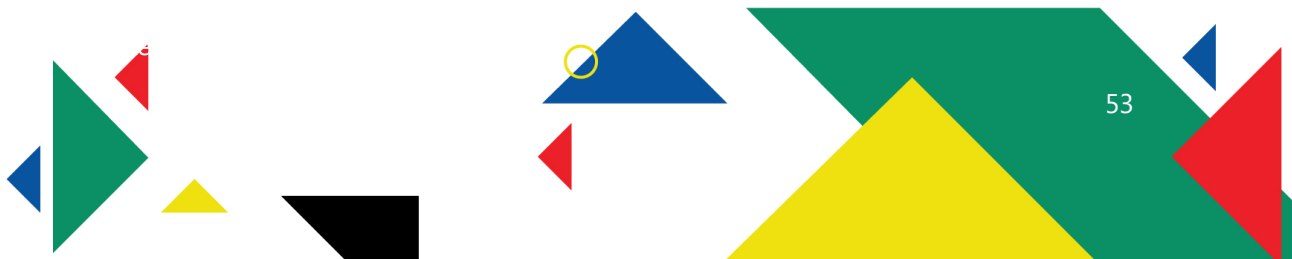
2.5.6 Promote the take up of artisanal trades as career choices among youth

In promoting the up-take of artisanal trades as career choices among the youth, the IYDS (2022/23) identified a target of *36 375 artisanal registrations by 2024*. DHET reported 10 302 learners registered in 2021/22. In the 2022/23 financial year, there were 14 379 registrations of artisanal programmes measured against the planned target of 22 000 registrations. Between 2021/22 and 2022/23, there were a total of 24 681 learners registered for artisanal programmes.

In 2022/23, it was reported that more male learners were enrolled (11 465 or 70,6%) compared to their female counterparts (4 765 or 29,3%). Most of the students enrolled were Africans (13 188 or 81.2%), followed by White students (1 512 or 9.3%), Coloured students (1 222 or 7.5%) and Indian

¹² DHET, Annual Report 2022/23

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students (308 or 1.8%). In addition, 13 235 students or 81.5% comprised of youth and 12 students or 0.07% representing people with disabilities.

In 2022/23, DHET developed and approved the Artisan Recognition of Prior Learning (ARPL) Grant Policy followed by extensive consultation with relevant role-players with a view of increasing access for informal or non-contracted candidates with significant experience in occupations listed by the Minister as trades. The Department has also embarked on a Decade of Artisan programme with the objective of encouraging youth to enrol in Artisanships as careers of choice.

The Department has made a commitment to building the capacity of TVET colleges in relation to training artisans and contributing towards the NDP target by producing 30 000 artisans by 2030. To date, 34 Centres of Specialisation (CoS) have been established at TVET colleges offering thirteen critical trades accordingly identified in the National Infrastructure Plan²⁹.

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2.5.7 Ensure eligible students receive funding through NSFAS bursaries (through guidelines, policy legislative review, effective oversight of NSFAS by DHET and improve management)

The Department introduced the DHET Bursary Scheme aimed at providing fully subsidised funding for students from poor and working-class families with gross combined annual incomes of up to R350 000 during 2018. The scheme has since been phased in on a year-by-year basis to first-time entry university students, over a five-year period and the 2022 academic year represents the fifth year of the fully-subsidised funding system for these students.

Updated guidelines for the DHET Bursary Scheme at public universities were submitted and approved by the Minister on 13 December 2022¹³, in accordance with the IYDS (2022/25) target of ensuring that *guidelines are approved by the Minister annually for the following academic year*.

2.5.8 Attract, recruit and train young people to pursue careers in the agricultural sector value chain by enrolling them into applicable programmes

Agriculture has been identified as an effective pathway for reducing the escalating rate of rural poverty and youth unemployment in South Africa. It is widely recognised that there is a critical need to attract, recruit and train young people to pursue careers in the agricultural sector value chain.

The Department of Agriculture, Land Reform and Rural Development (DALRRD) provides support for the enrolment of students for a Diploma in Agriculture at agricultural colleges. With regards to this, the IYDS (2022/25) set a cumulative enrolment target of *4 327 learners by 2024*. Between 2019/20 and 2021/22, DALRRD reported that 2 595 students had been enrolled in a diploma in agriculture at agricultural colleges¹⁴.

2.5.9 Implement macro infrastructure framework at universities, TVET and CET colleges

DHET has made significant progress in relation to the infrastructure programme aimed at building, refurbishing and maintaining existing buildings at universities and TVET colleges on an ongoing basis.

¹³ DHET, Annual Report 2022/23

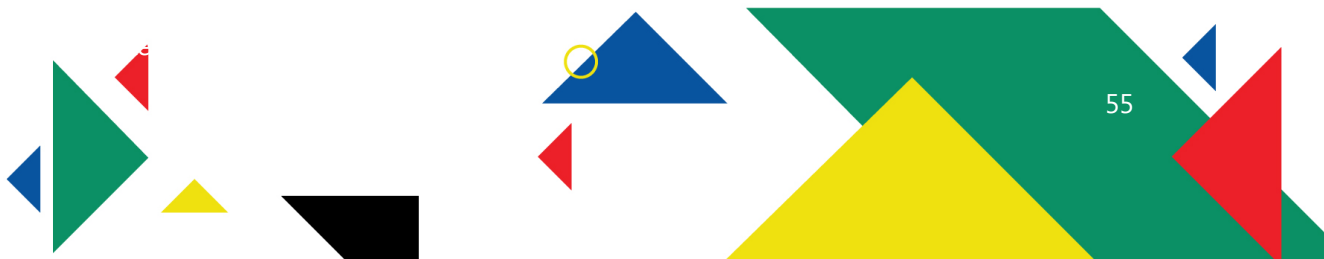
¹⁴ Parliamentary Budget Office, Policy Brief, Ref No. 21/2/3. October 2022.

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DHET, Annual Report 2022/23

In 2022/23, it was reported that work is proceeding at the Ikhala TVET (Sterkspruit campus) and Gert Sibande TVET (Balfour campus) Colleges. Planning is also underway for the completion of uMgungundlovu TVET (Greytown campus) and uMfolozi TVET (Bhambanana Campus) Colleges, respectively.

Funding for three TVET colleges, namely the King Hintsa, Gert Sibande and Majuba has been approved and planning for the construction of student housing has already commenced. The total budget for these projects comprises an amount of R1 12 billion³². The IYDS (2022/25) target specified that *all budgeted infrastructure projects are completed on time*.



2.6 Improved success and efficiency of the PSET system

2.6.1 Advocate the use of Open Access LTSM in TVET colleges

The IYDS (2022/25) target in relation to this intervention was: *advocacy campaigns on the use of Open Access LTSM conducted annually*. The output indicator in the DHET Annual Report (2022/23) refers to: *“guidelines on provision of open access LTSM for students in TVET colleges approved”*. With regards to this, the Guidelines on the provision of open access LTSM for students in TVET colleges was approved by the Director-General on 16 February 2023.

2.6.2 Implement capacity building programmes and interventions at universities

The IYDS (2022/25) indicator for this intervention relates to *evaluations of student support services at TVET colleges and universities*, with the target identified as *lessons implemented in revamping student services*.

It is important to note that DHET Annual Report (2022/23) has no specific indicator or target in relation to this. However, the Department reported that twelve (12) research projects were completed in the 2022/23 financial year. These included: the Urban-Rural Classification of TVET colleges, the Analysis of Programme and Qualification Mix Responsiveness to the World of Work, Curriculum Relevance and Responsiveness, Employer Perceptions of TVET College Graduates and Curricula, Student Sentiment Analysis of TVET colleges, the Student Satisfaction Survey, an Evaluation of TVET College Accommodation, the Rural/urban Classification of TVET colleges, a Mid-Term Evaluation of TVET Centres of Specialisation, the Development of Theory of Change, a Mid-Term Evaluation of the Programme, as well as the Grading of TVET College Principal Salary posts³³.

2.6.3 Increase the number of TVET students attending foundation courses

DHET introduced the Prevocational Learning Programme (PLP) at TVET colleges for students who did not meet the minimum requirements in their chosen fields of study, as a result of substandard grades in their pre-requisite classes, particularly in relation to Mathematics and Science studies. The IYDS (2022/25) identified a target of *7 000 TVET students enrolled in the PLP annually*.

A total of 589 083 students were enrolled at TVET colleges during 2021, representing a 30,2% or an increase of 136 806 students when compared to 2020 (comprising of 452 277 students)³⁴. Of the total number of students, 4 581 were enrolled for PLP in 2021 (2 676 female and 1 905 male)³⁵.

2.6.4 Eradicate NATED and NCV certification backlog

The students who enrolled for NC(V) Level 2 in 2017 for the first time (as new entrants) were compared with those who completed NC(V) Level 4 in 2019, while 2018 new entrants were compared with those who completed NC(V) Level 4 in 2020, and 2019 new entrants were compared with those who completed NC(V) Level 4 in 2021. The NC(V) process indicated that only 10.8% of students who enrolled for the NC(V) in 2019 completed the qualification within the three-year expected time frame (in 2021). In terms of the eradication of certification backlogs, a Project Team including representation by colleges was established to monitor progress in addressing the certification backlog and provide monthly reports to the Portfolio Committee. The IYDS (2022/25) specified a target of *a 100% improvement in the eradication of the certification backlog*. In 2021/22, DHET reported an

DHET, Annual Report 2022/23

DHET, Annual Report 2022/23

DHET, Annual Report 2022/23

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achievement of 99,94%. In 2022/23, DHET also successfully addressed the protracted certification backlog and has set in place strategies to avert any potential resurgence of new delays³⁶.

The DHET Annual Report (2022/23) identifies an annual target of “1 report on eradication of certification backlog approved”. A report on the eradication of certification backlog was signed and approved by the Director- General on 30 March 2023.

2.6.5 Implement IT examination system for TVET Colleges

In 2022/23, DHET developed an IT-based student data management system for the purposes of responding to the negative audit outcomes identified by the AG, in addition to policy directives, admission instruments which were standardised nationally. The primary objective of implementing this IT system was to eliminate embedded human errors in transactions related to data management. Additionally, it aimed to address challenges related to quality assurance, data storage, retrieval, and transmission processes. The system underwent a pilot phase and was subsequently rolled out at nine colleges during the 2022 academic year³⁷. The IYDS (2022/25) target in relation to this intervention required the *new IT system to be in place and implemented by 2021*.

The Department also finalised and gazetted a new Policy pertaining to the Conduct, Management and Administration of Examinations on behalf of colleges. The Policy was implemented during the 2022 examination cycles, which include the migrated function of the GETC: ABET qualification³⁸.

2.7 Improved quality of PSET provisioning

2.7.1 Increase the number of universities offering accredited TVET College lecturer qualifications

2.7.1.1 Accredited TVET College Lecturer Qualifications

The NDP directs the PSET system in supporting the development of programmes at universities focussed on the training of college lecturers. The Department has ensured that a framework was developed enabling universities to offer accredited TVET colleges lecturing qualifications.

The IYDS (2022/25) identified a five-years target of *10 universities offering accredited TVET college lecturer qualifications*. In this regard, DHET reported that 21 universities were offering accredited TVET college lecturing qualifications at the close of the 2021 academic year. In addition, and measured against the set target of 250 lecturers, 118 TVET college lecturers were accordingly supported during the 2021 academic year in acquiring professional qualifications³⁹.

2.7.1.2 Lecturers through nGAP

DHET, through the South Africa University Framework has established the New Generation of Academics Programme (nGAP) aimed at enhancing quality, success and equity in relation to qualifications. The programme provides opportunities for new academics. Accordingly, posts are

DHET, Annual Report 2022/23
DHET, Annual Report 2022/23
DHET, Annual Report 2022/23

DHET, Annual Report 2022/23

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created and funded at universities, while staff members are recruited into permanent nGAP posts and supported through an intensive development programme.

During the 2020 academic year, 100 nGAP posts were filled at 26 universities, which exceeded the set MTSF target of annually allocating 85 nGAP posts to universities. During the 2021 academic year a total of 87 posts were also filled⁴⁰.

2.7.1.3 Good Governance Standards

The IYDS (2022/25) target with regards to this intervention is: *Good governance standards for all institutional types approved and implemented by 2021*. Final governance standards and regulations for CET college councils was approved by the Director-General on 25 March 2022. In terms of TVET colleges, an instrument to monitor the implementation of TVET college council code of conduct was approved by the Director-General on 20 March 2023⁴¹.

2.7.1.4 Articulation policy effectively implemented

The IYDS (2022/25) set a target for *100% of allocated SETA mandatory grants paid on time to employers by 2024*. In 2022/23, DHET reported 60,45% achievement of the target, due to the fact that the system was not fully geared to produce the required information⁴².

A model for programme articulation of TVET college programmes into university programmes was approved by the Director-General on 3 March 2021. A Policy Brief on articulation between TVET colleges and universities was submitted and approved by the Minister on 23 March 2023.

2.7.2 Improved institutional governance (Universities, TVETs, CETs, NSFAS and SETAs) through standards, monitoring and reporting, and through building management capacity

With regards to institutional governance, the five-year target outlined in the IYDS (2022/25) states that *all TVET colleges sign protocols with industry and place learners for workplace experience accordingly by 2024*.

In 2022/23, DHET reported that 97,5% of CET colleges were implementing all the dimensions of good governance standards. CET colleges have complied with the standard of good governance, which has been structured and informed by several dimensions such as strategic leadership, teaching and learning, research and community engagement, resources, institutional accountability and productive council meetings. CET colleges have also complied with the Policy on the Conduct and Management of Examination and Assessment in an effort to ensure that quality provisioning across the CET sector is achieved⁴³.

With limited international work done on university governance indicators, DHET developed indicators of good governance tailored to a university context which provide comprehensive coverage of governance matters at South African universities, for self-assessment by councils.

The self-assessments have served to raise awareness amongst councils about the areas of their

DHET, Annual Report 2022/23

DHET, Annual Report 2022/23
DHET, Annual Report 2022/23
DHET, Annual Report 2022/23

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responsibilities, and help identify areas for improvement. In 2022/23, 86% of universities met the standards of good governance⁴⁴.

With regards to SETAs, the Department reported that all SETAs met the standard of good governance in 2022/23, as a result of the constant feedback and engagements with SETAs on meeting Good Governance Standard Requirements⁴⁵.

2.8 A responsive PSET system

2.8.1 Industry exposure for TVET College lecturers and students

The IYDS (2022/25) sets a target for this intervention that states that *all TVET colleges sign protocols with industry and place learners for workplace experience accordingly by 2024*. DHET reported that in 2022/23, nine (9) TVET colleges had signed at least two (2) protocols with industry, against an annual target of 50. The following nine (9) TVET colleges had at least two protocols signed with industry: East Cape Midlands, King Hintsa, Port Elizabeth, Ekurhuleni, Ekurhuleni West, Majuba, Mnambithi, Taletso and False Bay. Due to the non-achievement of the annual target, TVET colleges will be supported through workshops on how to enter into partnerships. Relevant templates and guidelines on drawing up agreements will also be provided to colleges. The Minister has instructed that all TVET college principals in their respective performance agreements must have partnership agreements and the placement of students and lecturers included as part thereof⁴⁶.

2.8.2 Review TVET Colleges curriculum to align with industry needs

Against the IYDS (2022/25) *target of five (5) subject curricula for TVET Colleges reviewed*, DHET reported that 15 revised subject curricula for TVET colleges were approved by the Director- General on 30 March 2022. Eleven (11) new or revised subject curricula for TVET colleges were approved by the Director-General for implementation by 31 March 2023. The focus for review in the Services Studies learning area was on the Hospitality and Catering Services programme. The subject Tourism Destinations was added to complete the review of the Tourism programme whose other subjects were already reviewed in the 2020/21 financial year⁴⁷.

2.8.3 Promote entrepreneurship in TVET colleges through the establishment of hubs

Recognising the critical role of entrepreneurship in addressing youth unemployment, DHET is actively working to instil a culture of enterprise within TVET colleges. The goal is to provide young people exiting these colleges with alternative means of gainful employment. The IYDS (2022/23) identifies a target of *nine (9) hubs being established in TVET colleges to promote entrepreneurship by 2024*.

In 2021/22, it was reported that five (5) TVET colleges had been supported to establish hubs or programmes to promote entrepreneurship. By the 2022/23 financial year, DHET stated that approximately 50% of TVET colleges have incorporated entrepreneurship to some extent into

DHET, Annual Report 2022/23

DHET, Annual Report 2022/23

DHET, Annual Report 2022/23

DHET, Annual Report 2022/23

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their programmes, with support from DHET, SETAs, the Small Enterprise Development Agency (SEDA), and other strategic partners. To further enhance this initiative, the Department established five (5) entrepreneurship hubs at TVET colleges during the 2022/23 period. The creation of these hubs was made possible through collaborative partnerships with various stakeholders, highlighting the importance of joint efforts in promoting entrepreneurship.

Moreover, in partnership with SEDA, CET colleges are actively developing entrepreneurship programmes. These programmes are delivered through Entrepreneurship Hubs, currently being established in each of the nine (9) CET colleges hosting such hubs⁴⁸.

2.8.4 Introduce compulsory digital skills training specific to programme offerings at TVET colleges

The introduction of learning programmes in robotics and digital skills have been prioritised for implementation at TVET colleges in alignment with 4IR imperatives and requisite skills requirements.

The five-year target in the IYDS (2022/25) states that *25 TVET colleges with compulsory digital skills training by 2024*. A total of 38 curricula have been reviewed, with a commitment to revise ten additional curricula per annum in future. In 2021, 50 TVET colleges offered training programmes in digital skills. Three (3) additional new/reviewed TVET programmes with integrated digital skills training were approved by the Director-General for implementation on 16 February 2023⁴⁹.

2.8.5 Strengthen skills planning

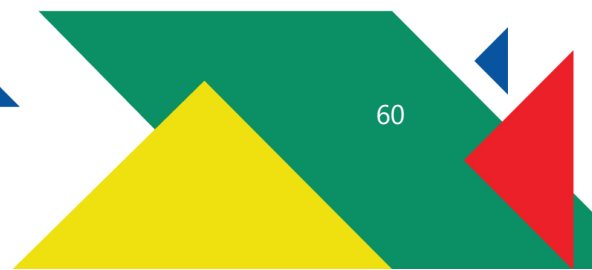
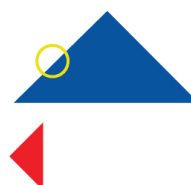
The IYDS (2022/25) target in relation to this intervention states that *SETAs fund programmes identified through research that meet the needs of emerging and small enterprises in TVET and CET colleges*. During 2022/23, there were 21 SETAs mandated by Chapter 3 of the Skills Development Act, 1998 to provide skills development across various economic sectors⁵⁰. One of their main objectives is to implement various learning programmes, such as learnerships, internships, bursaries, as well as work-integrated learning and graduate placements.

According to the DHET Annual Report (2022/23), SETAs have established 1 878 partnerships with industries directed towards up-scaling graduate placements, work integrated learning, research as well as increasing TVET college lecturers' workplace exposure in line with the needs of industry. These partnerships also afford SETAs access to labour market intelligence which in turn informs the development of appropriate sector skills plans and curriculum development and thereby improving the quality of provisioning and employability.

All SETAs have also developed the Sector Skills Plans which require an up-to-date list of scarce and critical skills apparent for each sector. With the updated plans set in place, training interventions supported by SETAs have been aligned to and are responsive to the skills needs identified in each sector⁵¹.

DHET, Annual Report 2022/23

DHET, Annual Report 2022/23
DHET, Annual Report 2022/23
DHET, Annual Report 2022/23



The National Youth Development Agency (NYDA) has established strategic partnerships with the following SETAs: FOODBEV SETA; Food Beverage Venture Learnership (Food Beverage & Handling) Phase 1 for 150 Learners and phase 2 for 200 learners in conjunction with Gauteng City College. INSETA: Training & Learnership for 215 Learners (Insurance Services). PSETA; Learnership on New Venture Creation & End User for 100 learners. W&R SETA, Learnership for 300 learners on wholesale retail (Durban, Pietermaritzburg, Thulamela, Sekhukhune, Tshwane, Johannesburg, and Welkom) CIPC registration is a minimum requirement for this venture. SERVICES SETA, 532 apprenticeship programme in plumbing, electrical, carpentry, diesel mechanic. CHIETA, 75 learnership on electrical & fabrication (Fitter & Boilermaker). CONSTRUCTION SETA, apprenticeship programme plumbing & electrical. 75 learners. The FASSET recruitment drive of 500 youth entrepreneurs and delivery of Training to 500 entrepreneurs by universities and Mentorship Masterclasses/ one on one (Incubation) for businesses as well as SMMES who are granted access to NYDA Web based accounting system (NYDA costs) to the total of **Total R4 999 500,00**. The FASSET Entrepreneurship Training & Incubation Project is an initiative between Finance, Accounting, Management Consulting and Other Financial Services sector (FASSET SETA) and the National Youth Development Agency (NYDA). The project is implemented in collaboration with Institutions of Higher Learning.

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2.8.6 CET college skills programme piloted around community needs

In an effort to respond to the crisis of youth who are “Not in Education, Employment or Training” (NEET) in South Africa, DHET has embarked on a programme to target persons who are classified as NEET for enrolment into interventions that may improve their levels of education and training as well as advance their prospects for employment.

The IYDS (2022/25) target for this intervention states that *90% NEET taking part in CET colleges becoming economically active by 2024*. It is important to note that the DHET Annual Report (2022/23) does not report on this particular indicator/target. However, in 2022/23, the Department reported that CET colleges are working with partners to introduce skills programmes that respond to key skills demands required by the communities, as well as the labour market and employers. Digital skills have been implemented at one of the 54 pilot centres in the Eastern Cape. Programmes offered comprise of basic computer literacy, web publishing, customer experience and social entrepreneurship. Community members are also being trained in these digital skills with a view to establish digital services for the community in relation to income generation purposes.

In 2022/23, the CET Branch collaborated with the Quality Council for Trades and Occupations (QCTO) in developing new skills programmes informed by local economic needs. A total of 4 new and accredited skills programmes were introduced by December 2022.

2.8.7 Support universities to implement student-focused entrepreneurship programmes

The IYDS (2022/25) states that *all PSET institutions should be implementing student-focussed entrepreneurship development activities by 2024*. DHET reports that entrepreneurship programmes have been implemented in collaboration with SEDA. In the 2020/21 financial year, the Entrepreneurship Development in Higher Education (EDHE) programme was approved. As at 2022/23, DHET reported that 20 universities were implementing student-focused entrepreneurship development programmes⁵².

Through this intervention, skills are also provided to students enrolled at CET colleges, as well as youth in communities. A total of 450 students and communities have been trained in relation to entrepreneurship as of 2022/23⁵³.

In terms of the TVET colleges, DHET reported that as of the 2022/23 financial year, 42 public TVET colleges were implementing student-focused entrepreneurship development programmes, against an APP target of 50. The Department has committed to provide support on an ongoing basis to those TVET colleges that do not have the capacity and capability to develop and implement student-focused entrepreneurship development programmes⁵⁴.

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2.8.8 Conduct IP awareness sessions (IP Wise) at TVET colleges (at least two per annum)

To ensure a responsive PSET system, the IYDS (2022/25) set a target of *two (2) intellectual property (IP) awareness sessions per year in TVET colleges*. It is important to note that progress on performance on IP awareness could not be found in the Department of Science and Innovation (DSI) Annual Report (2022/23).

However, an alternative indicator (to the specific IYDS indicator) on IP awareness in the Annual Report (2022/23) is to *promote public awareness of and engagement with science conducted*, as reflected in the reports of the NRF and other implementing and collaborative partners. In 2022/23, DSI conducted 12 initiatives promoting public awareness of and engagement with science.

The IYDS (2022/25) also identifies another target of *600 000 people (cumulative) to be reached through outreach, awareness and training programmes in space science by 2024*. In 2022/23, a total of 1 126 youth had been engaged in space science, against a target of 1 000¹⁵.

2.9 Improved educational and health outcomes and skills development for all girls, youth, and persons with disabilities

2.9.1 Targeted programmes to up-scale existing campaigns and programmes on new HIV infections among youth, women, and persons with disabilities

According to the SABSSM VI, the overall national estimate for HIV prevalence for all ages (0+ years) in 2022/23 was 12.7%, from 14,0% in 2017. This translates to approximately 7,8 million people living with HIV in South Africa in 2022/23 compared to 7,9 million in 2017. The national HIV prevalence was 16.3% among adults aged 15 years and older, which was an estimated 7,4 million adults.

SABSSM VI found that 90% of the people aged 15 years and older living with HIV in South Africa were aware of their status, 91% of those aware of their status were on ART, and 94% of patients on ART were virally suppressed after 12 months¹⁶. The survey also found that 81% of people aged 15 years and older living with HIV in South Africa were virally suppressed in 2022 compared to 62% in 2017. Viral suppression was higher (83%) among women when compared to men (79%) and lower (70%) among younger adults aged 15–24 years. The lowest percentage of viral load suppression (66%) was among men aged 25–34 years old.

According to the survey, half of all young men aged 15–24 years were medically circumcised compared to 43% in 2017. This is an important achievement as studies have shown that male circumcision can reduce the risk of heterosexual HIV transmission by approximately 60%¹⁷.

However, 2022 survey also revealed gaps that remain in addressing the HIV epidemic in South Africa. Among people aged 15 years and older, the impact of the HIV epidemic in South Africa is unequal across geographic regions and populations, particularly affecting black Africans, women, and young people. HIV prevalence varied geographically, ranging from 8% in the Western Cape

Province to 22% in KwaZulu-Natal Province. Furthermore, HIV prevalence was nearly twice as high among women (20%) compared to men (12%). By race, HIV prevalence was the highest among black

¹⁵ DSI, Annual Report 2022/23

¹⁶ SASSMVI, October 2023

¹⁷ DoH, APP 2023/24

Africans (20%), followed by Coloureds (5%), and lowest among Whites and Indian/Asian people (1% each)¹⁸.

The most pronounced differences in HIV prevalence by sex were seen among younger populations. Compared to males of the same age groups, HIV prevalence was approximately two-fold in females aged 15–19 years (5.6% vs. 3% respectively), and 20–24 years (8% vs. 4% respectively), and three-fold higher in females aged 25–29 (20% vs. 6% respectively).

On March 24, 2023, the Deputy President of South Africa, with support from the Department of Health (DoH), launched the 5th generation National Strategic Plan for HIV, TB, and STIs (NSP) 2023-2028. The focus of the NSP 2023-2028 is to provide innovative interventions that are people and communities-centred as well as multi-sectoral approaches to reduce the barriers and enhance access to equitable HIV, TB and STIs prevention and treatment services¹⁹.

The NSP 2023-2028 highlights the bold strategic objectives that aim to reduce barriers to accessing health and social services. It builds on lessons from the previous NSP and promotes a new and urgent focus to reduce inequalities for all people living with HIV, TB and STIs who are not benefitting from treatment and care services.

The inclusion of mental health services and social support is based on the strong association between HIV, TB, STIs, sexual and gender-based violence (SGBV), human rights violations, inequalities, and mental health.

The plan has four strategic goals: breaking down barriers to achieving HIV, TB and STIs solutions; maximising equitable and equal access to HIV, TB and STIs services and solutions; building resilient systems for HIV, TB and STIs that are integrated into systems for health, social protection, and pandemic response; and to fully resource and sustain an efficient NSP led by revitalised, inclusive, and accountable institutions.

DoH will implement the NSP 2023-2028 through interventions such as expansion of pre-exposure prophylaxis (oral PrEP), implementation of the youth zones in the public health facilities, implementation of men's health programme, focused attention to key populations among others including those tailored for sex workers, men who have sex with men, transgender people, people who inject drugs, and people in prisons²⁰.

2.9.2 Targeted programme on adolescent sexual and reproductive health and rights, including addressing teenage pregnancies and risky behaviour

2.9.2.1 Department of Basic Education

Inter-Departmental Campaign on the Prevention of Violence, Bullying, Corporal Punishment, Gender-Based Violence (GBV), Learner Pregnancy, Drugs and Substance Abuse: The DBE and its partners, the SAPS, the Departments of Social Development (DSD), Home Affairs, Health, the Government Communication and Information System (GCIS), as well as the Department of Justice and Constitutional Development (DoJ&CD), rolled out the fourth edition of the interdepartmental

¹⁸ SASSMVI, October 2023

¹⁹ National Strategic Plan for HIV, TB and STIs, 2023-2028

²⁰ DoH, APP 2023/24

campaign in the North West, in August 2022. The campaign raised awareness of various community and school-level challenges such as bullying, mental health, GBV, learner pregnancy, drugs, substance abuse, and poor management and governance, which negatively affect teaching and learning. A total of 1 050 learners were reached through the campaign.

The fifth and last edition of the campaign for 2022/23 was held in the Eastern Cape, between February and March 2023. The campaign reached 3 509 learners²¹.

Socio-Educational Inclusion of Diverse Sexual Orientation, Gender Identity, Expression and Sex Characteristics Programmes (SOGIESC) in Schools and the Protocol for the Elimination of Unfair Discrimination in Schools: The DBE undertook localised consultations in 5 provinces: Eastern Cape, North West, Free State, Western Cape and Gauteng. These guidelines assist school administrators, leaders, and educators in developing and implementing strategies for safe, equitable, and socially just learning environments for all learners regardless of their sexual orientation, gender identity, expression, and sex characteristics. The DBE has continuously supported school community engagements to promote human rights, equality, social inclusion, and diversity in schools.

The Social Inclusion in Education Working Group (SIEWG): This working group was established to assist the DBE with advancing social inclusion matters broadly. Currently, the working group spearheads issues of gender diverse, transgender, and intersex learners, ensuring that their basic right to education is not violated. Membership is drawn from gender-affirming stakeholders and partners who can assist the DBE technically in taking forward this constitutional mandate.

Intergenerational dialogues draw participation from learner formations such as the Representative Council of Learners (RCLs), Girls and Boys Education Movement (GBEM), Peer Educators and similar structures: The engagements are usually on promoting human rights and responsibility, addressing how they should positively contribute to the governance of their schools and promoting inclusive, safe learning spaces. In 2022/23, sessions were held in Limpopo to create safe spaces of engagement between the young and old to freely share their thoughts and ideas and interact constructively on different topics related to child and youth agency, learner leadership, gender equity and social justice⁶².

The Girls and Boys Education Movement (GBEM) National Camps: In the 2022/23 financial year, GBEM national camps were held in 3 provinces - Gauteng, Limpopo and Free State from 12 - 14. This is a continuation of empowering learners through edutainment and seeks to change behaviour and social norms that drive gender-based violence in schools. It focuses on raising awareness among learners, capacitating their sense of personal well-being while building their understanding of resiliency.

Representatives Council of Learners (RCLs) within the SADCChild and Youth Agency Framework: In 2022/23, workshops were held on repurposing the focus of youth child and youth agency in schools to be consolidated within RCLs. The purpose was to advocate for reviewing and effectively transforming education systems to achieve children's agency. Provincial coordinators from Social

HIV and AIDS Life Skills Education Programme: The HIV and AIDS Life Skills Education Programme finds its policy mandate from the National Policy on HIV and AIDS for Learners and Educators in Schools (1999). The programme was initiated in 2000 and is implemented in all public institutions with a focus on learners in Grades 1-12. The main objectives of the life skills programme are to integrate HIV and

²¹ DBE, Annual Report 2022/23

⁶² DBE, Annual Report 2022/23

AIDS and relevant life skills into the school curriculum as a strategy to prevent and mitigate the spread of HIV infection, and to provide care and support for learners that are infected and affected by HIV and AIDS⁶³.

The Domestic Violence Amendment Act webinar: The DBE participated in a series of webinar sessions led by the DoJ&CD to share relevant and up-to-date information about the Domestic Violence Amendments Act and the implications these amendments have on various sectors.

The Thari Programme: Through the impact of a multi-sectoral approach towards protecting children and women against violence, this programme was undertaken in the Free State province, as a collaboration of the DBE with the Cyril Ramaphosa Foundation. The programme contributes to eradicating violence within communities by significantly contributing to school safety, enrichment, and support to families to make a real difference in the well-being of children. Participants comprising parents, educators, community-based organisations, academics, and learners attended the workshop.

International Day of the Girl Child: The DBE continues to support the International Day of the Girl Child as an annual recognised observance on 11 October 2022. The day acknowledges adolescent girls' importance, power, and potential by encouraging them to eliminate gender-based challenges that little girls face worldwide and promote their empowerment and fulfilment of their human rights.

School Community Engagements on managing the reporting of sexual abuse and harassment in schools: In 2022/23, these engagements were conducted in Limpopo, Gauteng, Northern Cape, and Eastern Cape provinces, respectively. The purpose of the engagements was for relevant school officials, SGBs and community partners to cascade the information to their constituencies on the prevention of GBV and learner pregnancy. An overview of the protocol for the Management and Reporting of Sexual Abuse and Harassment in Schools was also shared, as early and unintended pregnancies are experienced mainly by children under the age of 18 years, which implies a high probability of statutory rape. Discussions were held on creating an enabling environment for preventing sexual violence, implementing prevention interventions through access to Sexual Reproductive Health and Rights (SRHR) services in schools, including care, counselling and support provision, and impact mitigation. The Protocol for the Management and Reporting of Sexual Abuse and Harassment in Schools is advocated as an interface to the Learner Pregnancy Prevention and Management Policy awareness.

The Education Plus Initiative (EPI) Multi-Party Parliamentary Women's Caucus: In March 2022, the DBE, supported by UNAIDS and the South African National Aids Council (SANAC), hosted a multiparty engagement with young, diverse persons from various geographical areas to address the scourge of HIV, AIDS and STIs amongst South African youth, more especially girl children. The engagement yielded significant input through inter-generational dialogue while addressing

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pressing issues relating to Gender-Based Violence and Femicide (GBVF), early unintended pregnancies, mental wellness and the impact of HIV and AIDS.

Southern African Community Development Community (SADC) and the CSTL Technical Committee: The DBE participated in the committee meetings in 2022/23 convened by SADC to discuss, among others, how children who are affected by learner pregnancy can be best supported and how Member States can accelerate the institutionalisation of the Child and Youth Agency Framework. The meetings shared best practices and strengthened the implementation of CSTL across the SADC region.

Integrated School Health Programme (ISHP) programme: According to the data from the DHIS submitted to DBE by the Department of Health, 257 568 learners were reached through health screening from January to October 2022. The second round of the HPV campaign took place during the year, reaching 326 999 of the targeted 493 996 girls from Grades 4, 5 and 6 learners²².

Comprehensive Sexuality Education (CSE): The Department is implementing the CSE SLPs through the support of PEPFAR and the Global Fund. The total number of learners reached by partners in 2022/23 was 294 970 out of a target of 300 000.

Amaze Videos Comprehensive Sexuality Education (CSE): The Department is currently implementing CSE in Grades 4 – 12 through two (2) subjects, Life Skills (Grades 4 – 6) and Life Orientation (Grades 9 – 12). CSE implementation, teaching, and learning are done through the Scripted Lesson Plans (SLPs) aligned to CAPS. The videos harness digital media's power to provide young adolescents around the globe with accurate, age-appropriate, and honest sex education

Learner Pregnancy Prevention and Management Policy Provincial Dissemination Workshops: The increased number of learner pregnancies has become a significant challenge in South Africa, which limits the potential of young girl learners for academic achievement. To ensure that learners are knowledgeable about unintended pregnancies, the DBE, in collaboration with the Limpopo and Western Cape Departments of Education, hosted Learner Pregnancy Prevention and Management Policy Provincial Dissemination Workshops in 2022/23. The workshops allowed the DBE, social sector departments and various key role players to address the high pregnancy rate amongst girl learners. It also empowered officials with approaches and strategies to respond and ultimately end early and unintended pregnancies in South Africa.

Learner Pregnancy Prevention and Management Advocacy Workshops: A total number of 9 Virtual Orientation workshops on the DBE Policy on the Prevention and Management of Learner Pregnancy in school were conducted to prepare for the provincial-based advocacy workshops targeting internal and external stakeholders such as DBE sister departments, partners, as well as community-based organisations. The orientation reached district and provincial officials within the Health Promotion and Psychosocial Support directorates⁶⁵.

2.9.2.2 Department of Health

Human Papillomavirus (HPV) Programme: The programme aims to enable the health sector to prevent cervical cancer by making available HPV vaccinations for Grade five schoolgirls in all public and special schools and progressive integration of HPV into integrated school health

²² DBE, Annual Report 2022/23

⁶⁵ DBE, Annual Report 2022/23

programme. In 2022/23, 82,6% of Grade 5 schoolgirl learners aged nine and above were vaccinated for HPV with first dose (400 957 out of 485 035 Grade 5 girls), and 94% of schools with Grade 5 girls were reached by HPV vaccination teams with the first dose²³.

Youth Zones: The HIV, AIDS and STI sub-programme within DOH expanded the identification of youth zones within the PHC facilities to 1 845 in 2022/23. The aim of the youth zones is to provide an enabling environment to health seeking behaviour for young people especially regarding services such as HIV and STIs prevention and treatment as well as Sexual and Reproductive Health programmes.

B-Wise Programme: The Department has introduced programmes such as B-Wise - a young person's interactive cell phone health platform to empower adolescents and youth to make the right choices based on accurate information; and She Conquers Campaign - A youth-led campaign which will run for 3-years collaborating with government, NGOs, business, and civil society to address the major issues that adolescent girls and young women face in South Africa today.

2.9.2.3 Department of Social Development

The Department of Social Development (DSD) in partnership with Pact SA continued to capacitate Social Service Practitioners (SSPs) on Psychosocial Support Services in Gauteng, KwaZulu-Natal and Mpumalanga provinces, reaching a total of 204 SSPs in 2022/23. The Guidelines ensure early identification of Orphans, Vulnerable Children and Youth (OVCY) at higher risk of contracting HIV. A total of 168 323 vulnerable children were reached on the implementation of communitybased prevention and early intervention services in 2022/23; of which 992 of those were children with disabilities.

The Department further trained 702 SSPs on the Compendium of Social and Behaviour Change (SBC) programmes. The Compendium comprised the following SBC programmes: YOLO, Chommy, Family Matters programme, Boys Championing Change and Men Championing Change programmes. This will assist the SSPs to implement the programmes to contribute to the reduction of new HIV infections and teenage pregnancies.

In the 2022/23 financial year, DSD in collaboration with various stakeholders in the field of substance abuse, conducted information sharing sessions at various institutions of higher learning on prevention and early intervention measures to curb social ills. In addition, the Department conducted 28 activations during the festive season campaign through information dissemination, door-to-door visits, blitzes, dialogues as well as visits to hot spot areas. The Department conducted four capacity building trainings on the National Drug Master Plan (NDMP) 2019-2024 in Eastern Cape, Gauteng, North West and Northern Cape. Cluster Departments were also trained which included DTIC, SAPS, COGTA, DCS, DoJ&CD, NYDA, SAHPRA, DHET and SARS.

The Department developed a DSD Integrated School Health Programme (ISHP) Plan to curb teenage pregnancy. The Plan was monitored on activities implemented at National and Provincial Departments of Social Development to curb teenage pregnancy. Furthermore, National and Provincial activities were conducted in schools, communities.

²³ DoH, Annual Report 2022/23

In 2022/23, DSD commemorated Child Protection Week (CPW) in districts with high levels of teenage pregnancies and other issues affecting children. A total of 1 000 people including children were reached.

The Department facilitated the implementation of Social and Behaviour Change programmes in schools. In 2022/23, over 25 000 beneficiaries were reached through the You Only Live Once (YOLO) school-based programme. YOLO is a DSD branded and evidence-based Youth Social and Behaviour Change Communication programme, targeting orphans, vulnerable, children and youth (OVCY) aged 15-24 year age group. The programme is aimed at the reduction of HIV Infections and teenage/unplanned pregnancy²⁴.

2.9.2.4 Department of Higher Education and Training

DHET has continued to implement the Policy Framework to Address Gender-Based Violence (GBV) in the PSET System through Higher Health which oversees and coordinates the implementation of a seven-pillar integrated programme on campuses that includes inter alia, programmes to mitigate the incidence of violence against women and people with disabilities and in particular, addressing cases of sexual violence on campuses across the country.

The Department organised a student leadership capacity building induction session in 2022/23 in collaboration with Higher Health which focused on aspects such as Sexual Reproductive Health, GBV, Mental Health, Alcohol and Drug Abuse, the COVID-19 pandemic, Disability, Discrimination, as well as Stigma, Human Rights and Monitoring and Reporting Tools²⁵.

2.9.3 Mainstream gender, youth and disability issues in programmes on access to universal education, life skills, skills development and training and in different field of study, including STEM

The IYDS (2022/25) states that the *level of mainstreaming of gender, youth and disability issues should 100% by 2024*. Although DBE does not specifically report on this indicator in its APPs and annual reports, the Department is presently implementing Comprehensive Sexuality Education (CSE) in Grades 4–12 through two subjects: Life Skills (Grades 4–6) and Life Orientation (Grades 9–12). The teaching and learning process involves Scripted Lesson Plans (SLPs) aligned with the Curriculum and Assessment Policy Statement (CAPS). These SLPs are designed to assist educators in delivering scientifically accurate, incremental, age- and developmentally appropriate, curriculum-based, human rights-oriented, gender-equality-focused, and culturally relevant sexuality education. The total number of learners reached in 2022/23 was 294 970 out of a target of 300 000²⁶.

The implementation of CSE has been reinforced by the introduction of the AMAZE Video series, digitally shared with all provinces in February 2023. This video series, developed in partnership with the United Nations Population Fund (UNPF), leverages digital media to provide young adolescents globally with accurate, age-appropriate, and honest sex education.

In addition, DBE is progressing with the Socio-Educational Inclusion of Diverse Sexual Orientation, Gender Identity, Expression, and Sex Characteristics Programmes (SOGIESC) in Schools and the

²⁴ DSD, Annual Report 2022/23

²⁵ DHET, Annual Report 2022/23

²⁶ DBE, Annual Report 2022/23

Protocol for the Elimination of Unfair Discrimination in Schools. These guidelines and the protocol, approved by the Council of Education Ministers (CEMs), are undergoing localised internal stakeholder consultations after being carried out in five provinces: Eastern Cape, North West, Free State, Western Cape, and Gauteng. The guidelines aim to assist school administrators, leaders, and educators in establishing strategies for safe, equitable, and socially just learning environments for all learners, irrespective of their sexual orientation, gender identity, expression, and sex characteristics.

Furthermore, there is an ongoing revision of the Care and Support for Teaching and Learning (CSTL) Framework. A workshop was conducted on May 5, 2022, to revise the CSTL Framework and accompanying Handbook. Given that the current Framework and Handbook were developed over a decade ago, the revision aims to accommodate and align with the evolving nature of educational barriers. Drafts have been developed and submitted to the DBE for final review and endorsement²⁷.

In its efforts to develop intervention mechanisms for the mainstreaming of women, youth and disability issues, the Department of Women, Youth and Persons with Disabilities (DWYPD) analysed 2023/24 draft Annual Performance Plans (APPs) of National departments and Entities in collaboration with the Department of Planning, Monitoring, and Evaluation (DPME). Feedback was provided to the relevant departments in January and February 2023. The APPs 2022/23 of the Provincial Governments were assessed for responsiveness to the priorities of women, youth and persons with disabilities. DWYPD analysed 50 draft APPs of national government departments, state-owned entities and Chapter 9 institutions. The analyses were conducted to determine whether the draft APP's provided for disability indicators and targets. Focus was given to areas on employment equity, procurement spend, disaggregation of data, disability responsive budgeting and disability mainstreaming strategies. Analysis reports with findings and recommendations were provided through DPME to the reporting institutions with an aim for them to improve upon their targets outlined in their final APPs. This involvement of DWYPD in the planning in reporting institutions is intended to have a positive impact in terms of programmes and services provided to persons with disabilities²⁸.

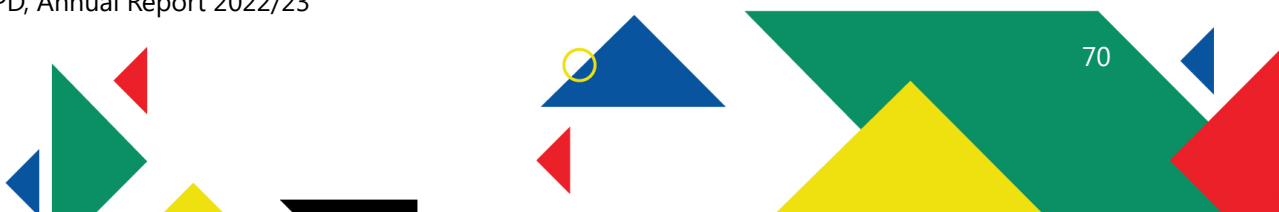
3. PILLAR TWO: ECONOMIC TRANSFORMATION, ENTREPRENEURSHIP & JOB CREATION

3.1 Introduction

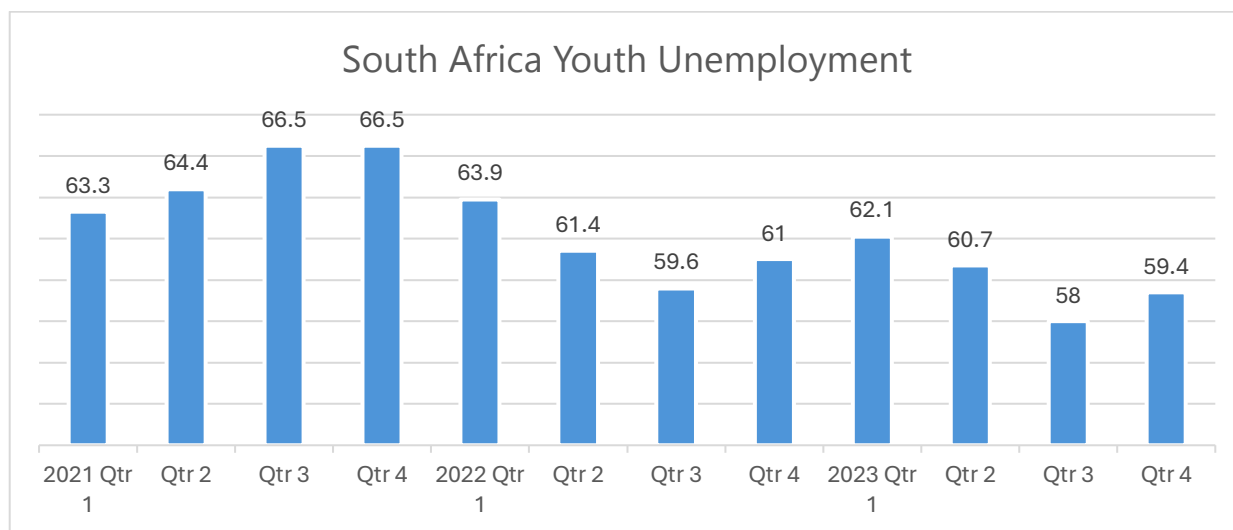
The National Development Plan (NDP) 2030 articulates a long-term vision, with the primary goal of accelerating GDP growth and consequently reducing unemployment and inequality, thereby fostering a more inclusive society. The primary challenge confronting South Africa today is the absence of rapid and sustained inclusive growth, which is essential for addressing the triple challenge of unemployment, inequality, and poverty. Faster and inclusive growth is pivotal for elevating and maintaining higher living standards, while also mitigating the persistent inequalities within the economy.

²⁷ DBE, Annual Report 2022/23

²⁸ DWYPD, Annual Report 2022/23



The figure depicts youth unemployment trajectory since 2021 to date



Statistics South Africa

Reducing the high levels of youth unemployment in South Africa demands the pursuit of a labour-absorbing growth trajectory. Achieving this necessitates establishing a stable and supportive environment conducive to growth and investment, while simultaneously addressing the numerous structural challenges inherent within the economy. In recognition of this, the IYDS (2022/25) advocates for initiatives that foster growth and ensure a more equitable distribution of ownership and income, with a specific focus on assisting young individuals to transition into productive economic activities. The following sub-sections provide an assessment of the progress made in the 2022/23 financial year on the MTSF targets with regards to Pillar 2, as reflected in the IYDS (2022/25).

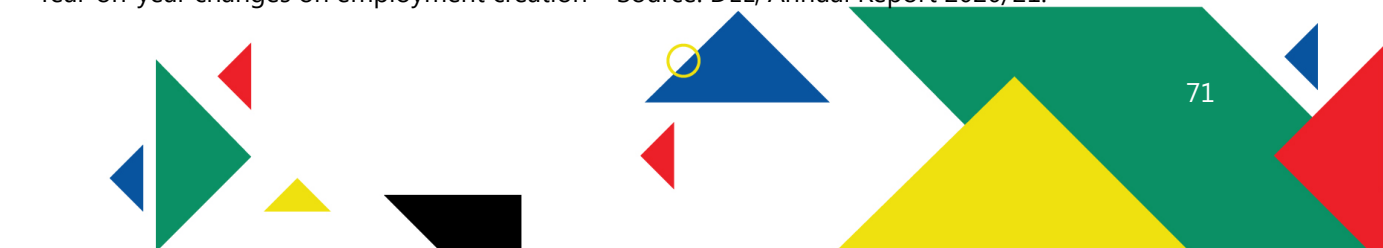
3.2 More decent jobs created and sustained, with youth, women and persons with disabilities prioritised 3.2.1 Create jobs through Job Summit Commitments, Operation Phakisa and other public sector employment programmes

3.2.1.1 Jobs Summit

The Presidential Jobs Summit, convened in October 2018, marked a significant milestone outlined by President Cyril Ramaphosa in his 2018 State of the Nation Address. This initiative was a crucial response to address the pressing issue of severe unemployment in the country. The summit resulted in the establishment of a Framework Agreement that encompasses collaborative high-impact actions to drive job creation, job retention, and overall economic growth. The Agreement outlined interventions with specific timelines for implementation, the anticipated impact on employment, and a monitoring and evaluation framework designed to ensure accountability amongst partners and to the broader community. The Framework Agreement included a range of actions aimed at creating 275,000 jobs annually. This target is also included in the IYDS (2022/25).

The Department of Employment and Labour (DEL) is responsible for the coordination of the implementation of the Job Summit Framework Agreement. In 2020/21, the number of jobs created through the Job Summit initiatives was relatively minimal with 91 000 jobs created in the first quarter of 2020, and 5 245 000 job losses recorded between the second and fourth quarters of 2020²⁹. For the

²⁹ Year-on-year changes on employment creation – Source: DEL, Annual Report 2020/21.



2021/22 financial year, DEL reported an unemployment rate of 35,3% in December 2021, with 262 000 jobs created³⁰.

The economy and labour market were significantly impacted by external factors, notably the COVID-19 pandemic and its associated lockdown measures. These measures, both directly and indirectly, had repercussions on various sectors. Additionally, the economy faced challenges due to decreased foreign demand, leading to a decline in export volume as businesses closed. Furthermore, limited policy implementation, particularly in terms of low investment in infrastructure projects, contributed to sluggish economic growth in the country. These factors were cited by DEL as collectively underscoring the complex challenges faced by the economy and labour market during the specified period³¹.

The Department reported 84 636 jobs created for the 2022/23 financial year as a result of the Jobs Summit interventions³².

3.2.1.2 Operation Phakisa

Operation Phakisa was launched in 2014, aimed at accelerating the delivery of key national developmental priorities contained in the NDP. Operation Phakisa is a cross-sector programme where various stakeholders engage and collaborate to implement initiatives and concrete actions to address constraints to delivery in a prioritised focused area for public accountability and transparency. According to the IYDS (2022/25) five-year target, Operation Phakisa projects are estimated to create a cumulative 402 950 jobs by 2024.

Operation Phakisa projects attracted just over R41 billion in investment and created approximately 8,000 jobs by 2019. Subsequently, in 2020, around R17 billion in investment was secured, resulting in the creation of almost 15,500 jobs. By 2021, approximately R5 billion in investment was attracted, leading to the creation of about 7,330 direct jobs³³. However, during the first quarter of 2022, the investment attracted amounted to R2.04 billion, marking an 18% decrease from the R2.5 billion recorded in the same period in 2021/22. Moreover, 2,306 jobs were created during this period, representing a 37% decline compared to the similar period in 2021/22³⁴.

3.2.1.3 Expanded Public Works Programme

The Expanded Public Works Programme (EPWP) is one of government's key programmes aimed at providing poverty and income relief through temporary work for the unemployed. The EPWP creates work opportunities in four sectors, namely infrastructure, non-state, environment and culture and social, by: increasing the labour intensity of government-funded infrastructure projects; creating work opportunities through the Non-Profit Organisation programme and Community Works Programme (CWP); creating work opportunities in public environment and culture programmes; and creating work opportunities in public social programmes.

³⁰ Year-on-year changes on employment creation – Source: DEL, Annual Report 2021/22.

³¹ DEL, Annual Report 2021/22

³² DEL, Annual Report 2022/23

³³ This figure increases to 11,641 jobs when considering StatSA figures, which include indirect employment.

³⁴ DPME, Presentation on Operation Phakisa, Portfolio Committee on Public Administration, 24 May 2023

In 2020/21, EPWP facilitated the creation of 938 688 jobs through 13 496 projects. In the following year, 1 016 646 jobs opportunities were created, of which 41% (416 825) were allocated to youth³⁵. In the 2022/23 financial year, 990 686 jobs were created from 13 586 projects, representing 96,8% achievement of the annual target³⁶. Overall, for the EPWP Phase 4 (2019/20-2023/24), the Programme has cumulatively created over 4,5 million work opportunities against the IYDS (2022/25) target of *5 million work opportunities for the period ending March 2024*. The Department of Public Works and Infrastructure (DPWI) is currently in the process of reviewing and revising the EPWP for Phase 5 to accelerate the creation of job opportunities for youth³⁷.

3.2.1.4 Community Works Programme

As part of the EPWP, the Community Work Programme (CWP) was formally launched within the Department of Cooperative Governance (DCoG) in 2010. The CWP provides a bridging opportunity for unemployed youth and others who are actively looking for employment opportunities. Programme participants conduct community work in a part-time capacity, which provides them with additional income to search for or engage in further income-generating opportunities. The CWP has a yearly budget of R4,5 billion a year to provide and maintain 250 000 work opportunities a year. This translates into 100 000 fulltime jobs a year. Beneficiaries receive a stipend of R1 100 a month for working two days a week³⁸.

The CWP beneficiary targets are 50% for women, 55% for youth (15-35 years), and 2% for persons with disabilities.

The Municipal Infrastructure Support Agent (MISA) assists 44 district municipalities in gaining access to sustainable services. This is achieved by enhancing the capacity of municipalities to deliver dependable infrastructure, fostering job creation within local communities, and contributing to overall economic growth. In 2022/23, MISA contributed towards creating a technical skills pipeline in municipalities through placement of 318 youth (learners and candidates) in host municipalities across the country³⁹.

In 2022/23, DCoG reported that the CWP had achieved a participation rate of 287 292 which far exceeded the APP target of 250 000. Inclusive in this target are the demographic targets relating to female, persons with disabilities, as well as youth participation. In this regard, the CWP far exceeded the 50% female participation target with a performance at 79%. The 2.5% participation for persons with disabilities means the 2% target was achieved. However, the 55% target for youth participation was not achieved in 2022/23, with performance standing at 27%⁴⁰.

3.2.1.5 Department of Justice and Constitutional Development

In its efforts to contribute towards government's priority of economic transformation and job creation, the Department of Justice and Constitutional Development (DoJCD) reported a total of 15 931 workforce positions occupied in 2022/23, of which 3 641 relate to youth positions. This

³⁵ DPWI, Annual Report 2021/22

³⁶ Annual Performance of the DPWI for the 2022/23 Financial Year, Portfolio Committee on Public Works and Infrastructure, Parliament. 10 October 2023.

³⁷ Media statement: "Minister Sihle Zikalala announces major shake-up for Expanded Public Works Programme". 11 October 2023.

³⁸ National Treasury, 2023

³⁹ DCoG, Annual Report 2022/23

⁴⁰ DCoG, Annual Report 2022/23

achievement translates to 23% achievement of the IYDS (2022/25) five-year target, which states that *youth employment should be 30% by 2024*. By the end of March 2023, the National Prosecuting Authority (NPA) had a total workforce of 5 353 permanent employees, of which a total of 1 218 (22.8%) employees fall within the youth category⁴¹.

3.2.1.6 Basic Education Employment Initiative

The Basic Education Employment Initiative (BEEI), a joint effort between DBE and Provincial Education Departments (PEDs), was launched on December 1, 2020, in response to the COVID19 pandemic. Aimed at creating employment opportunities and preserving jobs and livelihoods, the initiative includes roles for individuals with varying skill levels, such as Education Assistants (EAs) supporting teachers and General Assistants (GAs) engaged in school maintenance, security, and after-school care.

Recruited young people undergo training in various areas, including E-Cadres/ICT Support, Child and Youth Care Workers (CYCW), Reading Champions, Infrastructure Maintenance, Learner Support Agents, and Sports and Enrichment Agents. Initially designed to be implemented during the COVID-19 pandemic, the BEEI's success has led to its continuation through multiple phases, with funding secured for the fifth phase in 2023/24. The BEEI is designed to provide both employment and skills development training, making it a robust programme with opportunities for both skilled and unskilled youth.

The success of the BEEI is evident in the significant employment opportunities and training provided to youth. Phases 1 to 3 have collectively offered around 800,000 employment opportunities, benefiting rural and township schools.

- Phase 1 (Dec 2020 – Apr 2021): 318 496 opportunities
- Phase 2 (Nov 2021 - Mar 2022): 273 571 opportunities
- Phase 3 (Apr 2022 – Aug 2022): 248 722 opportunities
- Phase 4 (Feb 2023 – Sept 2023): Target of 255 100 opportunities⁴²

This impressive achievement not only enhances support for learners and teachers but also contributes to the maintenance of school infrastructure. Recognised as one of the most impactful and well-managed programmes within the broader Presidential Youth Employment Initiative (PYEI), the BEEI has played a crucial role in elevating the standard of basic education across the country by providing additional financial and human resources.

3.2.1.7 Industrial Parks Revitalisation Programme

The Industrial Parks Revitalisation Programme (IPRP) focuses on the revitalisation of industrial parks established before 1994, recognised by government as having significant potential for contributing to the country's economic development. Aligned with the Critical Infrastructure Programme (CIP), which aims to attract investment by enhancing essential infrastructure to reduce business costs, the IPRP follows a phased approach. Since its inception, the programme has successfully supported 12 industrial parks across various provinces⁴³. The activities within these parks have played a crucial role in generating employment opportunities, particularly for

⁴¹ DoJCD, Annual Report 2022/23

⁴² DBE, Annual Performance Plan 2022/23

⁴³ DTIC, Annual Report 2022/23

youth and SMMEs in the provinces, with a predominant focus on sectors such as agro-processing and light to medium manufacturing.

As of May 2022, the IPRP had contributed to the creation of 11,290 construction jobs (estimated 5,532 or 49% youth jobs) and a total of 34,300 direct jobs (estimated 12,348 or 36% youth jobs) spread across the nine provinces⁴⁴.

3.2.1.8 Tshepo 1 Million

Tshepo 1 Million, initially launched as "Tshepo 500,000" in 2014 and later expanded to "Tshepo 1 Million" in 2017, is a key job-creation programme undertaken by the Gauteng Provincial Government. The programme is dedicated to empowering young jobseekers and entrepreneurs by providing them with valuable resources, support, and opportunities, with a commitment to individuals at all education levels for comprehensive career development. Collaborating with businesses and an employment accelerator, Tshepo 1 Million aligns its objectives with policies like the NDP to enhance employment, self-employment, and entrepreneurship opportunities, ultimately addressing poverty and elevating living standards for youth across various education levels.

The programme offers access to diverse upskilling platforms and technologies, such as Microsoft courses, facilitating computer literacy among youth. It also provides placement services through partnerships with private sector companies, leading to various employment opportunities for participating youths. In addition, Tshepo 1 Million incorporates SMME development components through collaborations with private entities.

Between 2014 and 2016, under the Tshepo 500,000 phase, the programme successfully provided skills development, employment, and entrepreneurial opportunities to 211 642 young individuals. Following its expansion to Tshepo 1 Million, as of June 2022, the programme has benefitted approximately 1 million youth, totalling 930 278 since its inception. This achievement translates to the creation of nearly 718 636 income-generating opportunities for previously excluded youth, enabling them to contribute actively to Gauteng's economy while earning a living. Furthermore, through volunteering and other initiatives like the Youth Employment Service (YES) and Harambee Youth Employment Initiative, programme participants can build profiles, refine skills, and enhance their employability, particularly for those lacking prior work experience⁴⁵.

3.2.1.9 National Youth Service Programme

Launched in 2003, the National Youth Service Programme (NYSP) is a government initiative aimed at involving South African youth aged 18 to 35 in community service activities. The program seeks to enhance service delivery, instil patriotism, promote nation-building, foster social cohesion, and equip the youth with occupational skills for sustainable livelihood opportunities.

⁴⁴ DTIC, Annual Report 2022/23

⁴⁵ GPG. [2022]. *My Gauteng - June 2022 - issue 2.pdf*. Gauteng Provincial Government. Gauteng Provincial Government.

<https://cmbinary.gauteng.gov.za/Media?path=OOP/Documents/Documents/My%20Gauteng%20-%20June%202022%20-%20issue%202.pdf&Item=1855&Type=Documents&Location=/OOP>

The NYDA collaborates with stakeholders, government entities, non-profit organizations, and communities to implement the program nationwide, empowering young people to become positive change agents in their communities. The NYSP focuses on young people in three categories, namely:

- Category 1: Unemployed youth who are not in education and training who are engaged in service programme for a minimum period of one year. Participants acquire skills, occupational experience, and career guidance.
- Category 2: Students at tertiary or higher learning institutions, who are provided a platform to perform community service. Participants gain occupational or practical work experience to improve their chances of being employed, and
- Category 3: Youth who have just completed matric and wish to take their gap year undertaking community service in their own communities. This category also aimed at absorbing youth who have not gained admission to institutions of post school training; have not decided on their career choice; or those who do not have funding to pursue further study.

The programme's primary focus is on skills development to improve youth employability, emphasising the acquisition of competitive skills for the job market. While participants engage in volunteer work, the programme provides limited employment in the form of a stipend at R1 838.98 per month, contributing to increased youth employability.

In terms of the various flagship programmes under the NYSP umbrella, The Young Patriots' Programme (TYPP) led by the Department of Sports, Arts & Culture (DSAC) reported successful outreach, with 280 participants in 2022/23, achieving a notable 56,8% female recruitment⁴⁶.

The National Youth Camps: Community Service – DSAC involved learners in Grade 9, 10, and 11 in community service activities across six provinces. Flagship programmes like the Presidential Youth Service Programme (PYSP) engaged 35,700 participants in various sectors, showcasing a comprehensive approach. The Expanded Public Works Programme (EPWP) under the Department of Public Works and Infrastructure (DPWI) created 820,673 work opportunities, significantly contributing to youth engagement and skill development. The Teachers' Assistant Programme, part of the Presidential Youth Employment Initiative (PYEI), engaged 323,422 education and school assistants.

The NYSP has demonstrated substantial impact over the years, creating opportunities for approximately 18 202 individuals under Category 1 and nearly 156 004 opportunities under expanded volunteer projects between 2017/18-2022/23.

Revitalised during the 2021/22 period under the Presidential Youth Employment Intervention (PYEI), the NYSP complements existing public programmes such as the Community Work Programme (CWP). Evaluating the impact over the 2022/23 period across categories, the programme exceeded targets for young people participating in CWP programmes, securing paid service opportunities, transitioning youth out of the NYS, and completing service activities.

Between 1 April 2020, and 30 September 2023, a total of 46,320 youth actively participated in the NYS programme, earning stipends for their completed service work. The financial support these young individuals received, not only provided them with income but also equipped them with

valuable skills applicable in the workplace or for those opting for entrepreneurship. Young people have also benefited through training packages offered by the implementing partners such as technical skills

⁴⁶ NYDA, Annual Report 2022/23

(various areas including surveys and mapping, ECD, agriculture, child nutrition, etc.), professional training (work readiness, communication, accountability), Emotional Intelligence (self-awareness, relationship management and resilience) and agency (patriotism, service orientation, goal-orientation, initiative, and innovation)⁴⁷.

3.2.2 Implement Presidential comprehensive youth employment intervention

To address the youth unemployment crisis, President Ramaphosa launched the Presidential Youth Employment Intervention (PYEI) in 2020. The PYEI is South Africa's most comprehensive effort to address youth unemployment, which seeks to coordinate, accelerate and enhance existing programmes and unblock pathways to employment, training and youth enterprise. In terms of the IYDS target (2022/25), the PYEI is intended to create *one (1) million youth jobs by 2024*.

Recognising the persistent and structural nature of youth unemployment, the PYEI calls for extensive, coordinated, and sustained efforts involving stakeholders from government, the private sector, academia, development partners, and civil society. Strengthening partnerships and providing leadership, urgency, and focus to ongoing efforts are key strategies of the PYEI.

In the short term, the PYEI prioritises delivery by leveraging the strengths of various government institutions and social partners to create more earning opportunities for young people. The intervention aims to drive innovation and expedite the implementation of existing successful programmes. Similarly, the PYEI does not replace the overarching national youth development strategies, but rather, aligns with and contributes to the youth employment creation priorities outlined by these agencies.

The PYEI is guided by five core principles aimed at improving outcomes and achieving greater scale:

- The intervention builds on existing policies, plans and agreements and focuses on addressing gaps in the policy implementation landscape.
- It is driven by the Presidency to ensure effective accountability for implementation.
- It brings together a wide range of partners, and breaks down silos between government departments, among the levels of government, and between government and the private sector.
- It is designed around young people and is responsive to their needs and concerns.
- It addresses constraints to job creation on both the supply and demand side by maximising the allocation of resources⁴⁸.

The PYEI is aligned with priorities outlined in the NDP and MTSF, and aims to realise short-term benefits for young people. A primary objective is to effectively connect young people to existing opportunities for both learning and earning, placing them on trajectories towards sustainable income. Simultaneously, the PYEI seeks to enhance and extend current initiatives and commitments from the government, private sector, and development partners to stimulate job

growth and address skills gaps. By emphasising increased accountability, coordination, and innovation, the PYEI aims to expedite and enhance the delivery of these commitments.

Ultimately, the PYEI aims to improve the prospects of each successive cohort of young people entering the labour market, and decrease the number of those not in education, training, or employment

⁴⁷ NYDA, Annual Report 2022/23

⁴⁸ The Presidency, Introducing the PYEI: An Overview, June 2023

(NEET). Over a five-year period, the PYEI is strategically directing efforts toward sectors with growth potential that can translate into employment opportunities for the youth. These key sectors include digital and technology, global business services, agriculture, installation, repair and maintenance, social services, and the automotive industry.

The PYEI comprises four priority components designed to connect young individuals with opportunities for learning, earning, and support in navigating the labour market. These include:

1. **National Pathway Management Network (NPMN):** This central element aggregates demand and supply for opportunities, serving as a comprehensive platform to guide young people towards achieving sustainable incomes.
2. **Skills Development:** The PYEI actively supports initiatives to equip young individuals with skills that align with the current demand in the economy.
3. **Entrepreneurial Ecosystem Enhancement:** Efforts are directed towards improving local entrepreneurial ecosystems, particularly in marginalised economies like townships, in order to facilitate the creation of opportunities in both formal and informal sectors.
4. **Revitalised National Youth Service (NYS):** The NYS serves as an entry point for young people through community service, allowing them to develop basic skills and identify next steps on their journey towards a sustainable income. These components strategically focus on sectors with growth potential that can translate into employment opportunities for young individuals.

The PYEI has made coordination and partnership central to its approach. Through a Project Management Office (PMO), the Presidency coordinates, provides strategic direction and supports the key government departments and agencies that lead implementation. In all components, the PYEI has established coordination mechanisms to improve alignment and deliver greater impact with existing resources. These mechanisms promote greater exchange, dialogue and cooperation within government as well as with partners outside of government.

The PYEI integrates with other interventions coordinated by the Project Management Office in the Presidency to drive structural reforms and enable job creation. The Presidential Employment Stimulus (PES) was initiated as part of the economic recovery from the effect of COVID-19, but continues to respond to the ongoing crisis of unemployment. PES provides funding for several PYEI components and directly delivers employment opportunities for youth. In turn, the PYEI's National Pathway Management Network supports the implementation of PES programmes.

Alongside the PYEI and the PES, Operation Vulindlela addresses the structural barriers that hinder businesses from creating more jobs for young people. The purpose of the PYEI across these components is to escalate and accelerate several targeted interventions so that young people can access varied programmes that enable progression and result in meaningful and sustainable economic opportunities.

3.2.2.1 National Pathway Management Network (NPMN)

The Department of Employment and Labour (DEL) and the Presidency are jointly leading the development of the NPMN. This network reaches out to young individuals through a combination of digital and telecommunication tools, along with on-site support in communities across the country. SAYouth.mobi, a zero-rated mobile internet site, serves as a digital platform where South African youth

can access the NPMN for job and income opportunities. Over 4,3 million young people were registered on the NPMN on the SA Youth and ESSA platforms as at March 2023⁴⁹.

While certain elements of the NPMN are not universally available, efforts are underway to strengthen linkages with other PYEI components, such as Demand-led Skills Development and Local Ecosystem Enablement. Pilot projects are providing valuable insights into addressing these gaps. One project focuses on enhancing the NPMN's support for intermediation between young people and entrepreneurship support programmes, while another explores the network's role in facilitating work placements for TVET students and graduates.

Additionally, the NPMN is testing a new delivery model to promote the mental health and wellbeing of marginalised young people seeking to reconnect with the education system or labour market. In selected pilot sites, a comprehensive support package is rolled out, allowing young work-seekers to register on the network while accessing additional on-site support, including counselling, interview training, CV development, and referrals. This Basic Package of Support aims to reinforce young people's sense of agency and improve their self-esteem through interventions relevant to their lived realities.

Pilot projects are also investigating how ecosystem mapping and linkages can be facilitated through SAYouth Explorer, a platform that maps government services and resources available to young people across South Africa. Insights gathered from these pilots will inform enhancements to the NPMN, including the expansion of services and the deepening of support provided through the network⁵⁰.

3.2.2.2 Skills Development

A key strategy for addressing youth unemployment and fostering economic growth is the provision of skills aligned with current and future demands. By supplying relevant skills to identified growth sectors, the PYEI aims to support their expansion, leading to the creation of additional jobs. While the broader skills development system is focused on long-term skills demand, the PYEI concentrates on interventions that facilitate the short-term transition of young people into income-earning opportunities.

Operated within the framework of the Skills Strategy for the Economic Reconstruction and Recovery Plan (ERRP), led by DHET in collaboration with the SETAs and National Skills Fund (NSF), the PYEI aims to enhance the relevance and delivery of interventions addressing current skills gaps and emerging needs. The DHET Skills Strategy emphasises coordination, innovation, and increased access to opportunities for young people.

In its identified growth sectors, the PYEI has established demand-led skilling work streams, ensuring that skilling interventions align with industry demand and promote inclusive hiring for young people and marginalised communities. The Digital Work Accelerator (DWA), a public– private partnership within the digital and global business services sector, exemplifies this

approach, addressing skills shortages and creating opportunities for young people on a large scale.

Through the NSF, the PYEI is piloting a pay-for-performance (P4P) model, focusing on results-oriented deployment of brief skills-building interventions. This initiative aims to rapidly implement demand-led

⁴⁹ The Presidency, Annual Report 2022/23

⁵⁰ The Presidency, Introducing the PYEI: An Overview, June 2023

skills training, preparing young people not only with technical skills required in growth sectors but also with general employability skills. The P4P model tests the NSF's role as an outcome funder, making payments based on successful placement of young people in work opportunities post-training. The pilot in the digital and global business services sectors during the 2022/23 financial year will pave the way for potential expansion to other sectors and involve additional funders in future iterations.

3.2.2.3 Entrepreneurial Ecosystem Enhancement

Focusing on township and rural economies, the PYEI aims to unlock employment potential in vulnerable communities by enhancing business activity. This includes efforts to improve access to and better alignment of existing support activities, and offering targeted assistance for young entrepreneurs looking to create opportunities for themselves and others.

The Local Ecosystem Enablement Coordination Committee (LEECC) has been established by the PYEI, comprising representatives from relevant national departments, provincial governments, and key agencies. The LEECC interfaces with relevant actors from the private sector and NGOs. This committee facilitates regular exchange, reflection, and joint strategy development, guiding specific PYEI interventions for stimulating local economies.

The PYEI is in the process of establishing the Local Ecosystem Enablement Fund (LEEF), managed by the Industrial Development Corporation (IDC), to support innovative solutions promoting local economic development, with a focus on SMME growth and entrepreneurship. The LEEF aims to enhance the overall entrepreneurial ecosystem, testing or scaling approaches that have an immediate impact on employment creation in local communities.

Complementing these efforts, Operation Vulindlela accelerates national reforms in crucial areas for economic development, such as communication, transportation, electricity, and the regulatory environment. While Operation Vulindlela focuses on broad improvements to the entrepreneurial ecosystem, the LEEF concentrates on interventions with more immediate effects on employment generation in local communities.

The NPMN will also be leveraged to support entrepreneurship by linking young people seeking to start their businesses with relevant resources, training, and support services. In an NPMN pilot in Empangeni, KwaZulu-Natal, the PYEI is testing the network's role in supporting young entrepreneurs by providing decision-making tools and platforms through the NYDA. This facilitates connections to enterprise support and digital-learning programmes for starting businesses, social enterprises, or accessing other livelihood opportunities.

3.2.2.4 Revitalised National Youth Service (NYS)

The PYEI is revitalising the NYS as an alternative avenue for young individuals who may not be ready for other learning or employment opportunities. The NYS provides practical experience across various service areas, acting as an entry point for young people to identify subsequent steps towards building skills and achieving sustainable income.

Led by DWYPD through the NYDA, the NYS activities are implemented by non-profit organisations deeply rooted in communities. In its first year, the revitalised NYS aims to offer 50,000 opportunities for young people to serve and gain valuable experience, progressively scaling up in the following years, marking a significant effort in providing service opportunities in South Africa's democratic history.

A key instrument for the delivery of the programme is the Presidential Youth Employment Fund (PYEF), administered by the Government Technical Advisory Centre and the Jobs Fund at the National Treasury. The PYEF channels funding from the PES to organisations offering service opportunities for young

people, initially focusing on non-profit organisations with established structures, the capacity to provide opportunities at scale, and robust linkages to the communities they serve.

All NYS opportunities will be advertised through the NPMN, which also serves as a gateway for young people to access various opportunities, career guidance, and counselling, assisting them in identifying a path forward beyond their NYS experience.

In terms of achievements, between April 2022 and March 2023, the Presidency facilitated a total of 670 989 public funded employment opportunities, livelihoods support and placements into private sector jobs through the PES and PYEI (exceeding the target of 500 000). Overall, 83% of the opportunities facilitated through the PES, and 100% of the opportunities facilitated through the PYEI were secured by youth.

The PES facilitated 648 426 publicly funded jobs and livelihood opportunities between April 2022 and March 2023. With 386 297 placement opportunities created for youth, the DBE's Basic Education Employment Initiative (BEEI) remains the flagship programme of the PES and an example of successful delivery of youth public employment programmes at scale. The PYEI facilitated placements of young people into earning opportunities through the NPMN. In addition, the PYEI also facilitated 14 504 workplace experience opportunities for TVET graduates and learners as part of the demand-led skilling component that is led by the Department of Higher Education and Training (DHET)⁵¹.

3.2.3 Create an enabling environment for employment through policy and regulations

As part of its mandate to create an enabling environment for employment, DEL in conjunction with the International Labour Organisation (ILO) has developed a Draft National Employment Policy (NEP) to address the country's persistently high levels of unemployment. The Department is in the process of consulting with identified government departments in preparation for a presentation to be tabled at the Economic Cluster. The policy will be referred to the Minister for gazetting in the fourth quarter of the 2023-2024 financial year. According to the IYDS (2022/25) five-year target, the *drafting and implementation of the policy was to be completed by 2024*. However, there were unexpected delays in the re-appointment of the service provider by the ILO, and in the issuing of a final certificate by Presidency to enable the Minister to table the draft policy to Cabinet to request approval to commence with consultations⁵².

In order to support the importation of critical skills and improve the processing turnaround time, the IYDS (2022/25) set a five-year target for *95% of critical skills visa applications to be adjudicated within four weeks by 2022*. In 2021/22, 91,1% (2 299 of 2 523 critical skills visas) were adjudicated within four weeks by the Department of Home Affairs (DHA). This fell to 57,2% in 2022/23, with the adjudication of 2 790 of 4 876 visa applications within four weeks. In the 2022/23 financial year, DHA reported that 7,6% (330 of 4 333) of critical skills visa applications were adjudicated within the specified timeframes⁵³. The non-achievement of the target was due to the change in delegations and the findings in the Ministerial report on visa and permits, which identified irregularities and corruption in

⁵¹ The Presidency, Annual Report 2022/23

⁵² DEL, Annual Report 2022/23

⁵³ DHA, Annual Report 2022/23

the permit and visa process. The stringent measures adopted to curb these irregularities and corruption affected the turnaround times to finalise these applications.

3.3 Investing for accelerated inclusive growth

3.3.1 Improve the ease of doing business

The World Bank’s Ease of Doing Business ranks economies on their ease of doing business, from 1–190. A high ease of doing business ranking means the regulatory environment is more conducive to the starting and operation of a local firm. The rankings are determined by sorting the aggregate scores on 10 topics, each consisting of several indicators, giving equal weight to each topic. An economy’s ease of doing business score was reflected on a scale from 0 to 100, where 0 represented the lowest and 100 represented the best performance. When compared across years, the ease of doing business score showed how much the business environment for local entrepreneurs in an economy has changed over time⁵⁴.

In terms of the IYDS (2022/25), targets identified in relation to this indicator included: *Improve overall ranking to within the top 50 countries by 2024; and achieve top 50 ranking on indicators such as Starting a Business, Trading Across Borders, Registering Property, Construction Permits, and top 25 ranking on Paying Taxes.*

In September 2021, the World Bank Group took the decision to discontinue the Doing Business report due to data irregularities reported on Doing Business 2018 and 2020⁵⁵.

In the last Doing Business report (2020), South Africa ranked 84th amongst 190 countries in terms of doing business in 2020 (which was a lower ranking from 82nd in 2018). In terms of the specific indicators, South Africa recorded the highest ranking with “protecting minority investors”, and the lowest ranking for “starting a business”. The rankings on key indicators for South Africa in 2020 were as follows:

- starting a business: 139
 - dealing with construction permits: 98
 - getting electricity: 114
 - registering property: 108 • getting credit: 80
-
- protecting minority investors: 13
 - paying taxes: 54
 - trading across borders:
 - enforcing contracts: 102
 - resolving insolvency: 68

3.3.2 Demand skills planning to support growth

DHET supports the process of developing a Priority Skills Plan for the country, which will also align with the Implementation of the Economic Reconstruction and Recovery Plan (ERRP). The IYDS (2022/25) set a target for the *Priority Skills Plan to be developed by 2020*. In 2020/21, a draft Priority Skills Plan was developed based on the engagements with the Master Plan teams and other stakeholders. In 2021/22,

⁵⁴ The World Bank, Doing Business Archive. <https://archive.doingbusiness.org/en/rankings>

⁵⁵ <https://www.worldbank.org/en/news/statement/2021/09/16/world-bank-group-to-discontinue-doingbusiness-report>

however, the monitoring report on Priority Skills was only approved by the Director-General on 30 March 2022 and not by the Minister as planned⁵⁶. A Country-Wide Master Skills Plan is expected to be approved by the Minister by 31 March 2024⁵⁷.

3.3.3 Ensure the macroeconomic policy alignment and coherence

To ensure macroeconomic policy alignment and coherence, the IYDS (2022/25) identified a target for National Treasury to *review macroeconomic policy to support growth*. In this regard, a macroeconomic framework review project plan has been developed. By the end of 2021/22 four research outputs related to the macroeconomic policy review and microeconomic reform agenda were produced.

Government's macroeconomic framework is anchored in a prudent fiscal policy, an inflationtargeting framework, and a flexible exchange rate. Designed to support investment and employment while safeguarding the most vulnerable members of society, this framework aims to foster medium-term economic growth. It involves mitigating fiscal and economic risks, building buffers against shocks, stabilising debt, and minimising the impact of debt servicing on development priorities. This strategic approach enhances investor certainty. In a low-growth environment, deviating from a prudent fiscal stance could erode confidence and growth, compromising the economy's resilience to external shocks⁵⁸.

As emphasised by National Treasury, elevating the economy's growth potential requires substantial structural reforms, along with measures to mitigate short-term risks and enhance government efficiency. In collaboration with the private sector, the government is addressing challenges in energy and logistics. The coordinated economic reform programme, led by Operation Vulindlela under the Presidency and National Treasury, encompasses a wide range of initiatives. These reforms will be complemented by endeavours to reconfigure the state for improved effectiveness⁵⁹.

⁵⁶ DHET, Annual Report 2022/23

⁵⁷ DHET, Annual Performance Plan 2023/24

⁵⁸ National Treasury, 2023 MTBPS, Economic Outlook

⁵⁹ National Treasury, 2023 MTBPS, Economic Outlook

The just transition framework is a planning tool for achieving a just transition in South Africa, setting out the actions that the government and its social partners will take to achieve a just transition, and the outcomes to be realised in the short, medium, and long term⁶⁰.

In 2021, the Presidential Climate Commission (PCC) commissioned several studies and undertook public consultations to help inform the development of the just transition framework and to unpack some of the issues and context for the development of a framework that is practical, timely, and actionable, and meets the needs of all social partners.

The framework sets out the policy measures and undertakings by different social partners to minimise the social and economic impacts of the climate transition, and to improve the livelihoods of those most vulnerable to climate change. The final framework - A Framework for a Just Transition in South Africa - was adopted by Cabinet in August 2022. It presents a shared vision for how South Africa can create a zero-carbon economy by 2050 while supporting climate resilience, eliminating poverty and creating sustainable jobs for all⁶¹.

3.3.4 Review B-BBEE to support worker empowerment and establish legislation for worker, community and HDI ownership

The main objective of Broad-Based Black Economic Empowerment (B-BBEE) is the inclusion of black people, namely Africans, Indians and Coloureds who are South African citizens, in the economy within a larger goal of national empowerment targeting historically disadvantaged people such as black women, the youth, rural communities and disabled people.

The IYDS (2022/25) five-year target is specified as *percentage of B- BBEE transactions with worker and community ownership*. According to the Department of Trade, Industry and Competition (DTIC) Annual Report 2022/23, the outcome indicator is: "*Increased number of black people and black-owned businesses that participate in the mainstream economy*". The five-year target for the Department is set out as: "*10 implementation reports on B-BBEE legislation*". In terms of progress for the 2022/23 financial year, 1 bi-annual report and 1 annual report on the implementation of B-BBEE was submitted. Other achievements cited by the Department in 2022/23 included:

- Workshops were held by DTIC in various provinces to educate women-owned businesses on compliance with B-BBEE legislation.
- Review of the B-BBEE Framework, together with recommendations in the form of a report to the executive authority.
- Annual report on the participation of B-BBEE beneficiaries in the economy, including workers, women, people with a disability, and youth¹⁰⁵.

3.3.5 Ensure the implementation of the Employment Equity Act (EEA) to eliminate gender and race wage disparity

The Employment Equity Act (EEA) aims to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment through elimination of unfair discrimination and implementing affirmative action measures to redress the disadvantages in employment

⁶⁰ <https://www.climatecommission.org.za/just-transition-framework>

⁶¹ PCC - A Framework for a Just Transition in South Africa, June 2022

¹⁰⁵

DTIC, Annual Report 2022/23

experienced by designated groups, in order to ensure equitable representation in all occupational categories and levels in the workforce.

The Department of Employment and Labour (DEL) conducts inspections to monitor compliance with the EEA and the implementation of Employment Equity Plans (EEP) by designated employers. Inspections can be general, focusing on overall compliance and documentation, or initiated by complaints of non-compliance. Inspections by the Director-General involve a thorough review of employment equity documentation.

The IYDS (2022/25) identified a target of *1 640 EEA inspections conducted per year*. In 2020/21, 1 988 inspections were conducted, with an increase to 2 556 EEA inspections undertaken in 2021/22. In the 2022/23 financial year, DEL conducted 4 725 EEA inspections⁶².

3.4 Industrialisation, localisation and exports

3.4.1 Create a conducive environment that enables national priority sectors to support industrialisation and localisation, leading to increased exports, employment, and youth-owned and women-owned SMME participation

The 2019-24 Medium-Term Strategic Framework (MTSF) highlights the need for industrialisation to enable economic growth and development⁶³. This is due to the multiplier effects of these industries and their ability to create jobs, develop skills and support the development of new technologies.

In contributing towards the target set out in the IYDS (2022/25) for *all master plans to be developed by the end of 2021*, the DTIC reported that seven Masterplans have been developed by 2023/23, covering critical sectors such as automotive, retail clothing, textile, footwear, leather, sugar, poultry, steel and metal fabrication, furniture, and global business services. The focus of these plans are to drive improved performance, job creation, economic inclusion, competitiveness and efficiency. The Department stated that these Masterplans have proven to deliver tangible benefits, highlighting the value of partnerships that offer comprehensive support packages⁶⁴.

In terms of exports, the IYDS (2022/25) target stated that *exports for national priority sectors should increase by 4% by 2024*. In 2022/2023, there was a notable 36% increase in exports in US dollars compared to the pre-COVID period, with manufacturing exports growing by 14%. The value of merchandise exports expanded to R1.9 trillion in 2022, representing a growth of approximately 14% (R239 billion) from 2021. The rise in agriculture (20%), manufacturing (19%), and mining (3%) contributed to the overall increase in goods exports. South Africa's exports to Africa increased to R491 billion in 2022, driven by the mining and manufacturing sectors. The Southern African Development Community (SADC) played a significant role, accounting for more than 88% of all South Africa's exports to Africa, with key markets in Mozambique, Botswana, Namibia, Zimbabwe, and Zambia¹⁰⁹.

⁶² DEL Annual Report 2022/23

⁶³ DPME, 2019-24 MTSF

⁶⁴ DTIC, Annual Report 2022/23

¹⁰⁹

DTIC, Annual Report 2022/23

In relation to the IYDS (2022/25) target for *all industrial parks to be revitalised by 2024*, the Industrial Park Revitalisation Programme (IPRP) has seen the revitalisation of 12 industrial parks (with one currently in the reconstruction phase) across seven provinces, creating an estimated 46,490 jobs, with an additional 2,453 construction-related jobs during the revitalisation period. Since the programme's inception in 2015/16, a total funding of R870 million has been approved, including a R30-million contribution from the Employment Creation Fund (ECF). Collaborations with government departments, digital hubs within industrial parks, and a reported R6-billion investment in the townships for the 2021/22 financial year further emphasise the impact of industrial parks in contributing to jobs and investments. The majority of economic sectors in these parks include manufacturing, services, and agro-processing, with products ranging from roof tiles to steel fabrication and destined for both local and export markets.

Despite these achievements, the department is consolidating its work on the IPRP to reconfigure its approach to include changes in the ownership and management composition, ensuring that proper management structures and financial management are in place. The new approach will focus broadly on the development of district economies rather than just fenced enclave areas⁶⁵.

3.4.2 Support localisation and industrialisation through government procurement

Localisation is a strategic approach that aims to boost domestic industries, support local businesses, and stimulate economic growth by favouring locally produced goods in government procurement processes. Localisation has been a central component of the government's economic policy since 2014. It is recognised that a more extensive and transformed industrial base is necessary to provide opportunities for a more inclusive participation of women, youth, and people with disabilities in building the economy and driving growth. The focus on localising efforts and supporting Small, Medium and Micro Enterprises (SMMEs) plays a pivotal role in creating an environment where a diverse range of individuals can actively contribute to economic development⁶⁶.

A strategic focus of DTIC is to advocate for localisation as a fundamental part of public procurement legislation and regulation, the implementation by public entities of existing local content designations, and encouragement of public entities not subject to designations to prioritise localisation in their procurement policies and practices.

Through the implementation of its localisation policy, R4 billion was allocated in 2022/23 for localisation and supplier development funds in various industrial sectors, encompassing green energy, equipment, food, and medical devices. Additionally, commitments totalling R19 billion have been earmarked for procurement in sectors such as auto components and mining supplies. During this period, the government has also prioritised the procurement of 28 key products from local manufacturers¹¹².

⁶⁵ DTIC, Annual Report 2022/23

⁶⁶ DTIC, Policy Statement on Localisation for Jobs and Industrial Growth. 18 May 2021

¹¹²

DTIC, Annual Report 2022/23

3.5 Improve competitiveness through ICT adoption

3.5.1 Spectrum licensing, broadband rollout and reducing the cost of competitiveness

The IYDS (2022/25) targets with respect to this intervention states that *4G coverage of high demand spectrum allocated by end of 2020 and inquiry into the licensing framework for 5G within 6 months after the World Communications Conference 2019*. Significant progress has been made in advancing digital connectivity in South Africa, as evidenced by a notable shift from the 2011 census to the latest count. In 2011, a substantial 64.8% of surveyed households reported a lack of internet connectivity. However, the most recent census indicates a remarkable reduction in this figure, with only 21.1% of households now without internet access. This is in line with the IYDS (2022/25) target of ensuring that *80% of the population have access to the internet by 2024*.

South Africa has adopted a national broadband strategy with the goal of achieving comprehensive broadband connectivity by 2025. The successful conclusion of the high-demand spectrum licensing process by the Regulator, ICASA in March 2022 marked a significant milestone in advancing South Africa's mobile broadband landscape. The allocated spectrum is expected to play a crucial role in expanding and enhancing both 4G and 5G networks across the country⁶⁷.

To further enhance digital infrastructure and services, the Department of Communications and Digital Technologies (DCDT) is concentrating on the implementation of the revised SA Connect programme. Aligned with the national broadband policy approved in 2013, the programme initially focused on connecting government facilities in rural districts. The revised model, approved in January 2022, has received funding of R1.1 billion for the 2023/24 financial year and R1.9 billion for 2024/25. The ultimate goal is to ensure 80% broadband access, and the implementation progress is being closely monitored to achieve this objective⁶⁸.

Efforts are also being made to address the affordability of data, historically a barrier to broadband services in South Africa. The introduction of new players, such as Internet Service Providers (ISPs), Wireless Application Service Providers (WASPs), and SMMEs, has led to a significant reduction in data costs from 5 US dollars to 0.27 cents per gigabyte⁶⁹. The IYDS (2022/25) target specifies that *South Africa should be cheapest in Africa for 1G data by 2024*. However, challenges persist, as highlighted by the Cost to Communicate study, which informed revisions to data costs. Comparatively, the cost of 1GB of mobile data in South Africa remains higher than in most countries, with an average price of \$1.81 (R33.21) across 46 plans. Despite the reduction from 2019, factors such as currency fluctuations need to be considered. The ongoing efforts to bridge the digital divide and address data affordability reflect South Africa's commitment to advancing its digital landscape.

⁶⁷ Ministerial Welcome from the Department of Communications and Digital Technologies by Minister Mondli Gungubele during the Africa Tech Festival 2023, Cape Town, 14 November 2023

⁶⁸ DCDT, Annual Report 2022/23

⁶⁹ Ministerial Welcome from the Department of Communications and Digital Technologies by Minister Mondli Gungubele during the Africa Tech Festival 2023, Cape Town, 14 November 2023

3.5.2 Increased investment in gross expenditure on research and development

Innovation stands as a crucial catalyst for the economic renewal, growth, and transformation essential to South Africa's sustainable and inclusive development agenda. Without a commitment to innovation, the economy will face challenges in restructuring and repositioning itself within a highly dynamic and disruptive global economic landscape. Recognising this imperative, the Department of Science and Innovation (DSI) is taking a leading role in coordinating efforts across the government system. The goal is to stimulate and amplify technological innovation, placing a specific emphasis on fostering inclusive growth that benefits all segments of society.

According to the 2023 South African Science, Technology and Innovation (STI) Indicators Report, Gross domestic expenditure on research and development (GERD) is an aggregated measure of in-house R&D expenditure performed domestically in five institutional sectors, namely government, science councils, higher education institutions, the business sector and the not-for-profit sector⁷⁰. It encompasses all spending on R&D on national territory in a given year and includes domestically performed research and development, which is funded from abroad but excludes funds paid abroad, such as to international agencies.

The IYDS (2022/25) target indicates that *gross expenditure on research and development should reach 1,1% by 2024*. The latest South African National Survey of Research and Experimental Development conducted by the Human Sciences Research Council (HSRC) found that GERD as a percentage of the Gross Domestic Product (GDP) reached 0,62% in 2021/22, up from 0,60% in the previous year, indicating a slight improvement in research and development (R&D) intensity. This represents a 6,9% year-on-year increase from R25,965 billion in 2020/21 to R27,756 billion in 2021/22, in terms of 2015 prices⁷¹.

The study identified the R3,480 billion increase in business sector R&D expenditure as the main contributor to the increase in GERD. The higher education sector increased R&D expenditure by R446 million, the government sector increased by R235 million and the not-for-profit sector increased R&D expenditure by R31 million. The government remains the largest funder of R&D, accounting for 52,5% of total funding, followed by business (29%) and foreign sources (14,5%). Foreign funding has increased significantly over the past decade, with most investments directed towards higher education and business sectors.

In terms of the sectors, the survey found that R&D activity has increased in the manufacturing and financial services sectors. Medical and health sciences, along with social sciences, continue to receive the highest R&D expenditure, at 22,8% and 18,4% respectively. The field of research with the third-highest R&D expenditure in South Africa is information, computer, and communication technology (13,1%), which surpasses the engineering sciences field (11,7%), while growth in social sciences is stagnant⁷².

⁷⁰ DSI. South African Science, Technology and Innovation [STI] Indicators Report. 2023

⁷¹ South African Government News Agency. SA records an increase in research and development expenditure after COVID-19. 16 February 2024. <https://www.sanews.gov.za/south-africa/sa-recordsincrease-research-and-development-expenditure-after-covid-19#:~:text=GERD%20as%20a%20percentage%20of,in%202020%2F21%20to%20R27>

⁷² South African Government News Agency. SA records an increase in research and development expenditure after COVID-19. 16 February 2024. <https://www.sanews.gov.za/south-africa/sa-records->

3.5.3 Commercialisation of Public Sector Funded IP

Commercialisation, which often involves the patenting and licensing of inventions, is an important process by which R&D outcomes are applied in the industrial domain. It ensures that the benefits of R&D investments can accrue to the economy and to society at large. The commercialisation process depends to a large extent on the availability of enabling legislative and policy frameworks that support the effective identification, protection, and management of any intellectual property (IP) associated with the R&D results⁷³.

With a five-year target of 35 disclosures specified in the IYDS (2022/25), DSI reported that in 2021/22, 20 disclosures were licensed for the first time received from publicly financed research and development institutions and recipients as reported to the National Intellectual Property Management Office (NIPMO) by 31 March 2022. In the 2022/23 financial year, 17 disclosures licensed for the first time, received from publicly financed research and development institutions by NIPMO by 31 March 2023⁷⁴.

3.6 Reduced concentration and monopolies and expanded small business sector

3.6.1 Reduce high levels of economic concentration through rigorous implementation of the Competition Act and other regulations

During 2022/23, DTIC took significant steps to address high levels of product and market concentration, which included the publication of the Competition Commission's Economic Concentration Report. Additionally, a comprehensive regulatory reform programme was initiated, and several market inquiries were launched with far-reaching outcomes. Notably, these inquiries led to reductions in data prices and the opening up of online eCommerce markets.

Crucial agreements on public interest conditions in mergers were reached in 2022/23, aiming to bring about structural transformation in the economy. These agreements encompassed initiatives such as supplier development funds for small and medium businesses, corporate procurement policies to deepen industrialisation, and commitments to investment and employment protection. More than 140 000 workers are now shareholders in the companies they work for and major corporations such as PepsiCo, Coca-Cola, Shoprite and Heineken have agreed to worker directors on company boards⁷⁵.

In relation to the IYDS (2022/25) target of *initiate one new market inquiry and implementation of recommendations of one concluded market inquiry per annum*, the Competition Commission furthered its efforts by launching a new market inquiry into the fresh produce market in March 2023. Simultaneously, ongoing work focused on concluding the market inquiry on online intermediation platforms, which was extended to 31 April 2023 owing to a request for further public consultation. In 2022/23, two reports were released, outlining progress on the

[increase-research-and-development-expenditure-after-covid-19#:~:text=GERD%20as%20a%20percentage%20of,in%202020%2F21%20to%20R27](#)

⁷³ Brant J. and Sibanda M., South Africa: IP Management and the Commercialization of Publicly Funded Research Outcomes. World Intellectual Property Organisation. 2018

⁷⁴ DSI, Annual Report 2022/23

⁷⁵ DTIC, Annual Report 2022/23

recommendations and findings of past market inquiries, as well as presenting insights from the Economic Concentration Report⁷⁶.

The finalisation of the SMMEs and Co-operatives Funding Policy by DSBD is also part of the responsive programmes contributing towards reducing concentration and monopolies and expanding the small business sector⁷⁷.

3.6.2 Facilitate the increase in the number of competitive small businesses with a focus on township economies and rural development

The Department of Small Business Development (DSBD) plays a pivotal role in supporting and fostering the growth of SMMEs and cooperatives, aligning with the government's objectives to alleviate poverty and create a conducive environment where businesses can thrive and create employment opportunities. The work of DSBD is carried out in collaboration with its agencies, the Small Enterprise Finance Agency (Sefa) and the Small Enterprise Development Agency (Seda), focusing on providing both financial and non-financial support to SMMEs across the country.

The IYDS (2022/25) five-year target in relation to this intervention is *200 000 competitive small businesses and cooperatives supported by 2024*. The Township and Rural Entrepreneurship Programme (TREP) focuses on programmes that include survivalists and micro-enterprises. During the 2022/23 financial year, the DSBD implemented TREP incentive schemes designed to stimulate and facilitate sustainable and competitive enterprises in township and rural areas, with a specific focus on designated groups such as women, youth, and persons with disabilities (PWDs). The support extended to a total of 18,759 township and rural enterprises, with 22,957 interventions recorded during the 2022/23 financial year. Additionally, 321 cooperatives received financial and/or non-financial support, surpassing the targeted number of 200 for the 2022/23 financial year. The DSBD focused on facilitating the growth of competitive small businesses, with a specific focus on township and rural economies. By March 2023, a total of 28,484 competitive SMMEs and cooperatives had received support from the Department's programmes¹²⁴.

3.6.3 Strengthen development finance towards SMME development

As per the IYDS (2022/25) five-year target, DSBD through its Development Finance Programme, is assigned to ensure that *at least 50% of funding instruments of national and provincial Development Finance Institutions (DFIs) are dedicated to SMMEs and Co-operatives*. In line with its mandate, DSBD has undertaken the development of the first South African SMMEs and Cooperatives Funding Policy, aimed at creating an enabling environment that supports the formation, expansion, and maintenance of small businesses.

The objectives of the SMMEs and Co-operatives Funding Policy include deepening access to finance; increasing the number of small enterprises; reducing economic concentration or monopolies in specific sectors; transforming ownership patterns; addressing financial literacy challenges; focusing on underserved areas like townships and rural areas; and advocating for reduced red tape for small enterprises. The policy's implementation is expected to resolve issues

⁷⁶ DTIC, Annual Report 2022/23

⁷⁷ DSBD, Annual Report 2022/23

¹²⁴ DSBD, Annual Report 2022/23

related to the lack of coordination, double dipping, and ecosystem fragmentation in funding support programs for SMMEs and cooperatives.

As part of the policy development process, DSBD has generated an implementation plan to guide its operationalisation. The plan outlines practical steps, identifies role players, manages anticipated risks, mitigates factors, and communicates the intended outcomes of the policy. In 2022/23, the Department worked towards finalising the SMMEs and Co-operatives Funding Policy, emphasising expanded financial support to new and existing entities in underserved areas such as townships and rural areas, particularly prioritising women, youth, and persons with disabilities. The policy was approved by Cabinet in March 2023 and gazetted on 28 April 2023 for public comment⁷⁸.

3.6.4 SMME development through incubation centres and digital hubs

As indicated in the IYDS (2022/25), the DSBD Portfolio has been tasked with establishing incubators and digital hubs, with a five-year target of *270 incubators and digital hubs established by 2024*. These Incubation and Digital Hubs aim to play a crucial role in nurturing both new and existing small enterprises by offering financial and technical advice related to business operations.

As of 2022/23, there are 110 fully established and operational Incubation Centres and Digital Hubs already in the implementation phase, with 12 centres in the establishment phase. Of the 110 centres in implementation phase, they are categorised as follows: 73 Technology Business Incubators, 31 Centres for Entrepreneurship and Rapid Incubation, and six Township and Digital Hubs, each focusing on specific sectors to support small business start-ups⁷⁹.

3.6.5 Ensure inclusion of SMMEs in localisation and buy local campaigns

The SMME-Focused Localisation Policy Framework was adopted by Cabinet during the course of the 2020/21 financial year, in accordance with the IYDS (2022/25) five-year target. The objectives of the Framework are to: build the manufacturing capacity of SMMEs; provide a coordinated Import Replacement Plan for SMMEs; establish a route to market framework for SMME manufactured products; provide support and preparation of SMMEs towards export market penetration; service localisation to allow development of skills; support SMMEs to adopt innovation and digitisation; and establish a funding framework. This Framework was also incorporated in the Economic Recovery Plan announced in 2020⁸⁰.

During the 2022/23 financial year, substantial progress was made in implementing the SMMEs Focused Localisation Policy Framework in South Africa. A total of 281 products and services provided by SMMEs and co-operatives were successfully connected to the domestic market, surpassing the targeted goal of 250. Overall, the implementation of the policy has resulted in the introduction of over 800 products from SMMEs and co-operatives to domestic markets, establishing collaborative partnerships with prominent retailers and wholesalers throughout the country. For the public sector market, DSBD compiled a comprehensive list of 250 products and

⁷⁸ DSBD, Annual Report 2022/23

⁷⁹ DSBD, Annual Report 2022/23

⁸⁰ DSBD, Localisation of the Driver of Economic Recovery. 2021

services. This compilation is intended for consideration by National Treasury for set-asides, following the approval of the Public Procurement Bill⁸¹.

3.6.6 Explore the introduction of measures (such as tax breaks) to support the establishment of new, youth-owned start-ups

The IYDS (2022/25) underscores the pressing issue of high youth unemployment, coupled with the escalating challenges of poverty and inequality. The strategy also highlights that young people have limited access to resources that can help them find a way out of poverty and empower them to become agents of change. In this regard, the IYDS (2022/25) set a five-year target for *100 000 youth business start-ups per annum*.

To address the critical issue of high youth unemployment and foster entrepreneurship, DSBD and its entities provided financial and non-financial support to 13 369 youth business start-ups in 2021/22. In 2022/23, 8,988 youth business start-ups were supported. The decline in the number of new youth businesses supported was attributed to the low quality of applications received. However, the Department noted that when considering the interventions provided to support the 8,988 start-up youth businesses, the total number of interventions recorded would reach 11,438⁸².

3.7 Quality and quantum of investment to support growth and job creation improved

3.7.1 Improve the quality and rate of infrastructure investment

In order to improve the quality and rate of infrastructure investment, the IYDS (2022/25) specified a target for *R100 billion Infrastructure Fund established and operationalised, with R5 billion leveraged by 2020*. The National Treasury, DPWI, Infrastructure South Africa and the Infrastructure Fund have undertaken complementary reforms to strengthen the infrastructure value chain. Initiatives include the National Infrastructure Plan 2050, the budget facility for infrastructure and the Infrastructure Fund. The budget facility for infrastructure is aimed at increasing rigour in the planning and appraisal of projects, whereas the Infrastructure Fund is aimed at increasing skills and capacity in the structuring of blended finance projects. The purpose of the Infrastructure Fund is to maximise the cost-effective participation of private sector investors in government projects while facilitating early financial closure. The Fund is now fully operational in effect and, since its inception in 2021, has helped to package and approve 13 blended finance projects and programmes to the value of R48,8 billion⁸³.

According to National Treasury, public sector infrastructure spending over the next three years is estimated at R903 billion, against the IYDS (2022/25) five-year target of *R1 trillion invested in infrastructure by 2024*. State-owned companies continue to be the largest contributor to capital investment, spending a projected R302,1 billion over the next three years, mainly within the energy, water and transport sectors. Provinces are expected to spend R209,8 billion on infrastructure over the same period, while municipalities are forecast to spend R190,3 billion. To help close the gap between available public resources and the growing need for infrastructure,

government's Economic Recovery Plan includes immediate measures to boost investor confidence and longer-term reforms to promote sustained economic growth¹³¹.

⁸¹ DSBD, Annual Report 2022/23

⁸² DSBD, Annual Report 2022/23

⁸³ National Treasury, Annual Report 2022/23

The Budget Facility for Infrastructure (BFI) is a multi-disciplinary facility that brings together various expertise across government to make recommendations on the technical feasibility and readiness of infrastructure projects. The BFI supports quality public investments by improving the planning, technical assessment, budgeting and execution of large infrastructure projects. The facility has helped build a pipeline of projects that have undergone rigorous technical analysis and ensures that the budgeting and commitment of fiscal resources is transparent. There have been six BFI windows to support large infrastructure projects. The sixth window of the BFI showed that public institutions have built capacity to contribute to a strong pipeline of projects that are ready for funding. Through BFI processes, R2,5 billion was approved for project funding in the 2022 adjustment budget process and R24 billion was approved in the 2023 MTEF period.

The Jobs Fund is a R9 billion challenge fund that offers a targeted programme of support for effective labour market interventions. The targeted programme supports job creation in the short to medium term and the identification of scalable and replicable job creation models to create jobs and assist in addressing South Africa's unemployment crisis. To date, the Jobs Fund has concluded 10 funding rounds, including a round of relief support funding during the COVID-19 pandemic. It offers matched funding grants across four funding windows (enterprise development, infrastructure, support for work seekers and institutional capacity building). Grant funding is made available, through a competitive process, to initiatives that innovatively solve employment challenges and have the potential to be scaled up. The fund has fully allocated its original R9 billion in grant funding to its portfolio of projects and its project partners have committed R14,5 billion in matched funding over the implementation period. As at 31 March 2023, the Fund had disbursed R6,42 billion and leveraged an additional R13,08 billion from project partners¹³².

3.8 Supply of energy secured

3.8.1 Improve energy availability factor to ensure constant supply of electricity

The Energy Availability Factor (EAF) shows the percentage of time the power station was available for use when it was needed. It is a core measure of performance for any power utility.

The IYDS (2022/25) five-year target aimed for the EAF to be *above 80% by 2024*. Eskom targets were set for 60% EAF by 31 March 2023, 65% EAF by 31 March 2024, and 70% by 31 March 2025. Eskom's EAF for the last week of 2023 dropped to 50%. The EAF for the full 2023 calendar year has dropped to 54.71%, well below what Eskom aimed for.

These targets formed the foundation of Eskom's plan to meet the country's electricity demand and end rolling blackouts¹³³.

¹³¹ National Treasury, Annual Report 2022/23

¹³² National Treasury, Annual Report 2022/23

¹³³

Daily Investor. 5 January 2024. [https://dailyinvestor.com/energy/41081/eskom-eaf-plummets-to-#:~:text=Eskom's%20energy%20availability%20factor%20\(EAF,use%20when%20it%20was%20needed](https://dailyinvestor.com/energy/41081/eskom-eaf-plummets-to-#:~:text=Eskom's%20energy%20availability%20factor%20(EAF,use%20when%20it%20was%20needed)

3.8.2 Increase reserve margin to counter load shedding

The reserve margin is defined as the difference between the peak demand and nominal capacity and is regarded internationally as a key benchmark for assessing the health of a country's electricity supply and transmission system. It is essential to maintain a reserve margin above 15% whilst the demand for

electricity continues to grow in order to provide security of supply, especially for periods of high demand, which is aligned to IYDS (2022/25) target of achieving a *15% reserve margin by 2024*. In 2022/23, it was reported that South Africa's operating reserve margin was less than 10%⁸⁴.

3.8.3 Explore embedded generation options to augment Eskom capacity

In order to counter the rolling blackouts, the IYDS (2022/25) set a five-year target for *1 000 additional megawatts to be commissioned by 2024*. In 2022/23, the Department of Mineral Resources and Energy (DMRE) reported that an additional 2,500 megawatts (MW) of new generation capacity is due to be procured from nuclear sources. The first unit of the new 2,500 MW nuclear project is expected to be commissioned by 2032/2033. The DMRE said in a statement it had issued three requests for proposals (RFPs) for independent power producers to generate 5,000 MW of renewable energy, 2,000 MW from gas and 615 MW from battery storage⁸⁵.

To date 90 renewable energy projects have completed construction and are operational, adding 6,180 MW of capacity to the grid, while nine projects representing more than 1,000 MW are currently under construction⁸⁶.

3.8.4 Separation and unbundling of Eskom to eliminate cross-subsidisation and improve efficiency

According to the five-year target in the IYDS (2022/25), the *independent transmission company under Eskom Holdings was to established by 2024*. In terms of 2022/23 reports, the National Transmission Company of South Africa (NTCSA) is currently being separated from within Eskom to create a level playing field between IPPs and Eskom and is expected to be operationalised once Eskom has received bondholder consent for its unbundling and its establishment as an independent entity under Eskom Holdings.

The NTCSA is envisioned to be an independent transmission system operator incorporating, inter alia, the currently non-licensable but integrated functions of network provision, system operation and system planning. The NTCSA applied for a trading licence to buy and sell electricity from Eskom power stations and independent power producers (IPPs) under section 34 determinations. This will include cross-border electricity imports and IPP generators under the Eskom Holdings programmes, such as short-term power purchases, only to Eskom Distribution.

The term of the NTCSA's trading licence will be five years as a transitional arrangement to allow for transition from the exclusive trading arrangement and incorporation of changes that may emanate from the ERA amendment and price review processes. This will enable Nersa to review the licence conditions after five years. Nersa approved that the NTCSA be issued with a licence to operate a transmission system within the national boundaries. The approval of the transmission licence was the

⁸⁴ Engineering News. Progress being made in reforming South African electricity sector, assures Presidency official. 13 March 2023. <https://www.engineeringnews.co.za/article/progress-being-made-in-reformingsouth-african-electricity-sector-assures-presidency-official-2023-03-13>

⁸⁵ South Africa seeks bids for 7,615 MW of new power generation. 14 December 2023.

<https://www.reuters.com/world/africa/south-africa-seeks-bids-7615-mw-new-power-generation-202312-14/>

⁸⁶ DMRE, Annual Report 2022/23

first of three steps that were required to get the NTCSA off the ground, culminating in the NTCSA acting as a system operator of the national grid.

Nersa also approved that the NTCSA be issued with an import and export licence, subject to licence conditions imposed. The NTCSA intends to conduct import and export of electricity activities in terms of its import/export licence throughout the Southern African Development Community (SADC) using its transmission network and the transmission systems of other SADC member countries. The service that will be rendered under the licence is importing and exporting power in terms of power supply agreements, power purchase agreements and Southern African Power Pool (SAPP) competitive markets⁸⁷.

3.8.5 Diversify energy sources by implementing the approved Integrated Resource Plan 2019

In South Africa, approximately 85% or 42,000MW, of the nation's electricity is generated via coalfired power stations. Despite environmental concerns, coal will continue to provide the majority of South Africa's power for the next decade, although the share from renewables will grow rapidly. Non-hydro renewables are predicted to develop faster than the market, with 8.7GW of additional renewable energy capacity planned to be installed between 2023 and 2032. Solar energy will be the primary driver of this expansion because the government relaxed the standards for local content in solar modules in order to speed up the implementation of solar projects.

South Africa operates a highly successful, Renewable Energy Independent Power Producer Procurement Programme (REIPPPP) for utility-scale transactions. Over 6,000MW of generation capacity across a range of technologies, primarily in wind and solar, have been granted to bidders because of the renewables programme, which is considered as a model for other African nations. The REIPPPP aims to add more megawatts to the nation's electricity grid through private sector investment in renewable energy sources like wind, biomass, and small hydro. To address the recent loadshedding crisis, the President announced that the IPP Office will double the procurement of the normal 2,600MW of renewable power per annum in 2022 and completely scrap the licensing cap threshold which was previously set at 100MW⁸⁸.

With regards to alternative energy sources, the IYDS (2022/25) indicated a target of *11% share of alternative energy sources by 2024*. In 2022/23, the Department of Mineral Resources and Energy

(DMRE) reported that the share of alternative energy sources was at 16,21% comprising independent power producers and registered generators on NERSA's database⁸⁹.

Energy policies in South Africa are driven primarily by the Department of Mineral Resources and Energy's (DMRE) Integrated Resource Plan (IRP). The IRP is DMRE's estimate of electricity demand

⁸⁷ IOL. Eskom's transmission company moves a step closer to becoming operational with approval of two licences. 19 September 2023. <https://www.iol.co.za/business-report/economy/eskoms-transmissioncompany-moves-a-step-closer-to-becoming-operational-with-approval-of-two-licences-ad5c60fe-e6ed-4644-bdd0-077421e5fdbf>

⁸⁸ International Trade Administration. 26 January 2024. South Africa -Country Commercial Guide. <https://www.trade.gov/country-commercial-guides/south-africa-energy>

⁸⁹ DMRE Annual Report 2022/23

growth and what energy generation types should be procured to meet that demand, along with the generation capacity, timing, and cost. The IRP is an electricity infrastructure development plan based on least-cost electricity supply and demand balance, considering security of supply and the environment (minimize negative emissions and water usage).

The Draft Integrated Resource Plan (IRP) 2023 was publicly issued on the 4th of January 2024, with the DMRE inviting written inputs until the 23rd of February 2024. Public engagements, led by senior officials and specialists from the DMRE, are ongoing to clarify aspects of the draft and provide additional insights.

Additionally, the draft IRP 2023 aims to tackle environmental concerns, including the reduction of greenhouse gases, while prioritizing the least cost energy solutions (from a system cost perspective) in the long-term planning part, which is what most countries do. (Source: BBrief. 12

February 2024. Preliminary view of the draft IRP 2023.
<https://www.bbrief.co.za/2024/02/12/preliminary-view-of-the-draft-irp-2023/>)

3.8.6 Strengthen NERSA's regulatory oversight of Eskom and relevant municipalities

NERSA is a regulatory authority established as a juristic person in terms of Section 3 of the National Energy Regulator Act, 2004 (Act No. 40 of 2004). NERSA's mandate is to regulate the electricity, piped gas and petroleum pipeline industries in terms of the Electricity Regulation Act, 2006 (Act No. 4 of 2006), Municipal Finance Management Act, 2003 (Act No. 56 of 2003), the Gas Act, 2001 (Act No. 48 of 2001) and the Petroleum Pipelines Act, 2003 (Act No. 60 of 2003).

The five-year target set out in the IYDS (2022/25) specified that *NERSA review completed with recommendations adopted by Cabinet and implemented by the end of 2020*. It is important to note that the DMRE Annual Report 2022/23 does not refer to this indicator. However, the Department's Annual Report 2020/21 reports on progress with respect to this indicator, as follows: *NERSA has concurred to second Section 34 Determination. Other section 34 determinations for coal, gas, renewable, energy and storage are awaiting NERSA's concurrence*⁹⁰.

3.8.7 Security of supply and diversify liquid fuels

South Africa is heavily dependent on domestic coal to generate and meet electric power demand and on imported oil to produce liquid fuels for transportation, therefore seeks affordable and practical means to lower greenhouse gases whilst meeting new and growing energy demand. In light of this, the IYDS (2022/25) indicated a five-year target for DMRE to *review and update the strategy and plan on liquid fuels by 2022*. In 2022/23, a Request for Proposals for an updated strategy and plan for liquid fuels was issued and the successful bidder announced⁹¹.

It is acknowledged that South Africa has an increasing shortage of high quality fuels and chemicals, which has led to increased importation. In light of this, investment into the development of an oil refinery was made. The Central Energy Fund (CEF) and Saudi Aramco concluded a Memorandum of Cooperation to enable the development of an oil refinery. It was planned that this refinery will be built in Richards Bay and is anticipated to have a capacity of 300 000 bpd. The cost of this project was

⁹⁰ DMRE, Annual Report 2020/21

⁹¹ DMRE, Annual Report 2022/23

estimated to be \$10 billion and a multi-product-pipeline (MPP) connection between Durban and Gauteng⁹².

According to the IYDS (2022/25) target, the *feasibility study for the new oil refinery was due to be completed by 2021 and the final investment decision made*. As of the end of the 2022/23 financial year, DMRE was awaiting a final decision from the investor as to whether it is still their intention to proceed with the investment or not. The feasibility study has been placed on hold due to the withdrawal of the investor⁹³.

3.9 Increased economic participation, ownership, access to resources, opportunities and wage equality for women, youth and persons with disabilities

3.9.1 Develop, implement, support and monitor programmes for equitable job creation, representation and ownership by women, youth and persons with disabilities

3.9.1.1 Department of Small Business Development

The National Development Plan (NDP) Vision 2030 prioritises the significant role of women, youth and persons with disabilities (PWDs) in society. Women's access to both social and economic resources, has far-reaching implications in improving women's quality of life through business development services, technology and innovation, including credit, as well as market access opportunities. In this regard, the IYDS (2022/25) five-year target states that *minimum targets should be defined for women, youth and PWDs*.

DSBD developed the Gender, Youth and Disability (GEYODI) Strategy in the 2022/23 financial year to mainstream women and youth participation in the economy. One of the objectives of this strategy is *"to provide entry points for increased inclusion of women, youth and PWDs into all SMME development and financing initiatives to benefit equitably from these initiatives"*. The IYDS (2022/25) specified a five-year target for *minimum targets to be defined for women, youth and persons with disabilities*. The DSBD's Portfolio's SMMEs and Co-operatives interventions prioritises women, youth and PWDs with an aim to achieve a minimum 40% target for women, 30% for youth and 7% for PWDs⁹⁴.

In an effort to contribute and support women-owned businesses, DSBD supported 1 202 women-owned businesses in 2022/23, through the international platform which aims to encourage the registration and/or participation of women-owned enterprises in international markets⁹⁵.

In addition, the Department worked towards finalising the SMMEs and Co-operatives Funding Policy in 2022/23, which seeks to expand access to financial support by new and existing SMMEs and Co-

⁹² Parliamentary Monitoring Group. Grand Inga, SFF-South Sudan, CEF-Saudi Aramco, PetroSA-Rosgeo agreements. Mineral Resource and Energy. 19 November 2019. <https://pmg.org.za/committeemeeting/29368/>

⁹³ DMRE, Annual Report 2022/23

⁹⁴ DSBD, Annual Report 2022/23

⁹⁵ DSBD, Annual Report 2022/23

operatives in townships and rural areas, prioritising women, youth and PWDs, and promote broader participation of small businesses in the mainstream economy. In an effort to contribute toward the revised 2019-24 MTSF outcome to increase economic participation, ownership, access to resources, opportunities and wage equality for women, youth and PWDs, DSBD implemented the TREP incentives schemes that are meant to stimulate and facilitate the development of sustainable and competitive enterprises in the township and rural areas, targeting women, youth and PWDs⁹⁶.

3.9.1.2 Department of Women, Youth & Persons with Disabilities

In the 2021/22 financial year the Department of Women, Youth & Persons with Disabilities (DWYPD) developed an integrated Gender, Youth and Persons with Disabilities (GEYODI) Framework that sets forth a mechanism for improving efficiency and effectiveness of mainstreaming efforts, through collective planning and setting the agenda for each of the sectors (women, youth and persons with disabilities). In 2022/23, the first consultation of the GEYODI was held with the main purpose of approving the GEYODI Coordination Framework. The purpose of this platform is meant to facilitate effective identification of crosscutting issues that need to be urgently tackled from the three sectors, in order to ensure institutional accountability on GEYODI mainstreaming⁹⁷. In the 2022/23 financial year, the National Gender policy framework was reviewed and guidelines on the implementation of National Gender Policy Framework were also developed.

Equitable economic empowerment, participation and ownership for women youth and persons with disabilities are at the centre of the national economic agenda. In the 2022/23 financial year, the Department implemented 12 interventions to support the empowerment of women, youth and persons with disabilities within the economic sectors.

In 2022/23, DWYPD produced a report on the development of the Women, Youth and Persons with Disabilities' Socio-Economic Empowerment Index (SEEI). The purpose of the SEEI is to support the development of a regulatory framework that mainstreams socio-economic empowerment of women, youth and persons with disabilities. The Department also developed a Strategy for Economic Empowerment of WYPD. The overall purpose and aim of the strategy is to unlock barriers of entry, grow the prospects of new entrants, develop tailored financial solutions that are inclusive, accelerate market access opportunities and support sustainable enterprises at scale¹⁴⁸.

Additional interventions undertaken by DWYPD in 2022/23 to support economic empowerment and participation of women, youth and persons with disabilities, included:

- Agriculture value chain opportunities workshop to support economic empowerment and participation of WYPD.
- Capacity development workshop to expand equitable job creation, representation and ownership by women, youth and persons with disabilities.
- Capacity building workshop on opportunities within Green Industries.
- Intervention to expand government spend on women, youth and persons with disabilities through preferential procurement (Women in Trade)⁹⁸.

⁹⁶ DSBD, Annual Report 2022/23

⁹⁷ DWYPD, Annual Report 2022/23

¹⁴⁸ DWYPD, Annual Report 2022/23

⁹⁸ DWYPD, Annual Report 2022/23

3.9.2 Expand government spend on women, youth and persons with disabilities through preferential procurement

The IYDS (2022/25) set a five-year target for preferential procurement spend of government of *40% for women, 30% for youth, and 7% for persons with disabilities*. A study conducted by the Commission for Gender Equality (CGE) in 2022, found that national and provincial spending on black women-owned businesses is generally low and below the 40% target pronounced by the President. The CGE recommended that in order to realise the President's policy pronouncement on the 40% target allocation of state procurement resources towards women-owned businesses, current state procurement processes, including existing policies and legislation, be thoroughly reviewed, and where appropriate, amendments should be made to strengthen support for promoting women-owned businesses through state procurement processes. It was recommended that such amendments should clearly state that 40% of all public procurement resources should be allocated towards supporting women-owned businesses as part of the government's overall policy of promoting gender equality and transformation of the country's economy⁹⁹.

DWYPD developed the Gender-Responsive Planning, Budgeting, Monitoring, Evaluation and Auditing (GRPBMEA) Framework that was approved by Cabinet in 2019. The Framework sets out an approach to ensure that the country and government-wide systems explicitly and consistently respond to women's empowerment and gender equality priorities, is used to regulate the institutionalisation of mainstreaming of women, youth and persons with disabilities (WYPD) priorities across government.

In 2022/23, DWYPD analysed 50 draft APPs of national government departments, state-owned entities and chapter 9 institutions. The analysis was conducted to determine whether the draft APPs provided for disability indicators and targets. Focus was given to areas on employment equity, procurement spend, disaggregation of data, disability responsive budgeting and disability mainstreaming strategies. Analysis reports with findings and recommendations were provided through DPME to the reporting institutions with an aim for them to improve upon their targets outlined in their final APPs. This involvement of the DWYPD in the planning in reporting institutions is hoped to have a positive impact in terms of programmes and services provided to persons with disabilities¹⁰⁰.

3.9.3 Programmes to expand access to finance, incentives and opportunities for women, youth and persons with disabilities-led and owned businesses

The DSBD in line with its mandate has embarked on the process of developing the first South African SMMEs and Co-operatives Funding Policy to create an enabling environment to support formation, expansion and maintenance of existing small businesses. The Department submitted a report on accessibility to ensure that at least 50% of national and provincial Development Finance Institution (DFI) financing is dedicated to SMMEs and Co-operatives through the establishment of the SMMEs and Co-operatives Funding Policy by March 2021/22. This accessibility report focuses on access to affordable financing for SMMEs and appropriate annual targets for the IDC and the NEF for black industrialists, women and youth-owned enterprises.

⁹⁹ CGE, A Promise Without Commitment: Overview of State Compliance with President's 40% Procurement Allocation. 2022

¹⁰⁰ DWYPD, Annual Report 2022/23

The Department also implemented the TREP incentives schemes that are meant to stimulate and facilitate the development of sustainable and competitive enterprises in the township and rural areas, targeting women, youth and PWDs. A total of 22 957 township and rural enterprises were supported in the 2022/23 financial year. Furthermore, the Department and its entities supported 321 Co-operatives financially and/or non-financially.

During the 2022/23 financial year, Sefa approved loans to the value of R1,7 billion and disbursed R2,4 billion to SMMEs and co-operatives. In line with the transformation agenda of government, R2,09 billion was disbursed to black-owned enterprises, R928 million to women-owned enterprises, R551 million to youth-owned businesses, and R37 million to entrepreneurs with disabilities. The Agency also disbursed R952,8 million to enterprises in villages and rural towns and R545 million to township-owned enterprises. The funding impacted 74 762 businesses and co-operatives that have created and sustained 104 547 jobs into the South African economy.

The Youth Challenge Fund (YCF) follows a commitment by the President in his 2021 State of the Nation Address to support 15,000 youth starts-ups by 2024. The Fund was set up to fund youth-owned SMMEs, to help them establish, grow, or acquire businesses across all sectors, with an additional focus on technological and innovation orientated enterprises. In the 2022/23 financial year, R81 million was approved to 12 YCF SMMEs¹⁰¹.

3.9.4 Programmes to expand access to and ownership of land by women, youth and persons with disabilities

The 2017 Phase 2-Land Audit Report, focusing on land ownership by race and gender, highlighted persisting inequalities. The data, derived from land registered by individuals at the Deeds Registry (excluding trusts and companies), revealed a stark distribution: 72% owned by Whites, 15% by Coloureds, 5% by Indians, 4% by Africans, 1% by co-owners, and 3% by non-specified owners, with only 13% owned by women. This underscores the enduring citizenry classification along race, class, and gender, 28-years post-democracy.

Land reform programmes are important to mitigate the triple challenge of inequality, poverty and unemployment. The utilisation of land as a productive asset contributes to economic growth and improvement of livelihoods. The IYDS (2022/25) set a target for the *Land Audit Report to be developed by 2024*. DALRRD developed the 2020 Beneficiary Selection and Land Allocation policy, to provide transparency in the selection of deserving beneficiaries and allocation of land. DALRRD

is actively implementing the policy to address gender biases in property rights systems, and ensure that 50% of land is allocated to women and youth. During the 2022/23 financial year, a target which was set, to redistribute 700 000 ha to deserving farmers, was achieved. More than 50% of this land was transferred to women, and 71 253 women benefited¹⁰².

3.9.5 Support young people in high-risk businesses, such as technology, innovation and digital

The IYDS (2022/25) specifies a five-year target of *15 000 youth start-ups supported*. The NYDA Grant Programme is designed to provide young entrepreneurs with an opportunity to access both financial and non- financial business development support in order to enable them to establish or grow their

¹⁰¹ Sefa, Annual Report 2022/23

¹⁰² DALRRD, Annual Report 2022/23

businesses. A total of 2320 youth-owned enterprises were supported through financial interventions during the 2022/23 financial year, an increase from 2 005 in 2021/22. In terms of the number of youth supported with non-financial business development interventions, NYDA assisted 34 209 young people in 2022/23 (compared to 23 267 in 2021/22 and 4 859 in 2020/21). The increase in the number of youth supported can be attributed to collaborations with local municipalities and provinces that we have MOU's in place that allowed for greater training interventions¹⁰³.

Jobs created and sustained through entrepreneurship development are derived from the three programmes, namely; Market Linkages, Voucher and Grant Programme. The jobs are either created or sustained as a result of the intervention offered by the programme in business or a young entrepreneur. A total of 6 796 jobs were created and sustained in 2022/23

The Voucher Programme is a business support programme aimed at assisting young entrepreneurs by providing one-on-one business development support to access quality business development services through NYDA approved business consultancy service providers. A total of 1 010 young people were supported with the Business Development Service (Voucher Programme). The NYDA was able to exceed the annual target due to the partnership and Service Level Agreement established with FASSET to implement the project with 3 Universities: University of Pretoria, University of Free State and University of KwaZulu-Natal.

In terms of the support provided for skills development and training, the number of young people capacitated with skills to enter the job market increased to 83 923 in 2022/23 from 54 269 in 2021/22, and 2 790 in 2021/22. This increase was largely due to a number of young people who showed an interest in life skills and job preparedness offered by NYDA, and collaborations with local municipalities¹⁰⁴.

The NYDA successfully placed 15 434 young people in jobs in 2022/23. This exceeded the annual target due to an intensive focus on partnerships established with KZN Department of Public Works which increased the number of jobs for young people to be placed¹⁰⁵.

4. PILLAR THREE: PHYSICAL & MENTAL HEALTH PROMOTION INCLUDING MITIGATING AGAINST PANDEMICS

4.1 Introduction

Health is a fundamental socioeconomic right that affects the quality of life and productive capacity of South Africans, significantly influencing the country's development and growth prospects. The central pillars of youth development revolve around health and well-being. Healthy youth are more inclined to actively participate and contribute meaningfully to society.

Evidence-based research has improved understanding of youth health needs and responses, and programmatic innovation has expanded healthcare provision and awareness. Despite this progress, challenges persist. The high prevalence of HIV and AIDS amongst young people, mental health issues, unintended and unsupported pregnancy, sexually transmitted infections and substance abuse, are major challenges facing youth, and the health sector tasked with servicing their needs. In response to

¹⁰³ NYDA, Annual Report 2022/23

¹⁰⁴ NYDA, Annual Report 2022/23

¹⁰⁵ NYDA, Annual Report 2022/23

these challenges, the IYDS (2022/25) outlines a range of interventions aimed at providing young people with the necessary information, skills, and services to support their health and well-being. The following sub-sections provide an assessment of the implementation of IYDS (2022/25) interventions undertaken in 2022/23 with respect to Pillar 3.

4.2 Universal health coverage for all South Africans achieved by 2030

4.2.1 Enabling legal framework created for the implementation of the NHI Bill

The National Health Insurance (NHI) Bill outlines a comprehensive and transformative approach to healthcare delivery in South Africa, based on the principle that every South African should have access to a comprehensive set of health services without facing financial barriers. The IYDS (2022/25) target in relation to this intervention stated that the *NHI Fund should be operational by December 2020*, and for the *NHI Fund purchasing services by 2022/23*.

The National Council of Provinces adopted the NHI in December 2023, and the Bill is now set to be forwarded to the President for consideration and promulgation. Upon receiving Presidential assent, the Bill will become an Act of Parliament, providing a statutory mandate for the Minister and the National Department of Health (DoH). This will pave the way for the formal establishment of key institutional and organisational structures, including the NHI Fund, in accordance with the provisions of the NHI Act.

However, the actual implementation of various provisions is contingent on specific sections of the Act being proclaimed as law. Without accompanying regulations, directives, and operational procedures, the transformative impact of the Act cannot be fully realised. A crucial starting point is Section 9 of the Bill, which establishes the National Health Insurance Fund as an autonomous public entity under Schedule 3A of the Public Finance Management Act (PFMA). This provision mandates the establishment of a Board and other governance structures, essential for accountability. The Minister has the authority to appoint a Board, subject to various conditions and steps, including public interviews, nominations, shortlisting criteria, appointment of the chairperson, and Cabinet approval. As this is the inaugural Board, a comprehensive regulatory framework is necessary to facilitate this process.

To address this, the Department will formulate detailed Regulations covering all aspects of the process, as stipulated by Section 55. These regulations will be published by the Minister for public comment, ensuring transparency and inclusivity in shaping the governance of the NHI Fund and its enabling structures. Once the regulations are finalised, the Minister and the Department will proceed with the establishment of the NHI Fund. This process is expected to take between 6 to 12 months post-proclamation of the Act, with subsequent phases involving additional regulations and implementation steps¹⁰⁶.

4.2.2 Rollout a quality health improvement programme in public health facilities to ensure that they meet the quality standards required for certification and accreditation for NHI

Improvement of the quality of services is one of the major priorities of DoH through the implementation of the National Health Quality Improvement Programme (NQIP). The roll out of NQIP

¹⁰⁶ Media statement by Minister of Health Dr Joe Phaahla reflecting on the adoption of the National Health Insurance [NHI] by the National Council of Provinces, 06 December 2023

in public health facilities aims to ensure that facilities meet the standards required for certification by the Office of Health Standard Compliance (OHSC) and subsequent accreditation for the NHI.

The IYDS (2022/25) identified targets of *80% by 2022/23* and *100% by 2024/25*. To date the programme has been rolled out across 8 provinces. In 2022/23, the quality learning centres for the National Health Quality Improvement Plan was increased to 183 centres with 199 (51%) hospitals and 1490 (43%) Primary Health Care (PHC) facilities capacitated on measures to improve quality¹⁰⁷.

4.2.3 Develop a comprehensive policy and legislative framework to mitigate the risks related to medical litigation

In 2021/22, a policy and legal framework to manage medico-legal claims was drafted (also referred to as the Litigation Strategy). It is anticipated that this will be finalised in 2023/24. The aims and objectives of the strategy are to provide efficient and effective medico-litigation management through short-term, medium-term and long-term solutions, as stipulated in the Medico-Legal Summit Declaration.

The IYDS (2022/25) sets out a target for DOH to *reduce the contingent liability of medico-legal cases by 80% (under R18 billion) in 2024* from the baseline of R70 billion in 2018. Altogether, R1,8 billion was paid out for medico-legal claims in 2021 and R855,7 million in 2022. At the end of 2022/23 financial year, the total amount of medico-legal claims stood at R77 billion, with the highest being in the Eastern Cape (above R30 billion). Most of the claims were birth-related and included brain damage, cerebral palsy, caesarean sections and non-standardised procedures¹⁰⁸.

4.2.4 Improved quality of primary healthcare services through expansion of the Ideal Clinic Programme

Since the launch of the government's green paper on NHI, several reforms and initiatives are in progress to enhance the services under the future NHI. In 2013, the Ideal Clinic programme was initiated, aimed at systematically improving the quality of care in Primary Health Care (PHC) facilities. The National Health Council mandated that all PHC facilities must achieve Ideal Clinic status within three years, starting in April 2015. Consequently, each province developed a scaleup plan outlining the timeline for each clinic to attain Ideal status.

To expedite programme implementation, every district appointed a dedicated Perfect Permanent Team for Ideal Clinic Realisation and Maintenance. These teams play a crucial role in conducting a status assessment at all clinics and assisting them in enhancing the quality of care they provide¹⁰⁹.

The number of PHC facilities that qualify as Ideal Clinics increased from 56% in 2021/22 to 59% at the end of the 2022/23 financial year. In 2021/22, 1 928 PHC facilities attained ideal status. In the 2022/23

¹⁰⁷ DoH, Annual Report 2022/23

¹⁰⁸ Parliamentary Monitoring Group [PMG]. 27 September 2023. Impact of medico-legal claims on provincial health budgets and mitigation measures: AGSA & DoH briefing [with Deputy Minister]. <https://pmg.org.za/committee-meeting/37590/>

¹⁰⁹ DoH, Annual Report 2021/22

financial year, 2 046 PHC facilities qualified as Ideal Clinics¹¹⁰, against the IYDS (2022/25) targets of 3 467 by 2024, and 100% PHC facilities maintain their Ideal Clinic status by 2024.

4.2.5 Develop and implement a HRH Strategy 2030 and HRH Plan 2020/21 - 2024/25 to address the human resource requirements, including filling critical vacant posts for full implementation of primary healthcare

In March 2019, the Minister of Health established a Ministerial Task Team (MTT) comprising experts with diverse skills to assist the DoH in formulating a Human Resources for Health (HRH) Strategy for 2030. The 2030 Human Resources for Health Strategy, titled "Investing in the Health Workforce for Universal Health Coverage," received approval from the National Health Council in October 2020, in accordance with the IYDS (2022/25) target of completion by 2020.

The 2030 HRH Strategy outlines a comprehensive vision, goals, and actions to address persistent issues of inequity and inefficiency within the health workforce. It provides guidance on the required numbers of health workers across various categories to deliver health promotion, disease prevention, curative, therapeutic, rehabilitative, and palliative services. The strategy serves as a foundation for reforms in training and education at public universities, nursing colleges, and health worker training institutions, ensuring a sufficient supply of all health workforce cadres, from community health workers to subspecialists.

Additionally, the strategy underscores the importance of promoting the well-being of health workers by creating supportive environments and implementing gender-transformative practices. It emphasises the need for effective governance and leadership, advocating for competent, compassionate, and ethical professionals who are accountable to the public. The strategy also highlights the significance of evidence-based decision-making through the use of information and research¹¹¹.

4.2.6 Establish provincial nursing colleges with satellite campuses in all 9 provinces

Prior 1994, nursing colleges were established along racial lines throughout the country, including in the former homelands. After the first democratic elections in 1994, the conditions at nursing colleges were exposed, such as the unequal distribution of resources, and the duplication and fragmentation which had been inherited from the apartheid system. During the early 2000s, all nine provinces had created a directorate for nursing with a mandate to reorganise the nursing profession by addressing racial discrimination and the allocation of resources, to alleviate of the duplication and fragmentation, and to improve conditions at nursing colleges.

The IYDS (2022/25) identified a target of *one nursing college per province (with satellite campuses) established by 2020 and fully operational in all 9 provinces by 2022*. According to the DOH, all public nursing colleges were reorganised into a single college per province with multiple campuses in health sub-districts or districts. This reorganisation enabled provinces to better respond to a broad range of national requirements, while improving access to public nursing colleges by local communities. The overall total of 138 facilities was made up of 16 nursing colleges, 32 satellite campuses and 90 nursing schools¹¹².

¹¹⁰ DoH, Annual Report 2022/23

¹¹¹ DoH Annual Report 2020/21

¹¹² DoH, Annual Report 2018/19

4.2.7 Expand the primary healthcare system by absorbing over 50 000 Community Health Workers (CHW) into the public health system. Within five years, the number of Community Health Workers will be doubled and deployed in our villages, townships and informal settlements to serve our people.

Community Health Workers (CHW) continue to play a vital role to provide primary care at household level. They are critically important in rural areas where health services are limited, and typically work to improve healthcare outcomes by facilitating healthcare access, adding value to the healthcare team, and enriching the quality of life for their patients and clients, including those who are poor and underserved. CHWs played a pivotal role in South Africa's COVID response: delivering community and facility-based screening and testing, health education and behaviour change, case identification, referrals and linkage to facilities.

However, provinces are faced with challenges to recruit additional CHWs due to budget constraints. In the 2022/23 financial year, a total of 46 172 CHWs were contracted across provinces, against the IYDS (2022/25) five-year target of integrating 50 000 CHWs into the public health system by March 2024. To address this issue, DoH is working through the Public Service Bargaining Council to find a lasting solution for the long-term or permanent engagement of CHWs. In addition, a collaborative effort with the Department of Employment and Labour (DEL) aims to finalise a Sectoral Determination for CHWs. This determination will enable non-Public Service employment of CHWs, in a dispensation that that protects them through their own statutory conditions. This collaboration aims to establish a framework that enhances working conditions and job security for CHWs within the healthcare system¹¹³.

4.3 Progressive improvement in the total life expectancy of South Africans

4.3.1 Drive national health, wellness and healthy lifestyle campaigns to reduce the burden of disease and ill health

4.3.1.1 Tuberculosis (TB)

South Africa is one of the 10 countries with the highest TB burdens in the world, accounting for two-thirds of all TB infections globally. Despite a 48% reduction in TB incidence from 2015 to 2021, the country's rate remained high at 513 per 100,000, well above the global average of 134 per 100,000¹¹⁴.

From a baseline of 48,9 million people screened for TB between 2014-18, the IYDS (2022/25) identified a target for *two million additional people screened for TB by 2020 and eligible people initiated on treatment*. In the 2020/21 financial year, 1,599,985 individuals were tested for TB, with a high treatment initiation rate for confirmed cases. By the end of the 2022/23 financial year, DoH reported increased testing efforts, with 2,556,895 TB tests conducted, targeting 100,176 eligible HIV-positive patients. The department highlighted a commendable 95% treatment initiation rate for all TB clients aged 5 and older.

During the 2022/23 financial year, DoH's TB sub-programme devised a TB Recovery Plan, introducing bold interventions to address gaps in TB care. This plan aimed to find missing TB cases, enhance linkage

¹¹³ DoH Annual Report 2022/23

¹¹⁴ WHO. Global Tuberculosis Report 2021. 14 January 2022.
https://www.who.int/tb/publications/global_report/en/

to care, retain patients, and strengthen TB prevention, supported by donors such as the Global Fund and USAID.

A key intervention in 2022/23, was the Targeted Universal Test and Treat (TUTT) approach, focusing on TB testing for specific groups regardless of symptoms. This approach, encompassing people living with HIV, close contacts of TB patients, and recent TB treatment completers, contributed to an increase in TB notifications from 190,595 in 2021 to 224,701 in 2022.

In 2021/22, the treatment success rate for all drug susceptible TB was 78.5% with a loss to followup rate of 12.6%, and a death rate of 8.1%. In 2022/23, the TB treatment success rate was recorded at 77,6%¹¹⁵, against the IYDS (2022/25) targets of 90% by 2022 and 95% by 2024. Interventions in line with the NSP and new guidelines for TB preventive therapy approved by the National Health Council, are expected to lead to the scale up of treatment of latent TB infection, thereby reducing TB transmission¹¹⁶.

4.3.1.2 HIV

The Sixth South African National HIV Prevalence, Incidence, Behaviour and Communication Survey (SABSSM VI) is a cross-sectional, population-based household survey designed to provide information on national and sub-national progress towards control of the HIV epidemic in South Africa. SABSSM VI was conducted in all nine provinces from January 2022 to April 2023, among

participants aged 0+ years from over 27,000 households on key HIV indicators, social and behavioural factors, and access to medical interventions in South Africa. The study was led by the HSRC and in collaboration with partners and was conducted with funding from the US President’s Emergency Plan for AIDS Relief (PEPFAR) with technical collaboration with the CDC, SAMRC, NICD, UCT, and it was done on behalf of SANAC.

The survey results show that South Africa has made significant progress toward the UNAIDS 9595-95 targets – namely, that by 2025, 95% of all people living with HIV to be aware of their HIV status, 95% of those aware of their status to be on antiretroviral treatment (ART), and 95% of those on ART who also know that that they are living with HIV to achieve viral load suppression. SABSSM VI showed that among people aged 15 years and older living with HIV in South Africa in 2022, 90% were aware of their status (against the IYDS 2022/25 target of 90% by 2020 and 95% by 2024); 91% of those aware of their status were on ART (against the IYDS 2022/25 target of 90% by 2020 and 95% by 2024), and 94% of the estimated proportion of patients on ART were virally suppressed after 12 months¹¹⁷(against the IYDS 2022/25 target of 90% by 2020 and 95% by 2024).

The DoH acknowledges that the gap in HIV testing remains significant and new modalities such as HIV Self-Screening (HIVSS) have been recommended to reach key and under-tested populations. As of March 2023, a total 694 facilities are now offering the HIV Self Screening services against a total target of 200.

¹¹⁵ DoH, Annual Report 2022/23

¹¹⁶ Minister Joe Phaahla: Health Dept Budget Vote 2023/24.

<https://www.gov.za/news/speeches/ministerjoe-phaahla-health-dept-budget-vote-202324-09-may-2023>

¹¹⁷ SASSMVI, October 2023

In terms of HIV testing, figures show a substantial decline during the 2020-21 period, coinciding with the onset of the COVID-19 pandemic. In 2020/21, a total of 14 000 000 clients underwent HIV testing (including antenatal screenings). The following year witnessed an increase in testing, with 17 363 017 clients tested for HIV (including antenatal screenings). Further progress was evident in the 2022/23 financial year, as testing figures reached 18 140 784 clients tested for HIV, inclusive of antenatal screenings¹¹⁸.

4.4 Reduce maternal and child mortality

4.4.1 Provide good quality antenatal care

Antenatal care plays a crucial role in ensuring the health and well-being of pregnant women in the period leading up to childbirth. The primary objective of antenatal care is to identify and address existing or potential health issues in both the expectant mother and her unborn child. Timely detection of problems allows for appropriate and timely interventions. Beyond addressing immediate concerns, antenatal care also aims to enhance the overall health of the pregnant woman. The scope of examination extends beyond pregnancy to encompass the general health and lifestyle habits of the woman. Interventions implemented during pregnancy can yield lasting positive effects, contributing to the woman's well-being throughout her life.

The "antenatal first visit before 20 weeks" rate is a metric that assesses the proportion of women who initiate their antenatal care before reaching 20 weeks into pregnancy, relative to all antenatal first visits. The IYDS (2022/25) identified a five-year target of *75% by 2024*. In 2020, approximately 68,3% of women had their first antenatal visit before the 20th week of pregnancy, indicating a

slight decrease from the 69,7% recorded in 2019. Notably, all provinces experienced a decline in the percentage of women seeking their first antenatal visit before 20 weeks in 2020, except for KwaZulu-Natal, which saw a marginal increase from 74,4% in 2019 to 74,6% in 2020¹¹⁹.

The proportion of antenatal clients already on ART demonstrated an upward trend from 61, 7% in 2018 to 71,5% in 2020. Concurrently, the rate of pregnant women initiating ART during this period averaged almost 95,6%¹²⁰, against the IYDS (2022/25) target of *98% by 2024*.

4.4.2 Drive national health, wellness and healthy lifestyle campaigns to reduce the burden of disease and ill health

The NSP (2023-2028) highlights the importance of implementing and reinforcing care cascades for hypertension and diabetes. The IYDS (2022/25) sets targets of *25 million people screened annually for high blood pressure and diabetes by 2024*.

¹¹⁸ DoH, Annual Report 2022/23

¹¹⁹ Source: Statistics South Africa. 2022. The Status of Women's Health in South Africa: Evidence from Selected Indicators. Report No. 03-00-18.

¹²⁰ Source: Statistics South Africa. 2022. The Status of Women's Health in South Africa: Evidence from Selected Indicators. Report No. 03-00-18.

According to a 2022 study¹²¹, approximately 45% of men and 48% of women older than 15 years in South Africa have hypertension. According to the study, only 19% of men and 29% of women who have hypertension are aware they have the condition.

South Africa holds the highest prevalence of diabetes in Africa, as reported by the International Diabetes Federation (IDF). In the 2021/22 period, an estimated one in nine adults in the country had diabetes, with one in three at high risk of developing Type 2 diabetes, which constitutes approximately 90% of diabetes cases in the nation. However, despite the prevalence, only around 55% of the approximately 4,2 million people with diabetes had received a diagnosis, falling significantly short of the 90% target set for diagnosis rates. Addressing these challenges is crucial to effectively combatting and managing the impact of hypertension and diabetes in the population.

4.5 Improved educational and health outcomes and skills development for all women, girls, youth, and persons with disabilities

4.5.1 Targeted programmes to up-scale existing campaigns and programmes on new HIV infections among youth, women and persons with disabilities

Refer to Section 2.9.1.

4.5.2 Targeted programme on adolescent sexual and reproductive health and rights, including addressing teenage pregnancies and risky behaviour

Refer to Section 2.9.2.

5. PILLAR 4: SOCIAL COHESION & NATION BUILDING

5.1 Introduction

After twenty-five years of democracy, South African society still grapples with the enduring consequences of colonialism and apartheid. The lingering legacy of racial, gender, and stereotypes, rooted in the historical context, contributes to the erosion of values and manifests in issues such as gender-based violence, femicide, unequal opportunities, xenophobia and widespread poverty. Opportunities and privileges are still predominantly determined by factors such as race, gender, ability, geographical location, class, and linguistic background. This persistent inequality adversely affects social cohesion and interactions between different groups.

In recognition of the critical role that young people can play in overcoming barriers that hinder prosperity and equity, the IYDS (2022/25) places emphasis on positioning youth at the forefront of forging a unity of purpose. The Strategy highlights the importance of empowering youth to be catalysts for positive change, advocating for justice, equality, and the realisation of a more inclusive and harmonious society. The subsequent sub-sections provide a review of the progress made in 2022/23 with respect to Pillar 4 of the IYDS (2022/25).

¹²¹ Source: Peer et al. 2022. "Rising prevalence, and improved but suboptimal management, of hypertension in South Africa: A comparison of two national surveys. *Journal of Global Epidemiology*. Volume 3 November 2022, 100063".

5.2 Fostering constitutional values

5.2.1 Enact Hate Speech and Hate Crimes Bill

The IYDS (2022/25) set a target for the *Hate Speech and Hate Crimes Bill to be enacted by 2020*. The Prevention and Combating of Hate Crimes and Hate Speech Bill (B-9 – 2018) was introduced into Parliament on 13 April 2018. The Bill was approved by the National Assembly on 14 March 2023 and referred to the National Council of Provinces for concurrence.

The Bill seeks, among other things, to:

- Give effect to the Republic's obligations in terms of the Constitution and international human rights instruments concerning racism, racial discrimination, xenophobia and related intolerance, in accordance with international law obligations;
- Provide for offences such as hate crimes and the offence of hate speech and the prosecution of persons who commit those offences;
- Provide for appropriate sentences that may be imposed on persons who commit hate crime and hate speech offences; and
- Provide for the prevention of hate crimes and hate speech¹²².

5.2.2 Promote Constitution and its values in schools, awareness campaigns (print and electronic media), public engagements and dialogues

Knowledge of the South African Constitution is crucial for youth as it serves as the foundational legal document shaping the democratic principles and values of the nation. Understanding the Constitution empowers South African youth by providing them with an awareness of their fundamental rights and responsibilities as citizens. In a country with a complex history and ongoing socio-economic challenges, constitutional literacy equips the youth with the tools to

advocate for justice, equality, and the protection of their individual and collective interests within the framework of a democratic and constitutional state.

Brand South Africa is the official marketing agency of South Africa, with a mandate to build the country's brand reputation, in order to improve its global competitiveness. Brand South Africa's primary focus is to develop and implement proactive, coordinated marketing and communications reputation management strategies for South Africa¹²³.

As per the IYDS (2022/25), Brand SA was tasked with undertaking *10 constitutional awareness activations per annum* to create awareness and understanding of the provisions of the Constitution amongst youth community, encouraging affinity thereto and inspiring pride and patriotism. In 2020/21 and 2021/22, Brand SA organised 10 constitutional awareness activations in each respective year. In 2022/23, 12 constitutional awareness activations and 4 constitutional awareness campaigns were conducted to promote constitutional values¹²⁴.

Through the social cohesion and equity programmes of the DBE, business, government, labour and civil society work together to bring about future change. The purpose is to reaffirm the importance of

¹²² DoJCD Annual Report 2022/23

¹²³ <https://brandsouthafrica.com/about-brand-south-africa/#>

¹²⁴ Brand SA, Annual Report 2022/23

freedom, peace and security, as well as the respect for all human rights. The programmes take forward the NDP, which advocates the need for such education programmes, given the persistent socio-historical social divisions. The strategic thrust of the programmes focuses on the following:

- Advancing constitutional democracy, human rights and equality;
- Promoting non-racialism, non-sexism, equality and human solidarity; and
- Building unity in schools, as well as within the region, on the continent and the throughout the international community; and
- Encouraging healing of individuals and communities.

DBE's Social Cohesion Programme incorporates a range of activities aimed at promoting awareness and understanding of constitutional rights and responsibilities. These activities include engagements on Rights and Responsibilities, National Schools Moot Court, iNkosi Albert Luthuli Oral Programme, Youth Citizens Action Programme, Heritage Education Schools Outreach Programme, Commemorations of Historic Events and Significant Anniversaries, Children's Parliament, Future Choices Programme, Girls and Boys Education Movement Programme, Care and Support for Teaching and Learning, Gender Empowerment Programme, and Multimedia engagements through radio, television, social media, and webinars.

The IYDS (2022/23) set a target for DBE to undertake *2 programmes to promote rights and responsibilities through various programmes to teach learners on common citizenship and nation building*. The DBE APP (2023/24) reported on the number of learners reached through the various undertaken. In 2020/21, the outreach extended to 3,745 learners. During 2021/22, the programme engaged with 6,733 learners. In the 2022/23 financial year, the outreach involved 3,500 learners¹²⁵.

Thee IYDS (2022/25) also included a five-year target for *100% of public schools reciting the Constitution in school assemblies by 2024*. It is important to note that this indicator is not included in the DBE Annual Report (2022/23) or APP (2023/24). However, the DPME reported that as of September 2021, there was less than 20% of reported progress, and that the 100% of public schools reciting the Constitution in the School Assemblies by 2024 would not be met¹²⁶.

5.2.3 Promotion of national identity utilising the flag at national days, major cultural and sporting events in schools, the Monument Flag Project and the "I am the Flag" campaign

Launched by the Department of Sports, Arts and Culture (DSAC) in 2018, the essence of the "I am the Flag" campaign is to promote and entrench national consciousness, social cohesion, nation building and patriotism among South Africans. The IYDS (2022/25) specified that *100 public awareness activations on "I am the Flag" campaign should be conducted by 2024*. According to the DSAC Annual Report (2022/23), the Department conducted 37 campaigns in 2021/22. In the 2022/23 financial year, 30 public awareness activations were undertaken, against an annual target of 20¹²⁷.

¹²⁵ DBE, APP 2023/24

¹²⁶ DPME, MTSF Monitoring Progress Report, April-September 2021, Mid-Year Report.

¹²⁷ DSAC, Annual Report 2022/23

DSAC also extended this initiative to schools, providing flag infrastructure to 125 schools in the 2021/22 period, and a further 179 schools in 2022/23, against a five-year IYDS (2022/25) target of *1 000 South African flags to be installed in schools by 2024*.

The IYDS (2022/25) also required *32 workshops to advance knowledge on National Symbols, including the flag, to be conducted by 2024*. The National Symbols and National Identity Workshops serve the purpose of promoting the teaching of South African national symbols in all schools. The workshops aim to underscore how these symbols express the shared identity of South Africans, fostering a patriotic spirit and advancing nationhood and social cohesion. In the 2021/22 period, a total of 23 workshops were conducted by DSAC. In 2022/23, 12 workshops were hosted, exceeding the annual targeted number of 10. This strategic focus aligns with the broader mission of achieving a diverse, socially cohesive society with a unified national identity¹²⁸.

The South African National Monumental Flag project was set out in the IYDS (2022/25) to be *installed by 2024*. However, there has been no progress, as the project was cancelled in 2022 before implementation could commence¹²⁹.

5.3 Equal opportunities, inclusion and redress

5.3.1 Improve the enforcement of the Employment Equity Act

The Employment Equity Act (EEA) has undergone significant amendments, receiving presidential assent to address the persistent challenges in transforming the demographics of employment. The revised amendments empower the Minister, in consultation with stakeholders, to establish sectoral targets. Non-compliant businesses face the consequence of being ineligible to conduct business with government entities. While small businesses (employing less than 50 workers) are obligated to comply with the law, they are exempt from submitting reports. This legislative

framework emphasises equal opportunities in the labour market, constituting a fundamental aspect of decent work and workplace transformation.

The IYDS (2022/25) identified a five-year target for the *Employment Equity Act to be amended and enacted by 2024*. In the 2022/23 financial year, the Employment Equity Amendment Bill successfully passed through both the National Council of Provinces and the National Assembly on 17 May 2022. It has been submitted to the Presidency for assent and promulgation into law. Additionally, the Employment Equity Regulations to implement the amendments have been finalised, awaiting publication upon the assent and promulgation of the EE Amendment Bill. Sector stakeholder consultations for proposed sector employment equity targets have also been concluded, with a draft Regulation containing the proposed targets ready for publication once the EE Amendment Bill becomes law¹³⁰.

5.3.2 Improve representation of the designated groups across occupational levels

In order to improve representation of the designated groups across occupational levels, the IYDS (2022/25) specified a target that *at least 50% of middle and senior management are African by 2024*. In the reporting periods from 2020/21 to 2022/23, there have been notable increases in the representation of Africans at different management levels, as reported by designated employers. In

¹²⁸ DSAC, Annual Report 2022/23

¹²⁹ DSAC, Annual Report 2022/23

¹³⁰ DEL Annual Report 2022/23

senior management, the percentage of Africans increased by 0,9% in 2020/21, from 24,7% in the previous year, to 25,6%. There was a continued upward trend with a 0.4% increase in 2022/23, bringing the representation of Africans in senior management to 26.0%.

Similarly, the proportion of Africans in middle management positions increased from 46,7% in 2020/21, to 46,9% in 2021/22. The 2022/23 financial year saw a more substantial increase of 1,5%, increasing the representation of Africans in middle management to 48.4%¹³¹.

The income differential data collection tool (EEA4 form) for designated employers was developed and implemented on 8 August 2019 (Government Gazette No.42627)¹³².

5.3.3 Outreach initiatives to change behaviour in relation to gender and xenophobia

With regards to gender and xenophobia, the IYDS (2022/25) stipulated that *30 sustained and visible initiatives campaigns should be undertaken throughout the year on gender and antixenophobia per annum*. The Department of Justice and Constitutional Development (DoJCD) has undertaken a series of sustained and visible anti-xenophobia campaigns over the years. In the 2020/21 period, six (6) campaigns were undertaken, followed by seven (7) campaigns in 2021/22, and a total of eight (8) campaigns 2022/23. These initiatives were conducted in collaboration with various departments and stakeholders, signifying a concerted effort to address and mitigate xenophobic sentiments within the community¹³³.

DWYPD has undertaken a number of initiatives in the 2022/23 financial year to address genderbased violence (GBV) and combat xenophobia. As part of the GBV Rapid Response Teams (RRTs)

initiative, collaborative efforts were established with the Newlands and Umlazi GBV RRTs, particularly in the KwaZulu-Natal GBV hotspots. A proactive prevention in action campaign was held, which included community dialogues, identification and branding of GBV hotspots, cleanup initiatives, and facilitation of community-driven action plans to safeguard women and vulnerable groups from GBVF.

DWYPD launched Women's Month on 1 August 2022, with a focus on the economic empowerment of women, youth, and persons with disabilities, and 902 participants in KwaZuluNatal. Furthermore, the Department launched the 16 Days of Activism Campaign focusing on the Women's Trade Fair Expo in November 2022 in Johannesburg with 3 561 participants. The culmination of the 16 Days of Activism Campaign featured a Men's Conference in the North West, with 247 participants in December 2022.

Throughout the 2022/23 financial year, the Department conducted 12 stakeholder engagements and four mobilisation sessions, focusing on crucial areas such as waste management economic opportunities, child maintenance, and economic empowerment programmes. In addition, there were 36 stakeholder engagements related to the empowerment of women, youth, and persons with disabilities, along with 12 hybrid community mobilisation initiatives.

5.3.4 Coordinate the implementation of the NAP Action Plan to combat racism, racial discrimination, xenophobia and related intolerance

Implementation of the National Action Plan (NAP) to combat Racism, Racial Discrimination, Xenophobia and Related Intolerance in order to advance constitutionalism, human rights and the rule

¹³¹ DEL, Annual Report 2022/23

¹³² DEL, Annual Report 2019/20

¹³³ DoJCD, Annual Report 2022/23

of law is a strategic focus of the DoJCD over the short to medium term period. The implementation of the NAP is coordinated through the Sub: Programme State Legal Services.

The IYDS (2022/25) set a target for an *effective governance structure to lead and coordinate the overall implementation of the NAP to be established by 2021*. In terms of its direct responsibility and role as a focal agency for the overall coordination of the NAP, DoJCD developed a framework a virtual repository on disaggregated statistical data for the measurements of racism, racial discrimination, xenophobia and related intolerance that was approved by the Minister on 30 March 2023¹³⁴.

5.3.5 Increase support in the creative industry through the Msanzi Golden Economy Project

Projects in the creative industry are supported by DSAC through the Msanzi Golden Economy (MGE). The MGE serves as the DSAC's strategy to reposition the creative sector as a catalyst for economic growth, through programmes that contribute to large-scale opportunities for employment. Anchored by flagship projects, cultural events, public art, and touring ventures (including Africa Month), the MGE strategy involves awarding grants to beneficiaries across various work streams. These work streams include: Touring Ventures, Cultural Events, Public Art, and Flagships (provincial and national), with the aim of increasing market share and job opportunities within the culture and creative industries.

An MGE adjudication panel is tasked with the selection of project proposals eligible for support. Priority is given to those proposals that demonstrate the creation of opportunities for youth, women, and small towns. The IYDS (2022/25) set a five-year target for *264 projects to be supported*. In 2021/22, DSAC supported 68 projects within the creative industry. The number of projects supported in 2022/23 increased to 86 (exceeding the target of 67), due to the substantial number of applications received¹⁸⁶.

In addition to these projects, the DSAC financially supported four youth-focused arts development programmes: Arts Education and Training (AET), Arts Access (in Juvenile Correctional Facilities), Youth Enrichment, and the Young Creatives. These programmes play a pivotal role in fostering arts, culture, and heritage development with a specific focus on youth inclusion, including young women. DSAC collaborates with various national and provincial departments, government entities/agencies, and sector organisations/civil society. There are programmes with a similar focus (on youth inclusion) that the Department supports, through MoUs in collaboration with the Departments of Basic Education, Correctional Services, and the National Youth Development Agency (NYDA)¹⁸⁷.

5.3.6 Implement heritage legacy projects to transform the national heritage landscape

The Department has a responsibility for the construction of heritage legacy infrastructure and capital projects of the entities; and *six (6) heritage legacy projects were targeted to be implemented by 2024* in the IYDS (2022/25). Five heritage legacy projects were undertaken during this period (2020/21–2022/23). These are: OR Tambo Garden of Remembrance (Constructed in 2021, KwaZulu-Natal); Winnie Madikizela Mandela project (Constructed in 2021, Free State); Dr JL Dube Amphitheatre (Ongoing, KwaZulu-Natal); Sarah Baartman Centre of Remembrance (Ongoing, Eastern Cape); and Enyokeni Cultural Arena (Ongoing, KwaZulu-Natal).

Two projects, namely the Isibhubhu Cultural Arena (Enyokeni) and the Sarah Bartmann Centre of Remembrance, remain incomplete. These are multi-year projects that have a history of delays

¹³⁴ DoJCD, Annual Report 2022/23

attributed to dependencies on various stakeholders. The Department aims to finalise the outstanding projects by the end of the 2024/25 period as part of its ongoing efforts to transform the national heritage landscape¹⁸⁸.

5.3.7 Promote the study of history in schools

One of the targets set in the IYDS (2022/25) to enhance the promotion of history education in schools, is a comprehensive *revision of the history curriculum by 2024*, in terms of content, teaching methodologies, and assessment strategies. The History Ministerial Task Team held a number of meetings during the 2022/23 financial year, to develop a revised history curriculum for Grades 4-12. These meetings related to the following areas: refining the content in Grades 8-12; removing repetitions of certain topics to ensure content and difficulty level progression from lower Grades to higher Grades; issues on assessment; and inputs of Section 2 of the new History

¹⁸⁶ DSAC, Annual Report 2022/23

¹⁸⁷ DSAC, Annual Report 2022/23

¹⁸⁸ Source: DSAC Annual Report 2022/23).

CAPS Curriculum. In March 2023, presentations and discussions were undertaken to finalise the content outline, and inputs from the reference team were made to strengthen the section. Writing of Section 2 and 4 content for Grades 4-12 is still in progress. The dates for consultative meetings with provinces were identified as February and March 2023, but due to unavailability of funding, the meetings were rescheduled for the 2023/24 financial year¹³⁵.

5.3.8 Promotion and implementation of indigenous languages

The Incremental Introduction to African Languages (IIAL) Strategy was initiated in 2013 as a priority programme of DBE to strengthen the teaching of previously marginalised African languages in public schools. The IYDS (2022/25) outlined a target for *80% of public schools to have introduced South African languages by 2024*. In 2021, 2 144 (83%) of schools had introduced and implementing South African languages in Grades 1-3¹³⁶. The Department has also expanded the list of South African languages offered as Second Additional Languages (SAL) in curriculum. The additional languages are the Khoi, Nama and San languages, as well as the South African Sign Language, which is now the country's 12th official language¹³⁷.

The IYDS (2022/25) identified a target for *one (1) programme to be introduced to promote Mother Tongue Based Multilingual Education (MTBME) by 2024*. The DBE is also in the process of initiating Mother Tongue-Based Bilingual Education (MTBBE), for African languages to be utilised as languages of learning and teaching beyond Grade 3. The MTBBE has been piloted by the Eastern Cape Department of Education, where IsiXhosa and Sesotho are utilised for learning and teaching up to Grade 9 for all content subjects such as, Mathematics, Natural Science and Technology and Social

¹³⁵ DBE, Annual Report 2022/23

¹³⁶ DPME, MTSF Monitoring Progress Report, April-September 2021, Mid-Year Report.

¹³⁷ DBE, Annual Report 2022/23

Sciences. The Eastern Cape Province is currently implementing the MTBBE in all districts in the province. The DBE intends to adopt the Eastern Cape model across the remaining provinces¹³⁸.

As part of its ongoing efforts, the DBE drafted an Implementation Plan in the 2021/22 academic year for the introduction of Kiswahili into South African schools starting from the 2022 academic year¹³⁹.

5.3.9 Monitor the implementation of the Use of Official Languages Act

Pan South African Language Board (PanSALB) is a constitutional institution established to promote and create conditions for the development and use of all official languages of the South Africa, including the Khoi, Nama and San languages and the South African Sign Language.

PanSALB plays a monitoring role in government departments, state-owned enterprises and public entities who are required to ensure compliance with the Use of the Official Languages Act. The five-year IYDS (2022/25) target in relation to this intervention is *36 government departments, public national entities and enterprises have language policy by 2024*. However, the Board is continuously met with hurdles in its efforts to hold government departments accountable, as

many government departments remain unresponsive to attempts employed by the institution for the submission of departmental annual reports on the Use of Official Languages Act. In 2021/22, the Board monitored 12 government departments and public entities against a target of 36. Owing to capacity constraints, PanSALB did not conduct any monitoring of the national departments in 2022/23. However, 49,0% of 110 provincial departments were monitored by the institution. Further, the institution exceeded its annual target by 75% in terms of monitoring the district and metropolitan municipalities¹⁴⁰.

5.3.10 Promotion and development of official languages

The National Language Service promotes the use and equal status of all official languages to transform society and provide access to information and services through the development of specialised terminology, human language technologies, translation and editing services in all official and foreign languages. It also provides bursaries through partnerships with universities and works towards the professionalisation of the sector. Translation and editing services, available terminology lists, language policy development advice and human language technology tools training workshops are provided to all national government departments and institutions of higher learning at no cost.

Towards the promotion and development of official languages, the IYDS (2022/25) set targets for *30 (6x5 starting from 2019/20 - 2023/24) multi-year human language technology projects supported, and 100% of documents received translated and edited annually*. In the 2022/23 financial year, eight (8) multi-year human language technology projects were supported (against a target of 6); and 100% (798) of documents were translated and/or edited as per the client's specifications¹⁴¹.

¹³⁸ <https://www.education.gov.za/ArchivedDocuments/ArchivedArticles/Ministry-responds-to-pertinentmatters-in-the-Basic-Education-Sector-as-part-of-the-Social-Services-Cluster-response-toParliament.aspx>

¹³⁹ DBE, Annual Report 2021/22

¹⁴⁰ PanSALB, Annual Report 2022/23

¹⁴¹ DSAC, Annual Report 2022/23

5.3.11 Support the increase of qualified language practitioners through language bursaries

DSAC is mandated to develop and promote the use of all official languages of South Africa. In responding to this mandate, the Department awarded 301 bursaries in 2021/22, and 312 language and heritage bursaries to students from institutions of higher learning across the country in 2022/23. In 2023/2024, the Department will award 250 language and heritage bursaries to the amount of R6,6 million. This initiative is undertaken to ensure that there is a growing cadre of new language and heritage practitioners, scholars and researchers in the country¹⁴².

5.3.12 Introduce compulsory module for public servants on diversity (gender, race and disability)

The National School of Government (NSG) has a constitutional and legislative mandate to provide education, training and development in the three spheres of government, state-owned entities (SOEs) and organs of state. The NSG is responsible for developing an online course/programme on how to deal with diversity and all forms of discrimination

The IYDS (2022/25) identified a target for *95% of public servants trained how to deal with all forms of discrimination by 2024*. In response to prioritising women, youth and PWDs, the NSG

conducted training with six (6) Provincial Education Departments (PEDs) and School Management Teams in 2022/23, on the module “Teaching for All” that contributes towards handling diversity and dealing with forms of discrimination for roll out within the basic education sector.

In 2021/22, the NSG completed the development of the online course “Championing Antidiscrimination in the public sector”. In the 2022/23 financial year, training was conducted with 62 Senior Managers within the public sector focusing on how to deal with all forms of discrimination as it sensitises and capacitates managers with regards to discrimination and conduct in the public sector. This represented 0,6% of the senior managers in the public service (against a target of 50%). Despite the efforts to make the course free and compulsory, the uptake remained slow. In an effort to increase enrolment by senior managers to the online course “Championing Antidiscrimination in the public sector”, the course has been recognised as mandatory. A circular was issued by DPSA encouraging senior management to enrol for the course as it contributes to the critical element of gender sensitivity and anti-discrimination against various target groups¹⁴³.

In addition, the IYDS (2022/25) outlined a target for *60% of in-service teachers and School Management Teams trained on handling diversity by 2024*. As of 2021, no training had been had been conducted in this regard¹⁴⁴.

5.3.13 Advocate for transformation in sports and recreation

One of DSAC’s critical responsibilities is overseeing the development and management of sport, arts, culture, and heritage in consultation with provinces. This involves supporting the growth of talented athletes and creatives by providing them with opportunities to excel. Furthermore, the Department extends its support to high-performance athletes and creatives, facilitating their success on the international stage.

¹⁴² DSAC, Annual Report 2022/23

¹⁴³ NSG Annual Report 2022/23

¹⁴⁴ DPME, MTSF Monitoring Progress Report, April-September 2021, Mid-Year Report.

The IYDS (2022/25) target for transformation within the sector relies on the *nineteen national federations achieving 50% of their self-set transformation targets*. Unfortunately, the attainment of this target faced challenges stemming from governance issues within some National Federations. These issues, often leading to legal proceedings, were particularly prominent in federations experiencing internal factions. The transformation progress in recent years has been as follows: 2020/21: 73.7%; 2021/22: 21%; and 2022/23: 0%.

The assessment of the transformation status for the 2022/23 financial year was impeded by the delayed or non-submission of datasheets by the National Federations. Out of the 19 federations, only 16 submitted their data sheets, and three, namely: Chess SA, Basketball SA and South African Football Association (SAFA), were outstanding at the end of the financial year. Although 16 National Federations submitted their data sheets, they could not be assessed; and as such, none could be declared as having met 50% or more of all prescribed charter transformation targets¹⁴⁵.

5.3.14 Produce/support the production films and documentaries telling the South African story, including the history of liberation.

DSAC provides support films and documentaries that narrate stories of the history of liberation and emphasise the significance of cultural heritage. This initiative is integral to enhancing market share and generating employment opportunities within the sport, cultural, and creative industries, and serve as vital tools for preserving and disseminating the rich historical and cultural heritage of South Africa. In the 2022/23 financial year, DSAC provided support to 10 films and documentaries¹⁴⁶, against the IYDS (2022/25) target for the 2022/23 financial year of *105 films and documentaries produced or supported*.

5.3.15 National archives infrastructure upgrades

In terms of the IYDS (2022/25), the *national archives infrastructure upgrade was targeted to be completed by 2024*. In the first quarter of 2022/23, DSAC appointed a service provider to undertake a comprehensive feasibility study for the archives building. The study was finalised and approved on 23 March 2023, and has been forwarded to National Treasury for their consideration. The subsequent phase of the project is dependent on the feedback received from National Treasury. This phase will involve the procurement of a service provider for the design and construction of the new building¹⁴⁷.

5.3.16 Development and management of Provincial Resistance Liberation Heritage Route (RLHR) Sites

The IYDS (2022/25) set a target for *27 Provincial Resistance Liberation Heritage Route (RLHR) Sites developed and managed by 2024*. In the 2022/23 financial year, one (1) Heritage legacy facility (Dr JL Dube Amphitheatre) was developed and/or maintained to transform the national heritage landscape

¹⁴⁵ DSAC Annual Report 2022/23

¹⁴⁶ DSAC Annual Report 2022/23

¹⁴⁷ DSAC Annual Report 2022/23

(against a target of 3). Feasibility studies for the development of 27 provincial sites are currently underway¹⁴⁸.

5.4 Promoting social cohesion through increased interaction across space and class

5.4.1 Promote the celebration of national days on an intercultural basis, fully inclusive of all South Africans

In order to promote the celebration of national days, the IYDS (2022/25) identified a target of *12 digital campaigns showcasing the significance of national days*. Brand South Africa leveraged youth month to deliver messaging that encourages young citizens to contribute to positive change in society, as well as celebrate those who are already involved in making a positive change in their communities. The campaign was executed through a partnership with the radio station, YFM, whose primary target is youth between the ages of 18-35 years in Gauteng. Campaign elements included: live reads, recorded generics and digital amplification across the station's

digital and social media platforms over a 2-week period and reached 527 000 listeners. The advertisements were heard at least six (6) times by listeners in this target market¹⁴⁹.

The "This is Who We Are" campaign aimed to ensure that citizens are reminded of who we are as South Africans and reconcile by returning to who we are at the core. The campaign focused on the following themes: sacrifice, respect, creativity, gender-based violence, as well as leveraging Reconciliation Day. The campaign was implemented in the form of digital banners, audio-visual ad, radio advert and print. The campaign was promoted on Brand South Africa's social media platforms (Facebook, Instagram, Twitter and LinkedIn), print and radio platforms during the 2022/2023 financial year, and achieved 21 027 735 impressions, achieving an audience reach in excess of 8 893 668²⁰⁴.

As part of the SABC's drive to support and cover content of national days, seven (7) national days were covered on TV and radio. The station also covered live, and highlights of the President's Human Rights Day speech, as well as the World TB Day speeches by Premiers and MECs of Health across all the 9 provinces¹⁵⁰.

5.4.2 Promote access to cultural facilities/community arts centres and participation in arts, culture and heritage programmes

In order to promote participation in arts, culture and heritage programmes, *nine (9) Provincial Community Arts Development Programmes were targeted to be implemented per year*, according to the IYDS (2022/25). In 2021/22, seven (7) Provincial Community Arts Development Programmes were implemented by DSAC, and a further (9) programmes were rolled out in the 2022/23 financial year.

¹⁴⁸ DSAC Annual Report 2022/23

¹⁴⁹ Brand SA, Annual Report 2022/23

²⁰⁴ Brand SA, Annual Report 2022/23

¹⁵⁰ SABC Annual Report 2022/23

The Department reported that the non-achievement in the past two financial years was due inadequate evidence/delays in implementation by provinces¹⁵¹.

5.4.3 Implement the community conversations/dialogue programme

DSAC undertakes community conversations/dialogues as a means of fostering social interaction. Platforms for community conversations/dialogues are created with a specific focus on issues of national importance, including GBVF. According to the IYDS (2022/25) target, *20 dialogues are to be organised annually and 100 over the MTSF period to foster social interaction.*

In the 2022/23 financial year, 25 community conversations/dialogues were held. Due to an increase in the number of cases of social ills, stakeholders requested additional interventions, leading to the target for community conversations/dialogues held to foster social interaction being exceeded by five against the target of 20¹⁵².

5.4.4 Implement advocacy platforms on social cohesion by Social Cohesion Advocates

The IYDS (2022/25) outlined a target for *20 advocacy platforms implemented annually and 100 over the MTSF period.* In the 2022/23 financial year, DSAC implemented 60 advocacy platforms (against a target of 20) on social cohesion through the Social Cohesion Advocates programme,

in response to continuous challenges such as racism, femicide, gender-based violence and xenophobia. The Social Cohesion Advocates programme has a work stream solely dedicated to Women Empowerment and Gender Equality which prioritises matters of GBVF¹⁵³.

5.4.5 Media digital campaigns to contribute towards social cohesion by promoting pride and patriotism

As the custodian of the Government's commemorative programme, inclusive of the national days as determined by the Public Holidays Act, 1994 (Act No. 36 of 1994), DSAC continues to annually host six national days' celebrations/commemorations. The IYDS (2022/25) stated that *12 digital campaigns showcasing the significance of national days should be held.* In 2022/23, all the key national days were successfully celebrated/commemorated and all events were in person – signalling a marked departure from the COVID-19 era. For the 2023/24 financial year, the Department has set aside R31,5 million towards the national days. Given the divisions that are still evident owing to the country's colonial and apartheid past, the government looks to the national commemorative programme, and particularly the national days, as a platform to promote one of its key priorities of social cohesion and nation building¹⁵⁴.

5.4.6 Use international events to promote advocacy amongst South Africans living abroad

In order to promote advocacy amongst South Africans living abroad, the IYDS (2022/25) set a target for *19 Global South Africans (GSA) activations to be implemented annually.* In 2022/23, Brand South Africa partnered with African Symposium to co-host a discussion led by South Africans about their experiences of democracy and politics in the country post-apartheid. More than 100 professionals and experts attended the panel discussion and participated in a lively Q&A session. In 2021/22, 19 activities

¹⁵¹ DSAC Annual Report 2022/23

¹⁵² DSAC, Annual Report 2022/23

¹⁵³ DSAC, Annual Report 2022/23

¹⁵⁴ DSAC, Annual Report 2022/23

that promote Nation Brand advocacy to South Africans living abroad were implemented in key markets. In the 2022/23 financial year, 19 events were hosted by Brand SA¹⁵⁵.

5.4.7 Greening of public spaces through Community Works Programme

The Community Works Programme (CWP) constitutes a governmental initiative aimed at alleviating poverty by offering employment opportunities to unemployed and under-employed South African citizens residing in wards afflicted by high poverty rates. The programme not only creates income security and work experience for participants, but also fosters social and economic inclusion, while concurrently prioritising skills enhancement and community development.

According to the IYDS (2022/25), *88 greening projects were to implemented and maintained as CWP annually*. NYDA was allocated 18 sites to manage in terms of the Service Level Agreement for a total of 26 900 participants that were to be serviced. The programme accounts for a total of 28 000 participants for stipends administered by NYDA at a total cost of R 330 224 850. The NYSU was responsible for the Mental Toughness workshops with the 7 000 young people

enrolled in the programme and ensure that these young people are transitioned from CWP to sustainable economic activities such as full-time employment and or self-employment.

5.5 Promoting Active Citizenry and Leadership

5.5.1 Promote participation in sport and recreation by facilitating opportunities for people to share space and by providing equipment and/or attire to schools, hubs and clubs

To foster engagement in sports and recreation, the five-year IYDS (2022/25) target stipulated that *2 034 820 people should be actively participating in organised sport and active recreation events by March 2024*.

The number of individuals actively participating in organised sport and active recreation events saw an increase from 332 053 in 2021/22 to 374 255 in 2022/23, surpassing the target of 315 000. This increase was influenced by the easing of Covid-19 restrictions at the beginning of the financial year, allowing provinces to expand their activities, creating more participation opportunities.

DSAC not only facilitated opportunities for communal participation but also supplied schools, hubs, and clubs with equipment and attire according to established norms and standards. In the 2022/23 financial year, 10 community outdoor gyms and children's play parks were constructed. Additionally, technical and management support was extended to 141 municipalities across the country for their Municipal Infrastructure Grant (MIG)-funded sport facilities¹⁵⁶.

In 2022/23, DSAC supplied equipment and attire to 4 165 schools, hubs, and clubs, exceeding the target of 2,500. This overachievement was driven by an increased demand for equipment and attire to facilitate greater participation in sport and recreation activities.

The mass participation and sport development grant aims to increase citizens' access to sport and recreation activities. The IYDS (2022/25) specified that *40 sport and recreation promotion events and campaigns should be undertaken by 2024*. In 2022/23, various campaigns and events were held, which included: Move for Health Day, Indigenous Games Festival, Nelson Mandela Sport and Culture Day,

¹⁵⁵ Brand SA, Annual Report 2022/23

¹⁵⁶ DSAC, Annual Report 2022/23

National Recreation Day, Big Walk, National Youth Camp, Andrew Mlangeni Golf Development Programme, and the Ministerial Outreach Programme. The removal of COVID-19 restrictions allowed for broader participation in sporting activities¹⁵⁷.

5.5.2 Develop talented athletes by providing them with opportunities to excel at the national school sport championships and by supporting athletes through the sports academies

In order to develop the potential of talented athletes, the IYDS (2022/25) specified a target for *25 000 learners by 2024* to be afforded the opportunity to showcase their abilities at the national school sport championships. In the 2021/22 financial year, 2,309 learners participated in the National School Sport Championship. In 2022/23, the participation increased, with 5,204 learners taking part against the target of 5,000. This over-achievement was a direct outcome of additional efforts directed towards supporting the National Primary Schools Athletics

Championships in the Fourth Quarter. Additionally, the number of learners participating in district school sport tournaments saw a significant increase from 101,740 in 2021/22 to 165,254 in 2022/23¹⁵⁸.

The sports academies played a crucial role in supporting athletes during the 2022/23 period, extending assistance within their established frameworks. This support included various aspects such as training camps, logistical aid, and medical and scientific support. The athletes, most of whom represented their respective provinces, participated in prominent national championships including the South African Sport for the Physically Disabled (SASAPD) National Championships (17–21 March 2023), the National Deaf Championships (24–27 March 2023), and the Male Netball Championships (27 March to 1 April 2023).

In terms of the number of athletes supported by sports academies, the IYDS (2022/25) identified a five-year target of *18 500 athletes by 2024*. In the 2022/23 financial year, sports academies provided support to 5,289 athletes, exceeding the target of 3,700. The over-achievement was attributed to emerging high-performance athletes seeking assistance from academies to enhance their performance. Additionally, some provinces exceeded their targets, contributing significantly to the overall national achievement in this regard²¹⁴.

The scientific and medical support provided to athletes are important in fast-tracking athletes or teams to achieve elite level and represent the country at international events. A total of 288 athletes were supported through the scientific support programme in the 2022/23 financial year; against the IYDS (2022/25) five-year target of *400 athletes supported by 2024*. This achievement exceeded the target of 80 that was planned with an annual budget of R4 million. The overachievement on this indicator was due to the extra support provided to various athletes in preparation for and during participation at multi-coded international events¹⁵⁹.

¹⁵⁷ DSAC, Annual Report 2022/23

¹⁵⁸ DSAC, Annual Report 2022/23

²¹⁴ DSAC, Annual Report 2022/23

¹⁵⁹ DSAC, Annual Report 2022/23

5.5.4 Conduct continuous Civic and Democracy Education (CDE) campaigns to improve participation in elections

Civic and democracy education (CDE) refers to the ongoing dialogue and discourse about broad concepts of a democratic society and citizen participation, with a broad focus on the Constitution, human rights and democracy. It aims to foster participation in electoral democracy. In order to actively promote and foster awareness and participation in electoral processes through civic and democracy education programmes, the IYDS (2022/25) stated that *80 000 CDE events should be held by 2024*. Through the various CDE interventions conducted in 2022/23, the target was exceeded by 9 687, giving a total of 49 687 CDE events. The provincial distribution of this performance took into account the general population, the youth population, the number of schools, number of voting districts and number of registered and eligible voters per province¹⁶⁰.

5.5.5 Maintain an accurate national common voters' roll to ensure credibility of the elections

One of key objectives of the Independent Electoral Commission (IEC) is to maintain a technologically advanced and credible national voters' roll. In the IYDS (2022/25) a target of *27 756 831 voters for 2023/24* was identified. As of March 31 in each respective year, the number of registered voters was as follows: 2020/21: 25 802 362; 2021/22: 26 096 884; and 2022/23: 26 048 668 (target not achieved).

The deviation from the target in the 2022/23 period is largely attributed to the gap identified in 2021/22, resulting in a reduced baseline. Additionally, there were no voting station-based registration drives during 2022/23 due to it being a non-election period¹⁶¹.

5.5.6 Successful delivery of a general election for local government in 2021 as required by the Constitution of the Republic of South Africa

In terms of the Local Government Municipal Electoral Act, and the IYDS (2022/25) target, the Electoral Commission is required to *announce election results within seven days of an election*. The results of all 120 by-elections were announced within seven days of the by-elections, with all 120 by-elections results announced the day after the by-elections²¹⁸.

5.5.7 Improve participation in general elections (both National and Municipal elections)

The IYDS (2022/25) indicated a target of *58% of voters who turn out in local government elections, as a percentage of registered voters*. Out of 26 203 811 registered voters, 12 063 886 registered voters voted in the Local Government Elections (LGE) 2021 and 98 589 MEC votes were cast. This provided for a voter turnout in LGE 2021 of 45.87%. Voter turnout in LGE 2021, which was arranged during the Covid-19 pandemic, showed a marked decrease compared with previous municipal elections (57% in LGE 2016 and 2011)¹⁶².

5.5.8 Promote participation in community-based governance processes

¹⁶⁰ IEC Annual Report 2022/23

¹⁶¹ IEC Annual Report 2022/23

²¹⁸ IEC Annual Report 2022/23

¹⁶² IEC Annual Report 2021/22

(active citizenship bodies)

The Department of Cooperative Governance and Traditional Affairs (DCOG) has undertaken initiatives to enhance public participation in local government processes. This includes a strategic partnership with GovChat under the Open Government Partnership. This collaboration, provided at no cost to the government, facilitates engagement with the public at provincial and local levels, fostering accountability. The GovChat platform, which is accessible without data costs, now has over 8 million users across a million South African households. Citizens use it for various purposes, including identifying ward councillors, reporting on government facilities, lodging service requests with municipalities, applying for SASSA grants, reporting gender-based violence and corruption, registering childcare facilities, accessing COVID-19 services, and participating in government polls.

The IYDS (2022/25) set a target for *nine (9) provinces to be implementing the GovChat programme for community engagement and service delivery improvement by 2024*. In the 2022/23 financial year, the Department actively supported GovChat implementation in all nine provinces through intergovernmental relations engagements and training, and all provinces have integrated GovChat into their community participation activities.

DCOG also extended support to provinces concerning ward committees, offering document sharing and policy guidance. Financial assistance was provided for catering to municipalities upon request. The IYDS (2022/25) identified a target of *50% of municipalities to be supported to establish and maintain functional and effective community engagement structures, systems, and processes*. As of the 2022/23 financial year, 97% of ward committees had been established across provinces, with ongoing support for those yet to be formed¹⁶³.

The IYDS (2022/25) stipulated that *nine (9) Play Your Part activities that promote nation brand values should be implemented*. In 2022/23, Brand South Africa utilised the Play Your Part Advocacy platform to target international audiences and communities, particularly those investing in South Africa, such as Asia, America, UAE, and Europe. This outreach aimed to enhance the country's profile, image, and reputation. Brand SA supported Presidential State Visits, strategically placing promotional content on digital media platforms before, during, and after these visits. The Advocacy AV, focusing on South African exports, was broadcasted in key markets like Japan, India, Malaysia, Uganda, Egypt, Nigeria, Saudi Arabia, the United Arab Emirates, and the United Kingdom, achieving a total reach of 2.8 million impressions across digital platforms in 2022/23¹⁶⁴.

5.6 Fostering a social compact

5.6.1 National summit on social cohesion and nation building for the development of social compact(s) to foster partnerships with civil society, private sector and citizens

The IYDS (2022/25) specified that a *social compact on social cohesion and nation building should be in place by 2024*. As of March 2023, DSAC's fell short of this target, along with the associated monitoring reports. Despite active engagement with various stakeholders and the drafting of the Compact, the project has encountered delays due to dependencies on multiple stakeholders. The Department has

¹⁶³ DCOG, Annual Report 2022/23

¹⁶⁴ DCOG, Annual Report 2022/23

conducted all necessary consultations, but a clear direction on the way forward is still required. As a result, this indicator has been withdrawn from the MTSF as its implementation is contingent on the existence of a finalised Social Compact for social cohesion and nationbuilding, a project still pending completion due to dependencies on external stakeholders¹⁶⁵.

6. PILLAR 5: EFFECTIVE AND RESPONSIVE YOUTH DEVELOPMENT MACHINERY

6.1 Introduction

Aligned with the NDP's objective of establishing a capable state by professionalising the public service, the focus on capacity building in the youth sector involves enhancing the capabilities of key institutions responsible for delivering services to the youth. This initiative also emphasises the importance of ensuring that youth development practitioners, serving as primary providers of services, possess adequate skills and competence. The overarching goal of Pillar 5 is to create a robust and effective framework within the youth sector that aligns with national development objectives and optimally serves the needs of the youth population. The following sections reflect on the progress made in the 2022/23 financial year with respect to the various interventions outlined for Pillar 5 of the IYDS (2022/25).

6.2 Improved leadership, governance and accountability

6.2.1 Coordinate engagements between leadership of the executive, legislature and judiciary on strengthening state governance and public accountability

The MTSF (2019–2024) proposed a social compact and engagement between the three spheres of government with the fundamental outcome of “improved leadership, governance and accountability”. It is intended that the finalisation of a social compact will strengthen the vision that a developmental state must be embedded in society, building constructive relations and collaboration with sectors of society and empowering citizens to be active agents of change in communities. Therefore, the social compact between the three branches of state is intended to foster and strengthen the constitutional relationship between the respective arms of state and provide a platform for a constructive interface where matters of mutual interest can be raised. In alignment with the MTSF (2019-2024), the IYDS (2022/25) set out a target for *a social compact to be developed by 2021 and implemented by 2024*. In 2021/22, the Social Compact discussion document was submitted to the Minister for approval. The Social Compact discussion document was submitted to Cabinet in the 2022/23 financial year¹⁶⁶.

6.2.2 Rationalise governance system in the public sector

In terms of this intervention, the IYDS (2022/25) identified a target for *the institutional model for intergovernmental and interdepartmental coordination to be developed*. In 2022/23, DPME focused on the assessment and enhancement of the policy and institutional framework governing intergovernmental relations and the management of powers and functions. The primary emphasis was

¹⁶⁵ DSAC, Annual Report 2022/23

¹⁶⁶ DoJCD Annual Report 2022/23

on policy development and the review of significant legislation that shapes intergovernmental relations and the delegation of powers and functions at the local government level.

A crucial initiative guiding the work and programme implementation was the formulation of Section 47(1)(b) of the Inter-Governmental Relations Framework Act (IGRFA) regulations, which will establish the legal framework for institutionalising the District Development Model (DDM)

and implementing it through intergovernmental long-term One Plans. Additionally, Department was actively involved in proposing amendments to sections 84(1) and 85) of the Local Government: Municipal Structures Act of 1998. This involved extensive intergovernmental consultations and dialogues, resulting in the production of a draft amendment bill. The Bill will undergo processing through the requisite Cabinet and Parliamentary structures and processes in the upcoming 2023/24 financial year.

Amendments were also made in 2022/23 to the Intergovernmental Relations Framework Act of 2005, which led to the development of an Intergovernmental Relations Framework Amendment Bill, which is scheduled to undergo processing through the necessary Cabinet and Parliamentary structures and procedures during the 2023/24 financial year¹⁶⁷.

6.2.3 Enable leadership in national and provincial departments to build capacity and also intervene to resolve blockages in government bodies and administration

In compliance with the requirements of Section 100(3) and 139(8) of the Constitution, the Intergovernmental Monitoring, Support and Intervention Bill (IMSI) aims to strengthen the processes and procedures for intervention by the national and provincial governments in provinces and municipalities, respectively. The IYDS (2022/25) target in relation to this, specified that *Sections 100 and 139 Monitoring and Intervention Act should be in place by 2022*.

During the 2022/23 financial year, the Bill was served before the Governance State Capacity and Institutional Development (GSCID) Cluster, DG Cluster, and Cabinet Ministerial Cluster. The GSCID Ministerial Cluster delayed the submission of the Bill to Cabinet for approval to publish for public comments by the target date, and directed further consultations and sought legal advice on the effects of the passing of the Bill²²⁵.

6.3 Functional, Efficient and Integrated Government

6.3.1 Modernise business processes in the public sector

Business process modernisation (BPM) is the process of identifying, analysing, and improving business processes. It is a systematic approach to improving the way an organisation works. BPM can be used to improve efficiency, effectiveness, and customer satisfaction.

Organisational functional assessments (OFAs) are a type of BPM that focuses on the organisation's structure and functions. OFAs can be used to identify areas where the organisation can be improved, such as by streamlining processes, eliminating duplication, or improving communication.

In this regard, the Department of Public Service and Administration (DPSA) continues to support departments in both the business process modernisation and organisational functional assessments.

¹⁶⁷ DPME, Annual Report 2022/23

²²⁵ DPME, Annual Report 2022/23

The IYDS (2022/25) identifies the target for this intervention as: *Business Processes Modernisation Programme in the public sector approved by 2022 and implemented by 2023*. In 2020/21, the BPM Programme was developed. The programme was implemented and monitored by DPSA in the

subsequent year. In the 2022/23 financial year, BPM was implemented in four partner departments¹⁶⁸.

6.3.2 Improve financial management capability in the public sector

The IYDS (2022/25) target stated that the *Municipal System should be strengthened by 2023*, as a means of improving financial management capability in the public sector. National Treasury utilises the Integrated Revenue Management Framework to streamline revenue initiatives towards a common focus. The focus areas are strategically designed to foster stability and sustainability in municipal revenue, aiming to reduce inefficiencies within the revenue value chain and promote fundamental good practices for maximising revenue efforts.

In 2022/23, the Municipal Finance Improvement Programme (MFIP III) of the National Treasury deployed technical advisors in seven provinces to enhance the capacity of their treasuries and address revenue challenges in selected municipalities. Additionally, 21 technical advisors were stationed in districts aligned with the 43 municipalities identified to be in service delivery and financial crises. The MFIP programme contributed two advisors to the National Treasury's Local Government Budget Analysis (NT: LGBA) unit, enhancing reach and revenue coordination.

The Municipal Finance Management Act (MFMA) helpdesk responds to inquiries from municipalities and municipal entities on MFMA legislation and regulatory oversight. Acting as a central hub, the MFMA mailbox channels requests to relevant departments, provincial treasuries, municipalities, and municipal entities for responses. This includes assistance with implementing the MFMA, providing clarity on various facets such as revenue, budgets, investments, supply chain management, borrowing, minimum competencies, measures to handle unauthorised, irregular, fruitless, and wasteful expenditure, and applying consequence management procedures.

The impact of these responses is evident in improved understanding of roles and responsibilities among municipal officials, leading to enhanced oversight activities by councillors. Ongoing support is provided through MFMA workshops and capacity-building exercises for municipal public accounts committees to strengthen their financial management oversight, addressing areas like unauthorised, irregular, and fruitless and wasteful expenditure. A review of the MFMA is currently in progress.

During the 2022/23 financial year, a MFMA circular supporting the consequence management and accountability framework aimed to empower political and administrative leadership within municipalities and municipal entities for effective implementation was issued. An updated circular related to the municipal regulations on financial misconduct procedures and criminal proceedings was also released.

Support and training for municipal officials continued during the 2022/23 financial year, focusing on the use of web-enabled tools such as the audit action plan and assessments for financial capability and maturity levels. A new initiative, the Muni eMonitor system, was designed to enhance reporting capabilities for municipalities and municipal entities to comply with MFMA

¹⁶⁸ DPSA Annual Report 2022/23

provisions and supporting regulations. The system is scheduled for rollout later in the year at no additional cost.

Virtual MFMA coordinator meetings were conducted with officials from provincial treasuries, national and provincial departments of cooperative governance, the Auditor General of South Africa (AGSA), the South African Local Government Association (SALGA), and other stakeholders. These meetings addressed a range of MFMA and financial management-related priorities, reforms, and support measures. They facilitated peer learning, sharing best practices, and obtaining insights into the progress made in implementing financial management reforms while highlighting potential gaps in implementation¹⁶⁹.

6.3.3 Measures taken to eliminate wasteful, fruitless and irregular expenditure in the public sector

The IYDS (2022/25) set out a target of *100% elimination of wasteful, fruitless and irregular expenditure in the public sector institutions incrementally from baseline of 2019 by 2024*. Several measures were implemented during 2022/23 and are being rolled out in 2023/24 aimed at supporting institutions governed by the Public Finance Management Act (PFMA) and Municipal Finance Management Act (MFMA) in their efforts to reduce incidences of irregular, fruitless and wasteful expenditure, and the resultant unfavourable audit outcomes. National Treasury repealed instructions 2 and 3 issued during 2019/20 and issued Instruction 4 of 2022/23¹⁷⁰.

To enhance clarity on irregular expenditure, guidelines and quarterly reports were developed, providing answers to frequently asked questions. An unauthorised, irregular, fruitless and wasteful reduction strategy and guiding tools were also issued for implementation by MFMA institutions. This was also accompanied by a Consequence Management and Accountability Framework, that was launched during the Local Government President Summit in September 2022. Attended by Mayors, Councillors, Ministers, and municipal officials, the framework aimed to reinforce accountability and consequence management practices¹⁷¹.

6.3.4 Improve coordination between national, provincial and local government to improve service delivery

DCOG engaged in extensive intergovernmental consultations and dialogues to develop DDM regulations, which were submitted to Government Printers by the end of the financial year for public comment, scheduled to commence in the first quarter of the 2023/24 financial year.

Concurrently, a comprehensive review of legislation affecting local government is underway, focusing on addressing weaknesses and reinforcing good practices and policy coherence. This includes the review of the Inter-Governmental Relations Framework Act (IGRF) to institutionalise the DDM through regulations specified in Section 47. Additionally, the Intergovernmental Monitoring, Support, and Intervention Bill (IMSI) is being developed to enhance the processes and procedures for interventions by national and provincial governments in provinces and municipalities, aligning with the requirements of Section 100(3) and 139(8) of the Constitution.

¹⁶⁹ NT Annual Report 2022/23

¹⁷⁰ NT, Annual Report 2022/23

¹⁷¹ NT, Annual Report 2022/23

In 2022/23, a collaboration was established between DCOG and the Development Bank of Southern Africa (DBSA), where the bank will assist in providing programme management services for the DDM and Integrated Urban Development Framework (IUDF) on behalf of the Department. Additionally, the partnership involves capacity building for the National Disaster Management Centre.

6.3.5 Enhance productivity and functionality of public sector institutions in supporting people-centred service delivery

In order to enhance the productivity and functionality of public sector institutions, the Organisational Functionality Assessment (OFA) Framework was identified as a mechanism to measure the levels of productivity and functionality (efficiency and effectiveness) of departments in supporting service delivery objectives.

With regards to this intervention, the IYDS (2022/25) set a target for the *OFA Framework to be implemented by 2022*. In 2020/21, DPSA submitted the report on the state of readiness of departments to implement the Organisational Functionality Assessment (OFA) Tool to the Director-General in March 2020. Consultations with national and provincial departments were undertaken in 2020/21, on the full implementation of the OFA tool. In the 2022/23 financial year, the OFA tool was institutionalised within the public service¹⁷².

6.4 Professional, meritocratic, and ethical public administration

6.4.1 Programme for building a professional public administration

As per the IYDS (2022/25) target, the *Job Competency Framework for the public sector was due to be implemented by 2023*. In the 2022/23 financial year, the submission for approval of the Job Competency Framework for the public sector did not take place due to capacity challenges. However, in recognition of the importance of this framework, DPSA has sought technical support from partners to overcome these challenges, and the development is anticipated to be concluded in the upcoming 2023/24 financial year¹⁷³.

During the same period, progress was made with the development of the Occupational Dictionary, which categorises occupations into nine major groups and further divides them into sub-categories down to individual occupations. Aligned with the Occupational Field and Level Classification System (OFO) issued by the Department of Higher Education (DHET), this dictionary provides a comprehensive overview of entry requirements and occupation descriptions. The insights gained from the Occupational Dictionary will play a pivotal role in shaping the forthcoming Job Competency Framework for the public service, targeted for development in the 2023/24 financial year¹⁷⁴.

The National School of Government (NSG), operating under the Minister for Public Service and Administration, plays a crucial role in fulfilling the mandate of providing education, training, and development (ETD) across various government spheres. Aligned with the overarching goal of

¹⁷² DPSA, Annual Report 2022/23

¹⁷³ DPSA, Annual Report 2022/23

¹⁷⁴ DPSA, APP 2023/24

building a capable, ethical, and developmental state, the NSG focuses on empowering public servants and elected representatives through compulsory and demand-led ETD initiatives.

In terms of the IYDS (2022/25), a target was set for the *mandatory in-service training framework to be completed by 2020, and eight (8) mandatory programmes rolled out by 2020*. In 2022/23, the NSG achieved significant milestones, including completing nine skills assessments, developing/reviewing eight courses/programmes, and conducting six impact evaluation studies. The National Framework on the Professionalisation of the Public Sector was approved by Cabinet in preparation for advocacy and implementation.

The NSG's commitment to its strategic outcome is further evident in the consistent development and review of courses. In 2022/23, eight courses/programmes responsive to identified skills gaps were developed and reviewed. In addition, the NSG implemented 7 compulsory in-service training frameworks, with 78 720 learners trained on compulsory and demand-led ETD interventions¹⁷⁵.

7. RECOMMENDATIONS

7.1 Alignment of IYDS targets, interventions and indicators to MTSF targets, interventions and indicators

In order to ensure the alignment of the IYDS (2022/25) targets, interventions, and indicators with the Medium-Term Strategic Framework (MTSF) targets, interventions, and indicators, while being more specific on youth development, the following programmatic recommendations should be considered:

- *Conduct a Comparative Analysis:* Start by conducting a thorough comparative analysis of the goals, targets, interventions, and indicators outlined in both the IYDS (2022/25) and MTSF documents. Identify areas of alignment and gaps related to youth development.
- *Identify Key Youth Development Priorities:* Prioritise specific youth development priorities within the MTSF that are aligned with the overarching goals of the IYDS (2022/25). This may include education, employment, health, social inclusion, and civic engagement.
- *Map Out Intersections:* Create a mapping document to illustrate how the IYDS (2022/25) interventions, indicators, and targets align with relevant interventions, indicators, and targets within the MTSF. Highlight areas of overlap and opportunities for synergy.
- *Engage Stakeholders:* Engage stakeholders from government agencies, youth organisations, civil society, academia, and the private sector to gather input on how to effectively align the two frameworks, whilst addressing specific youth development needs.
- *Customise Indicators for Youth Development:* Develop or customise indicators within the MTSF framework that are specific to measuring progress in youth development areas outlined in the IYDS (2022/25). Ensure these indicators are measurable, relevant, and actionable. In order to ensure consistency, provincial youth development strategies should be developed in alignment to the IYDS (2022/25) interventions, indicators and targets.
- *Integrate Youth-Centric Approaches:* Embed youth-centric approaches across MTSF interventions to ensure that the needs, perspectives, and aspirations of young people are fully considered and integrated into policy and programming.

¹⁷⁵ NSG, Annual Report 2022/23

- *Promote Youth Participation and Leadership:* Incorporate mechanisms for meaningful youth participation and leadership within the implementation of MTSF interventions related to youth development. Empower young people to co-design, implement, and evaluate programmes that affect them directly.
- *Address Equity and Inclusion:* Ensure that the aligned framework prioritises equity and inclusion by addressing the needs of marginalised and vulnerable youth populations, including girls, LGBTQ+ youth, rural youth, ethnic minorities, and persons with disabilities.
- *Leverage Data and Evidence:* Utilise data and evidence-based research to inform decisionmaking and prioritise interventions that have been proven to be effective in promoting positive youth development outcomes.
- *Establish Monitoring and Evaluation Mechanisms:* Implement robust monitoring and evaluation mechanisms to track progress towards achieving aligned targets and objectives. Regularly assess the impact of interventions on youth development outcomes and adjust strategies as needed.
- *Submission of annual plans:* as recommended by Cabinet, it is important to ensure that Government Departments submit their annual plans to the NYDA to allow for ongoing tracking and monitoring of progress.

7.2 Alignment of Local Government to Youth Development Programmes

The need for local government to play a more relevant role in youth development, is a multifaceted issue that stems from various challenges and systemic shortcomings. One key factor contributing to this failure is the lack of adequate resources allocated to youth-focused initiatives at the local level. Many district and local municipalities face budget constraints and competing priorities, which often result in limited funding being allocated to youth development programmes and services. As a result, essential resources such as youth centres, recreational facilities, skills training programmes, and educational support services may be insufficient or unavailable in many communities.

Additionally, there is often a disconnect between local government authorities and the needs, interests, and aspirations of young people within their jurisdictions. Decision-making processes may lack meaningful youth participation, and there may be limited avenues for young people to voice their concerns, provide input, or contribute to shaping policies and programmes that affect them directly. This lack of youth engagement can lead to the implementation of initiatives that do not effectively address the unique challenges and opportunities faced by young people in their communities.

Furthermore, bureaucratic inefficiencies, administrative bottlenecks, and a lack of coordination among different government departments and agencies can hinder the effective delivery of youth development services at the local level. Fragmented approaches to youth programming may result in duplication of efforts, gaps in service provision, and inefficiencies in resource allocation, ultimately limiting the impact and reach of interventions aimed at supporting youth development.

The IYDS (2022/25) presents an opportunity to overcome these challenges and empower local government to play a more relevant role in youth development. By providing a comprehensive framework that outlines clear objectives, targets, and strategies for youth development, the IYDS (2022/25) can serve as a roadmap for local authorities to align their policies, programmes, and investments with the needs and priorities of young people.

Key elements of the IYDS (2022/25), such as its emphasis on meaningful youth participation, evidence-based interventions, and multi-stakeholder collaboration, can help foster stronger partnerships between district and local municipalities, youth organisations, civil society, and other stakeholders. By actively involving young people in the design, implementation, and evaluation of youth development

initiatives, local government can ensure that programmes are tailored to the specific needs and realities of their communities.

Moreover, the IYDS (2022/25) can facilitate greater coordination and integration of youth services across different government departments and agencies at the local level. By promoting a more holistic and collaborative approach to youth development, the IYDS (2022/25) can help streamline processes, leverage resources more effectively, and maximise the impact of interventions aimed at improving the well-being and opportunities of young people.

The successful implementation of the IYDS (2022/25) at the local level requires strong political will, institutional capacity building, and sustained commitment from all stakeholders involved. By harnessing the principles and strategies outlined in the IYDS (2022/25), district and local municipalities can overcome barriers to youth development and create inclusive, supportive, and empowering environments where young people can thrive and contribute positively to their communities.

7.3 Clearly defined IYDS objectives

The IYDS (2022/25) sets out to address various challenges and opportunities facing young people, aiming to provide a comprehensive framework for youth development. However, one notable criticism of the IYDS (2022/25) is that its objectives are often perceived as vague or lacking specificity. This vagueness can hinder effective implementation and evaluation of the strategy's impact, as it may not provide clear direction or guidance for stakeholders involved in youth development efforts.

To improve the IYDS (2022/25), there is a need to revisit and refine its objectives to ensure they are specific, measurable, achievable, relevant, and time-bound (SMART). Clear and precise objectives would enable policymakers, government agencies, civil society organisations, and other stakeholders to better understand the desired outcomes of the strategy and tailor their interventions and actions accordingly.

Moreover, specific objectives would facilitate monitoring and evaluation processes, allowing for the measurement of progress towards achieving key goals and targets outlined in the IYDS (2022/25). By establishing clear benchmarks and indicators of success, stakeholders can assess the effectiveness of various interventions and make informed decisions about resource allocation, programme design, and policy adjustments.

Additionally, enhancing the specificity of objectives in the IYDS (2022/25) would enhance accountability and transparency in youth development efforts. Clear objectives would enable stakeholders to hold governments and institutions accountable for their commitments to youth development and ensure that resources are allocated efficiently and effectively to achieve desired outcomes.

Furthermore, specific objectives would enhance communication and collaboration among stakeholders involved in youth development initiatives. Clarity on the goals and priorities outlined in the IYDS (2022/25) would facilitate coordination and alignment of efforts across different sectors and levels of government, as well as with youth-led organisations and community groups.

Improving the specificity of objectives in the IYDS (2022/25) is essential for enhancing its effectiveness and impact. By ensuring that objectives are clear, measurable, and achievable, the IYDS (2022/25) can better guide efforts to address the diverse needs and aspirations of young people and support their holistic development.

7.4 Developmental modelling and market segmentation of IYDS

In order to enhance the effectiveness and relevance of the IYDS (2022/25), employing developmental modelling and market segmentation techniques can be invaluable. Developmental modelling involves the systematic analysis and projection of trends and patterns related to youth development, allowing policymakers to anticipate future needs and tailor interventions accordingly. By leveraging developmental modelling, the IYDS (2022/25) can adopt a forward-looking approach that accounts for evolving socio-economic, demographic, and technological dynamics impacting young people.

Market segmentation, on the other hand, involves dividing the youth population into distinct groups based on shared characteristics, needs, and preferences. By segmenting the youth market, the IYDS can better understand the diverse needs and aspirations of different youth cohorts, allowing for more targeted and tailored interventions. This approach recognises that young people are not a homogenous group and that strategies to support their development must be customised to address their unique circumstances and challenges.

Through developmental modelling, the IYDS can identify emerging trends and drivers shaping youth development outcomes, such as shifts in educational attainment, employment patterns, migration trends, and technological advancements. This analysis can inform the formulation of proactive policies and programmes that anticipate and respond to changing needs and opportunities facing young people.

Similarly, market segmentation enables the IYDS to identify priority segments within the youth population that may require specific attention or interventions. This could include segments such as unemployed youth, rural youth, youth with disabilities, or marginalised minority groups. By understanding the distinct needs and barriers faced by each segment, the IYDS can develop targeted strategies to address their challenges and unlock their potential.

Moreover, developmental modelling and market segmentation can inform the allocation of resources and prioritisation of interventions within the IYDS. By identifying high-impact areas and target populations, policymakers can allocate resources more efficiently and ensure that investments yield maximum returns in terms of youth development outcomes.

Additionally, these approaches can enhance the relevance and responsiveness of the IYDS to the changing needs and priorities of young people over time. By continuously monitoring trends and periodically re-evaluating market segments, the IYDS can adapt and evolve to remain effective in addressing emerging challenges and seizing new opportunities for youth development.

By integrating developmental modelling and market segmentation into the design and implementation of the IYDS can strengthen its ability to address the diverse needs and aspirations of young people. By adopting a forward-looking and targeted approach, the IYDS can maximise its impact and contribute to positive youth development outcomes across various domains.

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ANNEX A: PROVINCIAL YOUTH DEVELOPMENT PROGRAMMES

1. Western Cape

1.1 Youth Development Programmes

1.1.1 Youth Development Programme

The Youth Development Programme, administered by the Department of Social Development, caters to individuals under the age of 35, offering a platform for to develop their career paths, learn important life skills, and receive valuable mentorships. Participants undergo comprehensive training to enhance their financial literacy and foster self-reliance.

Designed for individuals between the ages of 14 and 35, the Youth Development Programme delivers a wide range of services, opportunities, and support. It leverages the inherent strengths of young people by focusing on skills development, encompassing leadership training, mentorship, and assistance in navigating the challenges experienced in their daily lives.

Funded Non-Profit Organizations (NPOs) independently provide services through Youth Cafés and community-based initiatives, whilst the Department of Social Development's Service Delivery Area Offices host their own services. NPOs and Youth Cafés determine programme content, prioritising work preparation, skills enhancement, and occasionally job placement.

The programme is strategically designed to promote the social inclusion of diverse youth, with a particular emphasis on NEET Youth (Not in Education, Employment, and/or Training). It places a significant focus on life and personal skills development, work skills enhancement, leadership training, mentoring, internships facilitated by the Expanded Public Works Programme (EPWP), and informal skills development.

Youth Cafés serve as dynamic hubs where young individuals can foster innovation and creativity in a secure developmental environment, benefiting from various forms of support, services, and opportunities.

The Department of Social Development subsidises 27 NPOs to work in communities where there are youth not in employment, education and/or training. These organisations have provided skills development training to 14 566 beneficiaries in the 2022/23 financial year.

The Department has 12 funded Youth Cafés in the province, which have reached more than 2 500 learners thus far.

1.1.2 YearBeyond

In 2015, YearBeyond was launched as a flagship initiative within the framework of the Western Cape Youth Development Strategy. This programme, which initially originated in the Western Cape, has since evolved into a national programme and stands as a Youth Service partnership between government, the National Youth Development Agency, donors, and non-governmental organisations (NGOs). YearBeyond aims to address the unemployment of young individuals aged 18 to 25 by providing them with meaningful work experience and a clear pathway toward further studies or employment, all while fostering a culture of community service.

YearBeyond's primary beneficiaries include:

- Youth: Supporting young individuals in transitioning from NEET status to becoming economically active contributors to society.
- Communities: especially children, learners, and families, in vulnerable areas to whom services are extended.

Through their participation in the programme, these young individuals, referred to as YeBoneers, actively engage in addressing challenges faced by communities, with a focus on education, social cohesion, and overall well-being. YearBeyond, therefore, serves as a transformative platform that not only empowers the youth but also contributes significantly to the betterment of communities in need.

1.1.3 The Seven Passes Initiative – Rural Youth Development Programme

The programme is a funded partnership between the Extended Public Works Programme of the Western Cape Department of Community Safety, and a community-based organisation from Touwsranten. The programme engages young facilitators from the Touwsranten community.

These facilitators play vital roles as teacher assistants in the mornings at Touwsranten and Lancewood Primary Schools. In the afternoons, they lead after-school care programmes and take on prominent roles in holiday initiatives. The facilitators receive stipends from the Department, and commit to a year-long tenure with Seven Passes, during which they gain skills and valuable experience.

The programme encompasses three interrelated activities, guided by the overarching objective of building capacity, providing work experience and training to empower young individuals to seize opportunities in both the workforce and tertiary education. The key activities include:

1. Training includes: Accredited computer training and support; environmental conservation education; goal-setting workshops; life skills development, covering time management, positive discipline, conflict management, and workplace ethics; leadership skills; and health, safety, and first aid training.
2. Work-Based Experience: Facilitation roles in support of Programme 1, contributing to their hands-on work experience
3. Support for Further Studies or Employment: Ongoing guidance and assistance for facilitators to pursue additional studies or secure long-term employment opportunities

This comprehensive approach not only enriches the skills and experiences of the young facilitators but also strategically contributes to the community's development.

1.2 Youth Disability Programmes

The province reported three (3) on BMT, 30 for Life Skills and Job Preparedness respectively for the quarter. The province reported the following partnerships: Disability Champion Training, Athlone Deaf School, and Department of Social Development¹⁷⁶.

¹⁷⁶ NYDA, Annual Report for Youth with Disabilities 2023/24 Financial Year, February 2024

2. Northern Cape

2.1 Youth Development Programmes

2.1.1 Construction Road Maintenance Short Skills Programme

This initiative reflects the Provincial Government's commitment to combating unemployment by investing in the skills development and empowerment of youth.

The main objective of this programme is to provide comprehensive training to unemployed youth, which will make meaningful contributions to the maintenance of road infrastructure in both the Pixley Ka Seme District and the wider Province. This is a 3-month programme, implemented in collaboration with the Construction Education and Training Authority (CETA).

Crucial to the success of the programme is a partnership between the Accredited Training Provider and the Department of Roads and Public Roads, formalised through a Service Level Agreement (SLA). This agreement is designed to ensure the delivery of high-quality training while clearly defining the obligations and responsibilities of all stakeholders involved. Learners will accrue credits contributing to their qualification attainment.

Following the three-month training, learners will transition into a 12-month learnership, followed by a 36-month apprenticeship. This progressive structure is aimed at facilitating a seamless integration of participants into the workforce, equipped with both theoretical knowledge and practical experience.

2.1.2 Manufacturing Skills Development Programme

The Northern Cape Provincial Government has entered into a partnership with the Manufacturing, Engineering and Related Services Sector Education and Training Authority (merSETA) to fund a three-year skills development project. The funding for this project is for the value of R210 million, to be spread across the different government departments in the province.

The Provincial Department of Social Development will receive funding for seven Youth Service Centres for electrical, welding and computer equipment; 50 bursaries per year for three years; and skills programmes for 420 learners in either electrical or welding skills.

The Provincial Department of Education will receive funding for 10 technical schools for equipment over a period of two years; while Road and Public Works will receive funding for learnerships (renewable energy, level 3) for 500 learners over a period of three years; skills programmes for 450 learners in either solar installation, welding or hand tools; and ARPL for 150 learners for merSETA trades.

The Provincial Department of Health will receive funding for Clinical Engineering Training for 10 learners; Artisan training for 10 learners; while the Northern Cape Economic Development Agency (NCEDA) will receive funding for skills programmes for 500 learners in either solar installation, welding or hand tools; learnerships for 200 learners; and ARPL for 150 electricians. The Office of the Premier will receive funding for bursaries for 50 learners per year over three years.

2.1.3 Food for Mzansi

In response to the aging demographic of farmers in the Northern Cape, the provincial government has allocated R7,2 million to a programme aimed at encouraging the participation of young people in the agricultural sector. The focuses on empowering unemployed agriculture graduates with the essential skills needed to establish their own agribusiness ventures.

In the Northern Cape, approximately 80% of registered farmers in the province, predominantly men, are on the brink of retirement. This demographic shift poses a significant challenge, as there is a shortage of young people, women, and individuals with disabilities actively engaged in the sector.

To address this, the government took decisive action by launching a comprehensive two-year on-the-job training programme in 2021. This initiative targeted 72 unemployed agriculture graduates and strategically placed them in relevant farms or enterprises within the agricultural value chain. The programme's primary objective was to equip participants with the practical skills and knowledge necessary to initiate and manage their own agribusinesses. The substantial investment of R7,2 million underscored the government's commitment to fostering a new generation of agriculturists who can invigorate and sustain the sector in the Northern Cape.

2.3 Youth Disability Programmes

The Northern Cape province has reported one (1) NYDA Grant in the first quarter. The partnerships that were established in the Northern Cape Province includes: (New venture creation programme & training for youth with disabilities (50) as well as fifteen (15) Youth with disabilities in jewellery manufacturing and maintenance)²³⁵.

3. North West

3.1 Youth Development Programmes

3.1.1 Youth Advocacy Programme

The Youth Advocacy Programme is based on four (4) pillars derived from the National Youth Policy, with the sole intention of encouraging young people to emerge from the unbearable effects of Covid19.

The programme’s four pillars include Food Security; Talent Development and Management, Entrepreneurial Support and Cultural Edutainment.

The programme is aiming at linking young people to opportunities available in Provincial Government Departments, State Owned Entities, National Youth Development Agency, SEDAs, Youth Formations and other establishments which aim to empower young people.

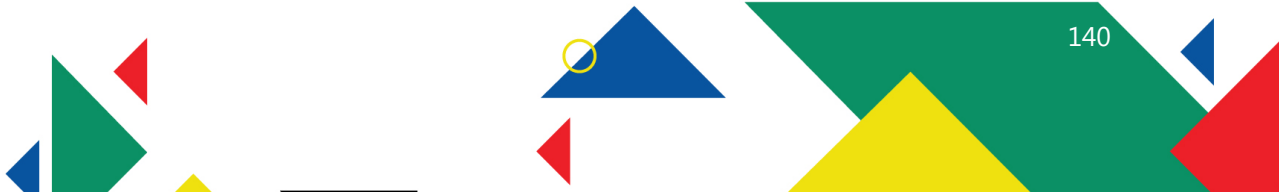
3.2 Youth Disability Programmes

The North-West province has established an ongoing partnership with the Office of the Premier (Disability Unit) that has Disability Forums in the four (4) district municipalities in the province. The Disability Unit has pledged to offer a capacity building programme to NYDA staff in the province to understand the dynamics of working with youth with Disabilities and their specific needs.

Programme	Disability Target	YTD
Grant	9	2
Voucher	6	2
BMT	99	84

²³⁵

SP/BBBEE	57	232
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Life Skills	126	45
Job Preparedness	126	36

Source: NYDA, February 2024

4. KwaZulu-Natal

4.1 Youth Development Programmes

4.1.1 KZN Youth Empowerment Fund

Established in 2018 by the Office of the Premier, the Youth Empowerment Fund is a key component of the government's concerted efforts to enhance youth development and empowerment in the province.

During the initial phase, R60 million was disbursed to 51 youth-owned businesses. In 2021/22, 4,016 applications were received, with 2,854 being disqualified for various reasons. The KwaZuluNatal Growth Fund, responsible for disbursement and management, processed 1,162 applications. Following a rigorous evaluation process and due diligence stage, 352 applications were shortlisted, culminating in the selection of 59 businesses as funding recipients. The allocated funding ranges from R200,000 to R2 million.

As per the fund structure, each beneficiary is required to allocate 90% of the funds received towards the purchase of equipment, aiming to reduce operational costs, while the remaining 10% is designated for working capital.

The sectors covered by the beneficiary businesses, include water security, transport and logistics, farming technology, the digital economy, automotive, and maritime industries. Approximately 42% of the approved applicants are women. The distribution of beneficiaries spans across all districts in the province, addressing the divide between urban and rural areas. The fund also extends support to businesses owned and managed by unemployed graduates and youths from professional sectors such as medical, engineering, and accounting disciplines.

A total R100 million has been committed towards the new funding window in 2023/24. Among the interventions to be focussed on, is the partnership with Sumitomo/Dunlop to roll out smart centres and cooperatives in townships and rural areas. These cooperatives will be fully owned by young people and will promote local economic growth in the tyre industry.

4.1.2 Tourism Sector Support

Ten emerging youth entrepreneurs recently had the opportunity to showcase their businesses and discuss the challenges they were facing. A panel consisting of representatives from Tourism KwaZulu-Natal (TKZN), the Small Enterprise Development Agency, Small Enterprise Funding Agency, KZN Department of Economic Development, Tourism and Environmental Affairs, Ithala, National Empowerment Fund, and the National Youth Development Agency listened to their presentations.

TKZN which organised the seminar, revealed that the programme from the previous year included 144 small tourism enterprises, demonstrating the positive impact of such initiatives. A budget of R4 million has been allocated to provide support to small enterprises.

4.1.3 Tolomane Mnyayiza Youth Skills Centre

A R27 million cutting-edge youth skills centre, funded by the KZN Department of Social Development was established in 2022/23 in the Bhoiboyi area of Port Shepstone.

Named in honour of the late esteemed youth leader, Tolomane Mnyayiza, the centre is designed to address the critical skills shortage in the region and empower the youth in the Ugu District. The unveiling ceremony was accompanied by a significant milestone as the first cohort of approximately 52 young individuals received certificates for successfully completing training programs in diverse fields. These fields include garment making, plumbing, bricklaying, electrical work, hospitality, and basic computer literacy.

4.1.4 IT Skills Development Programme

The eThekweni municipality has set itself a target of equipping one million young people with critical IT skills within the next three years.

In pursuit of this objective, approximately 109 graduates, both women and men, have already been equipped with a diverse set of skills. These skills encompass entrepreneurship, plumbing, electrical work, community house construction, computer literacy, and training as assistant chefs. Notably, all graduates also obtained Code 4 driver's licenses.

To facilitate this initiative, the municipality has implemented comprehensive training programmes amounting to R5 million. This financial commitment covers various aspects, including training itself, accommodation, meals, uniforms, and the purchase of start-up kits. The holistic approach aims to provide a well-rounded foundation for the graduates, preparing them for success in their chosen fields and ensuring they are equipped with the necessary tools to contribute meaningfully to the workforce.

4.2 Youth Disability Programmes

The province reported 132 on Life kills and Job Preparedness respectively. The following partnerships were established (KwaZulu Natal Department of Social Development on Mkhanya- Kude District and Public Service Sector Education and Training as well as (PSETA) to establish a 24 months learnership and recruited 50 young people with disabilities, Department of Social Development and finally IT Lab)²³⁶.

5. Mpumalanga

5.1 Youth Development Programmes

5.1.1 Premier's Youth Development Fund (PYDF)

The Mpumalanga Provincial Government is channelling support to youth-owned businesses through the Provincial Youth Development Fund (PYDF). The PYDF is a key component of the Provincial Government's broader youth empowerment initiative, designed to address the high unemployment rate among the youth in Mpumalanga. Instead of providing direct cash transfers to beneficiaries, the government, in collaboration with the Mpumalanga Economic Growth Agency (MEGA), procures the necessary assets and equipment on behalf of the youth-led businesses.

²³⁶

Since the establishment of the fund, 97 youth-owned businesses have received financial support totalling R140 million. The beneficiaries span a diverse range of sectors, including mining, manufacturing, retail, information and communication technology (ICT), transport and logistics, health and fitness, and restaurants. The Provincial Government aims to expand the reach of the programme in the current financial year, allocating a total budget of R114 million to support additional youth-led business entities. Importantly, at least 30% of this budget is earmarked for enterprises owned by youth with disabilities.

5.2 Youth Disability Programmes

Mpumalanga province has reported nothing for the quarter; however, the following partnership was established together with FoodBev SETA an accredited service provider has been appointed to train 150 learners on a new venture creation over a 12-month period and the recruitment of learners commenced on the third quarter²³⁷.

6. Limpopo

6.1 Youth Development Programmes

6.1.1 Digital Hubs Initiative

The Limpopo Provincial Government has initiated a programme that aims to establish Digital Hub centres in Seshego and Nkowankowa. The primary purpose of these hubs is to serve as training centres for community members, providing access to Information and Communication Technology (ICT) facilities, and offering incubation opportunities, particularly for young entrepreneurs in the ICT sector.

The Digital Hub initiative is driven by the core objective of granting the youth and unemployed population access to ICT. These hubs are integral to enhancing digital training and generating employment opportunities as part of the broader national infrastructure development program.

The Seshego Digital Hub, with a project cost of R23 million, has progressed to the finalisation of its business plan, and Limpopo Connexion has been appointed as the operator. Plans and layouts for the hub have also been concluded, and construction is set to commence in 2023/24.

In addition to the Digital Hub initiative, essential infrastructure has also been completed, including a Data Centre, Network Operating Control Centre, and Contact Centre. A total of 52 sites have been successfully connected to the network using both fibre and satellite technologies.

Furthermore, progress has been made in establishing the Limpopo Science and Technology Park, a transformative project poised to significantly impact the provincial economy. Once completed, it is expected to play a major role in enhancing the competitiveness of the province.

6.1.2 Limpopo Youth Development Fund

The Limpopo Youth Development Fund, was established by the Limpopo Provincial Government in collaboration with the NYDA in March 2023. The Fund aims to provide financial support to youth entrepreneurs. The fund, which is approximately R10 million, is designed to assist both established and aspiring youth entrepreneurs in accessing finances to support their businesses,

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fostering innovative ideas, and contributing to economic development while creating job opportunities.

The provincial government and NYDA activated the R10 million funding activities in Sekhukhune, with the fund targeting youth with business ideas or those already engaged in small and medium-scale enterprises. The funds will be distributed among qualifying individuals across all four districts in the province, aligning with the broader goals of the Limpopo Development Strategy to stimulate economic growth and job creation.

While there is no specific maximum amount allocated to each business at present, a portion of the funding, amounting to R150 000, is earmarked for employee salaries, specifically targeting youth employees. Entrepreneurs who have been funded by the NYDA in the past are not automatically excluded but are advised to seek further information from their local NYDA offices to ensure they do not miss out on this funding opportunity.

The NYDA will also provide assistance to youth entrepreneurs in registering their companies. The application processing period is estimated to take 31 working days. This initiative stands as a transformative opportunity for young entrepreneurs in Limpopo, facilitating economic empowerment and job creation within the province.

6.2 Youth Disability Programmes

The province reported one (1) youth supported with non-financial business development interventions (BMT). Eight (8) Life Skills and Job Preparedness respectively. The partnerships that were created in the province are the following: (Office of the premier Limpopo, DSD, University of Limpopo, University of Venda, VHEMBE TVET, Mopani TVET, Disability Champion Training)²³⁸.

7. Gauteng

7.1 Youth Development Programmes

7.1.1 Tshepo 1 Million

The Tshepo 1 Million is Gauteng province's flagship youth empowerment initiative designed to help young people to enter the labour market and access skills and entrepreneurial development.

The Tshepo initiative, which was launched in 2014 under the name Tshepo 500 000, was redeveloped and unveiled as Tshepo One million in 2017 by Premier David Makhura.

Since 2019, the programme, through its partnerships in the various sectors, has reached an average of 63% of beneficiaries.

Since 2020, one of the main challenges faced by T1M was the need to shift from supporting youth face-to-face to doing it virtually and on the phone support, due to COVID-19 regulations. Despite this, the programme is forging ahead and has set a target to reach a further 1 million impacted young people by 2024. Between 2014 and 2016, under the Tshepo 500,000 phase, the programme successfully provided skills development, employment, and entrepreneurial opportunities to 211 642 young individuals. Following its expansion to Tshepo 1 Million, as of June 2022, the programme has benefitted approximately 1 million youth, totalling 930 278 since its

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inception. This achievement translates to the creation of nearly 718 636 income-generating opportunities for previously excluded youth,

The T1M programme is also aligned with the Youth Employment Service (YES) Initiative launched by President Cyril Ramaphosa. The YES initiative aims to see more than one million young South Africans being offered paid work experience over the next three years, as part of placing the needs of and opportunities for young people at the centre of inclusive economic growth.

Thus far, a total of 19 771 work opportunities were created in Gauteng under this banner against a target of 36 457.

7.1.2 Nasi iSpani Mass Recruitment Programme

Launched in June 2023, the Nasi iSpani initiative represents a significant effort by the Gauteng Provincial Government to combat unemployment and broaden access to job opportunities within its departments and agencies. The programme encompasses several key projects, including the Solar Technicians Learning and Training Programme, the Green Army Cleaning and Greening Programme, the Early Childhood Development (ECD) Practitioners Programme, and the Youth Brigades Programme.

The Youth Brigades serve as teacher assistants in various public schools across the province, were previously engaged under the Presidential Youth Employment Initiative (PYEI). Their role involves providing essential administrative support to educators, thereby enhancing the educational environment for students.

A total of 1,5 million applications were received by the government by July 2023. The majority of applicants (98.8%) of the applicants were African, with the highest number (40.6%) of applicants from outside of Gauteng; followed by those from the City of Tswane (17.08%), the City of Johannesburg (16.5%), and Ekurhuleni (15.6%).

The 15 vacancies that attracted the most applications had 6,044 posts between them. These received a stunning 234,134 applicants.

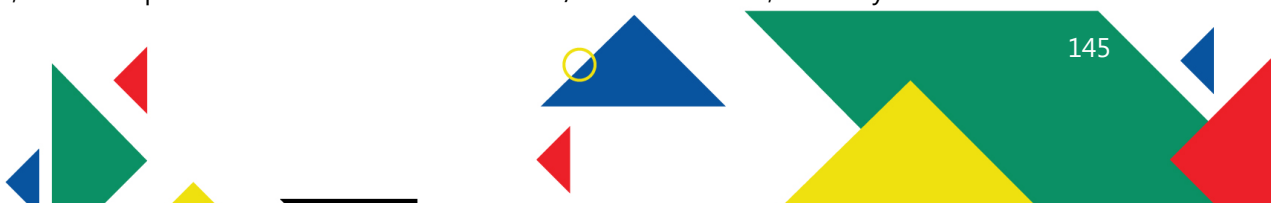
Nine of the fifteen top vacancies were for clerk roles, and the others were made up of cleaner/general worker posts. The Department of Roads and Transport offered 6,000 jobs for Pothole Patching/Grass Cutting/EPWP Pointsman and received the most applications of all the departments at a count of 27,837.

7.1.2 Youth Disability Programmes

The province has established several collaborations with various organizations with a view of forging partnerships, inter alia Deaf Touch, Retina South Africa, Helping-hands, Global Jewelry Academy and Tembisa Self-Help Disability Organization to name but a few²³⁹.

Programme	Disability Target	YTD
Grants (Financial Intervention	21	7
UIF GRANTS	28	2
BMT	158	5

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Cooperative Governance	24	1
Sales Pitch	53	1
Life Skills	151	41
Job Preparedness	151	1
Mentorship	13	2
Market Linkages	2	1
Voucher Programme	18	2
Jobs	94	11

Source: NYDA, February 2024

8. Eastern Cape

8.1 Youth Development Programmes

8.1.1 ECDC Graduate Development Programme

The Eastern Cape Development Corporation (ECDC) Graduate Development Programme, is an initiative crafted to nurture and empower young individuals in the province. The programme is designed to provide graduates with the essential skills and expertise required to excel in the competitive job market. The programme is specifically tailored to elevate capabilities, unlock opportunities, prepare and position young people for success in their professional journeys.

8.1.2 Small Town Revitalisation Programme

The Small Town Revitalisation Programme is an intervention programme that aims to assist municipalities with basic infrastructure upgrades in order to stimulate economic development and investment. By November 2023, the Eastern Cape Provincial Government had spent over R100 million on various projects throughout the province.

In 2023/24, the programme created 2 449 job opportunities against an annual target of 1 500. The job opportunities benefitted various designated groups as follows: 1 220 youth, 451 adult females, 728 adult males, 41 persons with disabilities, and 26 students received in-service training through the programme to enable them to graduate. Furthermore, the programme created 69 work packages for local SMMEs against the set annual target of 45.

8.1.3 Youth Support Programmes

- Business Management Trainings were coordinated and facilitated for youth-owned SMMEs, in collaboration with the NYDS. These training sessions sought to boost the capacity of the youth SMMEs in finance, management and business compliance.
- 8 young people from all districts and Metros benefited from the Beauty therapy programme. The programme is SETA accredited and will be completed in 2023/24 financial year when the beneficiaries will be awarded a full qualification and be provided with containerised Beauty Bars.
- During the commemoration of the Youth Month, 8 projects from the Nelson Mandela Metro Municipality were supported. The projects are from a wide range of sectors that include agriculture; photography; ICT; upholstery; food and beverage; beauty; landscaping; recreation and carpentry.

- Provincial government coordinated the investment of more than R222 million in collaboration with various SETAs, with a total of 8,395 young people benefitting from various interventions - 4,760 females and 4,481 males.

8.2 Youth Disability Programmes

The province reported 32 MKL and 7 Voucher on Job created and sustained.

Programme	YTD
BBBEE	2
Grant	7
BMT	13
Life Skills	1
Job Preparedness	1

Source: NYDA, February 2024

The Partnerships that were established in the province of Eastern Cape includes: OR Tambo District Municipality, EFATA School for the blind, Department of Social Development¹⁷⁷.

9. Free State

9.1 Youth Development Programmes

9.1.1 Bursaries

The Free State Provincial Government is committed to help needy students obtain higher education, while also addressing the lack of scarce skills in the province. Funding is made available every year for Free State students studying any of the scarce skill professions at higher education institutions throughout the country. It will fund tuition fees, accommodation and stationery needs for students who meet the necessary requirements.

The list of scarce skills is reviewed on an annual basis, taking into account the input of the various provincial government departments. Scarce skills include – but may not be limited to: Agricultural Sciences, Chartered Accounting, Civil Engineering, Electrical Engineering, Environmental Sciences, Information Communication and Technology, Medicine, Social Work, Veterinary Sciences.

9.1.2 National Skills Fund

The Free State Office of the Premier is responsible for the implementation of programmes of the National Skills Fund. Various learnerships have been implemented. These learnerships provide young people with the opportunity to develop critical skills and gain work experience that will assist them to enter the formal job market. Learnerships implemented by the Office of the Premier include:

- 130 youth are enrolled in the Information Technology / Technical Support learnership. The youth are from the towns of Welkom, Dewetsdorp, Marquard, Senekal and Excelsior.
- 130 youth, drawn from the localities of Bloemfontein, Harrismith and Kroonstad, participate in the Engineering learnership, specifically motor mechanics, spray painting and body repairs.
- 475 youth participate in the Agriculture / Mixed Farming learnership. These youth come from the areas of Bainsvlei and Tierpoort in the Motheo district; Bultfontein, Ventersburg, Bothaville, Soutpan and Wesselsbron in the Lejweleputswa district; Jacobsdal, Fauresmith and

¹⁷⁷ NYDA, Annual Report for Youth with Disabilities 2023/24 Financial Year, February 2024

Trompsburg in the Xhariep district; Reitz, Memel, Warden and Petrus Steyn in the Thabo Mofutsanyane district and Cornelia, Viljoenskroon and Villiers in the Fezile Dabi district.

- An additional 175 youth participate in a further Agriculture learnership as follows; Fruit packaging in Bethlehem and Ficksburg; plant production in Welkom and Bloemfontein as well as poultry in Botshabelo, Kroonstad and Hoopstad.
- 440 youth participate in a Construction learnership, specifically, plumbing in Bloemfontein (Mangaung Metropolitan municipality), Wepener, Jacobsdal and Edenburg (Xhariep district); Welkom, Odendalsrus and Boshof (Lejweleputswa district); Steynsrus, Oranjeville, Parys and Sasolburg (Fezile Dabi district) and Frankfort, Fouriesburg, QwaQwa, Clarens and Vrede (Thabo Mofutsanyane district).

9.2 Youth Disability Programmes

The province reported one (1) youth supported with non- financial business development interventions (BMT). Job Created and sustained one (1) Grant. On young people placed in jobs 12 Life Skills, 2 Job Preparedness. The following partnerships were created: (Youth Chamber of Commerce and Industry for persons with disability received list of 22 young persons with disabilities and 13 have been registered and 9 are yet to register for business. The Department of Social Development (DSD) will provide the NYDA region with a database and provide some sign language assistance for training¹⁷⁸.

¹⁷⁸ NYDA, Annual Report for Youth with Disabilities 2023/24 Financial Year, February 2024