



Cifal Durban Youth Employment and Local Economic Development (LED) Workshop Report

25th, 26th and 27th July 2012

Logistics

The administration of the workshop was arranged by the Cifal Durban team from eThekweni Municipality, who were responsible for inviting delegates, arranging travel for speakers and delegates, liaison with the hotel and transportation amongst other activities.

Economic Development and Investment Promotion Unit facilitated the workshop and contributed the content of the workshop. Gary Cullen and the Durban Green Corridor team facilitated the site visit to isiThumba Adventures, Kwa Ximba in the Valley of a Thousand Hills.

Presenters/ Speakers

Name	Organisation
Zini Godden	Meso Partners and Associates
Andrew Layman	Durban Chamber of Commerce and Industry
Stanley Hardman	UKZN Graduate School of Business and Leadership
Dr Ray Ngcobo	Sisonke Economic Development Agency
Rudi Kimmie	BOLD Initiative
Prof. Deresh Ramjugernath	BOLD Initiative
Paul Court	KZN Department of Economic Development and Tourism
Elli Yiannakaris	UCT Raymond Ackerman Academy
David Gengan	Msunduzi Municipality
Christiaan van der Wath	City of Tshwane
Siviwe Mkoka	National Youth Development Agency
Joe White	Catalyx Consulting
Theo Scott	eThekweni Municipality Community Participation and Action Support
Lyle Krause	IgniteSa.com
*Lynette Ntuli	IgniteSa.com
Atul Padalkar	BizFarm
*Mike Newton	Enterprise iLembe

*Apologies

Case studies presenters

Name	Country	Municipality
Thomas Mketelwa	South Africa	eThekweni Municipality
Hanifa Ramadhani	Tanzania	Arusha City Council
Melkion Komba	Tanzania	Bukoba District Council
Joshua Malingwa	Zimbabwe	City of Kadoma
Godias Gweru	Zimbabwe	City of Kadoma
Nhlanhla Ndlovu	Zimbabwe	Bulawayo City Council
Brian Hlongwane	Zimbabwe	Bulawayo City
Alfonse Oboni	Uganda	Gulu District
Jimmy Oruut	Uganda	Gulu District
Tubman	Otieno	Mombasa City Council

Delegate profile

30 local government officials came from local governments in Uganda, Tanzania, Zimbabwe, Malawi, Namibia, Kenya, Swaziland, Lesotho and South Africa. The positions of the delegates varied from LED Officers, District Economists, Planners and Youth Development Officers.

Content

Rationale

The rationale of the workshop was to discuss the issue of youth employment and LED as it is of critical importance.

Objective

The objective of the workshop was to enhance the capacities of local government officials in using LED strategies, tools and approaches to improve youth employment. It also aimed at developing sustainability schemes and partnerships to replicate and upscale LED initiatives at the municipal, province and national levels.

The three day programme had a theme for each day. On the 25th Contextualising Youth Employment and Local Economic Development was discussed. On the 26th, Local Government's Capacity to Support Youth Employment and Entrepreneurship and site visit to isiThumba, and the 27th focused on the Strategies to Support Youth Employment and Entrepreneurship. Throughout the workshop these themes were discussed in depth and the interactions were characterised by participation, information sharing and capacity building. During the evening of the last two days delegates enjoyed the night out in Cubana, Florida Road and Moyo Restaurant uShaka Marine and this allowed for further team and relationship building which was crucial for active engagement and discussion during the formal workshop hours.

Poignant Points output from the workshop

This workshop raised a number of interesting points on youth employment and LED some of which can be found below:



Defining Youth

- South African policies define youth as those people between the ages of 14-35 years
- This wide range of ages of those considered youth hides the heterogeneity of this group.
- Specifying and targeting specific youth groups is a crucial step to more effective programmes
- Youth employment is a global issue but is exacerbated in Africa because of the large young population
- Youth may be careless, unskilled and reckless but can also be resourceful, energetic, pioneering and fearless.
- There is a lack of youth voice in the matters that concern them
- Capacity needs to be built in the youth themselves to ensure that they meaningfully participate.



Youth Employment Interventions

The main recommended youth employment interventions straddle both the supply of labour to the market as well as demand in the market itself for labour. Appendix 1, demonstrates the supply of labour to the market as well as demand in the market itself for labour.



LED

- LED is most importantly a process that offers the local government, private sector and civil society and community an opportunity to work together.
- Creating synergies between the above three different but critical elements is essential for the success of LED
- LED aims to stimulate the economy, increase jobs and improve quality of life within communities

- Youth employment should be a much higher priority in this field and process.
- LED is a crucial conduit through which to tackle unemployment



Up scaling what works

- From the case studies presented it was learnt that many governments are in fact running successful youth employment programmes, but reaching more youth with these programmes is important.
- How to upscale a successful approach without losing its core quality is a matter of importance which requires further investigation



Livelihood vs employment

- The focus on formal employment in policies and programmes may lead to 'tunnel vision' which leaves out many other occupations which contribute to community well being, individual fulfilment and quality of life.
- The key question of 'occupation' needs to be explored further within the youth unemployment agenda. The formally unemployed can be engaged in productive activities.
- The lack of formal employment opportunities should not prevent unemployed youth from the chance to earn a living.



Local Government's Capacity

From the discussions and speakers throughout the workshop there were a number of fundamental findings regarding the capacity of local governments' to support LED and youth employment measures.

- In South Africa local municipalities are mandated through the Municipal Systems Act to ensure social and economic development. Despite this legal mandate though municipalities have not had a great track record in this endeavour. This experience is mirrored in other African countries.
- The local economy exists in an envelope within the broader economy and this contextualisation must always provide the background to LED youth employment interventions
- Local governments must adapt to the changes in the external environment.
- Local authorities must be more strategic and use global value chains to absorb youth into jobs
- Look for employment opportunities in the real economy and specific sectors
- Local councils have good policies but these need more teeth
- If the right policy mix is achieved it can unlock opportunities for a variety of young people
- Local governments can use resources more creatively to create an enabling environment especially through the formation of partnerships
- Local governments can provide support to the education sector to improve the quality of education
- Local governments need to encourage human skills as we move to a knowledge economy
- Local government is an important information link

Mindset Change

One of the most pertinent views which came across from a myriad of stakeholders during the workshop was the need for mindset change in how role-players see themselves and others, see the youth, and see solutions. In particular this mindset change spoke to:

- A change in the consciousness of entrepreneurship
- Selfless leadership
- Ubuntu
- Becoming nations of do-ers
- Making the future happen
- Productivity
- Innovation
- Creativity
- Mentorship

Action plans and Strategies from Round Table with Youth

The delegates were asked to write down activities that they will do or change in their positions as officials within respective municipalities. They will be contacted in 3 months to measure progress on their actions listed down. Only 12 were received on the afternoon of the 27th of July.

The last day also had youth from iKamva Youth Organisation and research students from UKZN join in to bring youth representation and voices to the discussion. Groups consisting of officials and youth were asked to create a youth employment strategy. Once complete, the groups swapped strategies and were asked to constructively critique the other group's work.

The purpose of these exercises was to cement the learning over the 3 days and encourage the delegates to really engage with some of the key issues surrounding youth employment. From observation and informal feedback, the officials found these activities very useful and interesting. Further the action plans ensure that some of the learning gained at the workshop will be used and disseminated in their 'home municipalities'. The plans and strategies can be found in Appendix 2.

Evaluation of the workshop

The objective of the workshop to build capacity of local government officials was successfully met. However capacity building is not a three day affair and does take some time to fulfil.

The feedback received from the participants of the workshop show that the delegates found the workshop worthwhile and also found that there was a good selection of speakers.

Overall it was a great success from content and logistics dimensions however there are a few suggestions for the next workshop.

Suggestion 1: Activities

Do activities we had planned to do early as delegates and participants get restless in the afternoon?

Suggestion 2: Start organising earlier

It would be good to begin planning the workshop earlier especially in giving enough time to invite speakers and delegates.

Suggestion 3: Who's inviting who?

From an organising point of view it would really be necessary to clarify who is responsible for inviting the speakers and the delegates to attend.

Suggestion 4: Youth Involvement

It would have been better to have youth participation from the beginning of the workshop to bring the 'youth voice' that was necessary

Suggestion 5: Action Plans

Writing of the action plans is done earlier during the workshop to ensure a good response only 12 were received back from the delegates.

Conclusion

“We cannot always build the future for our youth, but we can build our youth for the future.”

- US President Franklin D. Roosevelt (1882 - 1945)

The youth employment crisis is one that needs to be faced at all levels of government and in all sectors of society. Although recognised as a crucial issue with a number of programmes at local level in Sub Saharan Africa, more needs to be done on youth employment, and it needs to be done more effectively, strategically and innovatively. The local economy and local authorities within that space are undoubtedly integral in turning crisis to opportunity. As the interface between people and policy, local authorities must prioritise ‘building our youth’ as President Roosevelt indicated.

Acknowledgements

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Report prepared by

Pumla Jali; Research Intern; EThekweni Economic Development and Investment Promotion Unit;
pumla.jali@durban.gov.za; 031 311 4251

Caili Forrest; Researcher; EThekweni Economic Development and Investment Promotion Unit;
caili.forrest@durban.gov.za; 031 311 4247

Appendix 1:

Supply Side Measures (the youth)	Demand Side Measures (the economy)
<p>Skills and experience development</p> <ul style="list-style-type: none"> • Improve the current education and training system, • Encourage Maths and Science at school level, • Run vocational/internship/apprenticeship programmes, • Improve FETs, • Facilitate private sector involvement in experience programmes, • Training for re-entrants and disadvantage youth. 	<p>Policies</p> <ul style="list-style-type: none"> • Ensure employment is a major goal in national economic policies, • Restructure the education system, • Implement macroeconomic and growth policies which boost job creation.
<p>Assistance in job searching</p> <ul style="list-style-type: none"> • Job information and career guidance, • Unemployed funding, • Encouraging labour market institutions. 	<p>Encourage the private sector to employ youth</p> <ul style="list-style-type: none"> • Wage/training subsidies or tax cuts to encourage the employment of young people by the private sector.
<p>Eliminate obstacles to self employment</p> <ul style="list-style-type: none"> • Youth entrepreneurship and access to finance, • Entrepreneurship training, • Enabling SMMEs. 	<p>Eliminate obstacles to self employment</p> <ul style="list-style-type: none"> • Youth entrepreneurship and access to finance, • Entrepreneurship training, • Enabling SMMEs.
<p>Support and social protection for young people, particularly the most vulnerable</p>	<p>Public employment schemes</p> <ul style="list-style-type: none"> • Enlarge the Expanded Public Works Programme and other short term job creation schemes.
	<p>Restructure the labour market, labour legislation and institutions to encourage youth employment</p>

Developed from: CDE (2007); ILO (2012a, 2012c); Mayer (2011); National Treasury (2011); Yousef (2012); van Aardt (2012).

Appendix 2

Action Plans

Msunduzi Municipality

South Africa

- Create database of unemployed youth in the city
- Meet with youth advisory office and Economic Development colleagues to feedback on the workshop
- Start the process of establishing a youth employment and empowerment strategy for the city

Mbabane City

Swaziland

- Incorporate youth in the review of the Economic Development Strategy. I have realised that our strategy will not be complete without a specific action plan on youth economic development.

Swakopmund Municipality

Namibia

- Youth development policy
- Develop interim work plan programme
- Registration of unemployed youth

Maseru Municipal Council

Lesotho

- I am going to identify all stakeholders within the municipal area that have any form of youth unemployment data so that I can create a complete database which we can use to inform our development programs
- Get information on youth grants or youth initiatives within central government which we will use to design strategies aimed at youth employment creation. This will lead to open communication on addressing youth employment within the municipality

Maseru Municipal Council

Lesotho

- Make a difference in the number of youth who want to start up their own enterprises, to know that it is not only educated people who can make it.
- I want to change people's mindsets

Bulawayo Municipality

Zimbabwe

- Adopt Msunduzi Municipality's idea of engaging youth in an organised capacity to be involved in refuse collection for a fee

Capricorn District Municipality

South Africa

- Emphasise the importance of incubation.
- Conduct information sharing seminars.
- Develop Youth Development Policy

Arusha Municipality

Tanzania

- Write a report on what was learnt over the workshop within 3 days and report to the City Director.
- Hold a meeting with the Youth Network to present new ideas learnt so that they can deliver that information to the youth.
- Give report to Community Development officer at the ward level during the departmental meeting

EThekweni Municipality

South Africa

- Revise Cato Manor LED strategy where one of the programmes is 'youth economic empowerment'.
- Facilitate engagements with the youth in Cato Manor.
- Develop implementable and sustainable youth economic development plan which responds to the needs of the youth.

Gulu District

Uganda

- Continue to collaborate with NGOs and other stakeholders in tackling youth unemployment.
- Advocate for similar collaboration with all issues.

Gulu District

Uganda

- Hold a dissemination meeting about the workshop in the third week of August 2012.
- Engage in discussions on entrepreneurship in schools.

Capricorn District Municipality

South Africa

- Re-evaluate youth programmes at Capricorn.
- Revise programmes in line with 'new' information gathered at the workshop.
- Facilitate development of a youth policy/strategy.

Appendix 3

Strategies from the round table with youth

Group 1 Strategy

Aims

- Create job opportunities for the youth
- Empower the youth through job creation
- Aim create platforms for the youth

Objectives

To form co-operatives, training in the agricultural sector

We accommodate the youth according to their specific needs

Funding should sit with local government

Establish a specific fund regardless whether they come in a group or individuals. It should benefit the youth and individuals

Mentorship programmes for entrepreneurship

Life skills programs with these funds

Come up with programs e.g. creating enterprises and have some with regulations

Vocational training – in the programme

Schools programmes

Projects

Business Information Centre

Community development

Youth fund in groups when they grow bigger, they direct them to investors

Savings – start an account and lend out money or give them a loan

Centre within the municipality to train youth in business

Rather call it a youth desk

Establish a board of directors

Plan your strategy and project appropriately

Comment

Business Information centre: Youth Desks

Training and skills development such as voluntary service and mentorship programs, as well as creating enterprises within local authorities.

Youth funding

Give to groups not necessarily doing one activity but the loan is given to the group, when for example it becomes big they are linked to microfinance companies

Group 2 Strategy

Our education system does not include entrepreneur skills. The youth from varsity level have no idea of the corporate world.

Strategy

Entrepreneurship in the education system (grade 9-12)

Aim

Instilling an entrepreneurial mindset at an early age (characteristics: mindset, attitude, spirit)

Objective

To promote sustainable youth entrepreneurs

Measureable activities

When you are trained for employment only one person will get a job, unlike when you're starting a business, you get to employ a number of people.

Integrate entrepreneurial skills into the education curriculum.

Discipline

Programmes

Getting business people to take an active role in putting entrepreneurial skills in the curriculum

Developing the curriculum

Policy formulation and development

Stakeholder engagement

Projects

Business competitions

Experiential training

Orientation

Think of new ideas relevant to community building

Comment

The students must be given a chance to go to the entrepreneurs themselves.

Have a business forum where different entrepreneurs who have achieved a lot can share ideas with the students

Include entrepreneurial skills in the life orientation programs

Private institutions have their way of doing things, so how is education going to include the entrepreneurial skills in their curriculum

How do you incorporate those who are illiterate into getting employed?

How is the general public included in your strategy?

Group 3 Strategy

Aims

A number of different projects to cater in various demo e.g.: enterprise projects, graduates and youth who are unemployed

Objectives

Develop entrepreneurial platform for interaction for youth development.

Empower youth with practical knowledge and skills

Principles

Youth to reach their full potential especially economic independence

Recognise the different needs of categories of youth in the programs

Access based purely on the need based on pre-determine criteria

Funding/ cost effectiveness

Identifying the importance of interventions over events

Programmes

Analysis of the status quo

Develop soft skills that will create a proper mindset

Outreach

Business development

Projects

Provide the linkages for further studies training, job opportunities and business.

Measure the impact of the strategy in a sense to ensure monitoring and evaluation

Entrepreneurial development through entrepreneurial incubations to assist

Youth service to promote a suitable youth service

Principles

Pillars that will hold up strategy

Recognise the difference needs of categories of youth in the programmes

Access-bases purely on the need based on pre-determined criteria

Funding/cost effectiveness: to be conscious

Intervention and not events we will find projects that will ensure maximum impact on programmes

Identify the importance of interventions over events

All projects/programmes are to ensure measurable results

“Nothing about us, without us”

Program

Analysis of the status quo of the programme

Putting a form of proposal for analysis, this can be collected

Outreach-unemployed information

Access to train

Business opportunities

Structuring of business

Government support

Business Hub

(Job centre “one stop centre with satellite offices used to equip with skills)

Basic Fundamentals

Training of soft skills

Basic group skills

Basic business development

Job vacancy placement agency/ officer

Social workers/ mentor/ councillor

Referral into incubation facilities –Biz Farm and Shanduka Black Umbrellas

Non-profits are key drivers and to step back as the government ensure social ownership and limited interference.

Comments

The youth can be used from a political perspective to try and ensure independence. Monitoring and evaluation should be in place.

There does not seem to be a lot of consultation with the youth.

It is more theoretical than a practical programme

Who are the drivers of the project (leaders that are elected by the people are needed)

There is no partnership and how are you guided by the partnerships

There is a lack of communication

Group 4 strategy

To develop a frame work to address youth empowerment

Principle

Mentorship

Skills training

Funding/ Trading

Data collection

Project

Sporting/ skills development

Different age group, youth class comments

Comments

The principles were not clearly defined. The objects were not clearly pointed out with what they wanted to achieve from the strategy

Sceptical about the projects idea of sports and recreation programme in terms of jobs

Project is good for empowerment not employment

Who will benefit from the programme?