

**IMPLICATIONS OF YOUTH UNEMPLOYMENT ON SOCIO-ECONOMIC
DEVELOPMENT IN SOUTH AFRICA: A CASE OF MANKWENG
TOWNSHIP IN LIMPOPO PROVINCE**

BY

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Dissertation submitted in fulfilment of the requirements for the degree of

MASTER OF ADMINISTRATION

DEPARTMENT OF PUBLIC AND DEVELOPMENT ADMINISTRATION

SCHOOL OF MANAGEMENT SCIENCES

UNIVERSITY OF VENDA

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2021

DECLARATION

I, **BAVEN KATLEGO MAGORO**, hereby declare that this research titled "*Implications of Youth Unemployment on Socio-Economic Development in South Africa: A Case of Mankweng Township in Limpopo Province*" for Master of Administration submitted to the Department of Public and Development Administration, at the University of Venda has not been submitted previously for academic purposes at this or any other university. It is original in design and execution, and all reference material contained therein have been duly acknowledged.

MAGORO B.K 11640288



Signature

23 April 2021

Date

ACKNOWLEDGEMENTS

I would like to take this opportunity to express my sincere gratitude to the following people and the University of Venda for supporting me in my studies and granting me the opportunity to complete my studies:

My deep and sincere gratitude goes to my mother, Mmakgomo Magoro, for laying the foundation in my life and giving me the opportunities and experiences that have made me who I am.

Special appreciation is extended as well to my daughter, Karabo Magoro, for her patience while I was away to complete my studies

My heartfelt gratitude goes to my family and friends for their unparalleled love, help and support. My grandparent, Linah and Maropeng Magoro, for always reminding me that education is the key to success.

My deepest gratitude goes to my supervisor, Professor N Nkuna. His expertise, tolerance and guidance throughout my study have been of fundamental value. I really appreciate his encouragement and expertise.

I would also want to mention my further appreciation to my co-supervisor, Dr. E Mahole, for his academic guidance and support.

My heartfelt appreciation to my colleagues at the University of Venda, especially Maria Modiba and Rendani Ndou for their moral support and guidance while completing this research project.

My deepest gratitude goes to the University of Venda for granting me an opportunity to further my Masters' degree.

I would like to thank FASSET stakeholders for funding my studies in 2017; this dissertation would not have been a success without their support.

My sincere appreciation goes to the National Research Foundation (NRF) for their financial support for my entire Master's degree programme. This research would not have been a success without their financial assistance and for that I am so thankful to NRF.

I also take this opportunity to thank Polokwane Local Municipality, the Department of Social Development and the National Youth Development Agency for allowing me to collect data from their institutions. I thank all the participants in this study, especially, the unemployed youth of Mankweng Township for their patience and understanding throughout the data collection process.

DEDICATIONS

I dedicate this research to my family and friends for being there for me throughout the entire Master's programme. A special feeling of gratitude goes to my loving mother Mmakgomo Magoro, whose push and words of encouragement still ring in my ears. I would not have been where I am today without her love and support. She is always motivating and encouraging me to become a better person in life, and she has never stopped believing in me. I would like to dedicate this research project to my daughter Karabo Magoro who remained patient while I was conducting my study.

ABSTRACT

Unemployment in South Africa has been a socio-economic issue since the era of apartheid. Race played a central role in economic and political matters and most Blacks could not access employment opportunities, as compared to their White counterparts. The study argues that, unemployment levels among the majority of the black population has a very significant impact on the country's economy as it hinders economic growth. The study, hence, seeks to understand the implications of youth unemployment on socio-economic development taking place in the Mankweng Township, in the Limpopo Province. The central argument is that, as long as the youth are marginalised from participating in economic affairs of their communities and the nation at large, the effects on the society, will be negative. The research adopted qualitative research methods to investigate the implications of unemployment among young people in Mankweng Township. Data gathered through questionnaires and interviews, was thematically analysed. The research report provided an understanding of the causes and impact of unemployment among young people in Mankweng Township in Limpopo Province; in the process, the unemployed youth were given an opportunity to suggest what can be done to improve their current situation, thereby, voicing out relevant localized solutions. The results revealed that unemployment has a negative impact on the society as it contributes to high rates of poverty, crime and prostitution, which in turn fostered emotional and psychological conditions, ultimately, leading to depression and suicidal thoughts. The conclusion of this research report is that, there is a need for the government and business entities to review their employment policies and provide young people graduating from different institutions with entry level jobs that do not require work experience.

Key Terms: Apartheid, Mankweng Township, Socio-economic Development, Youth unemployment

LIST OF ACRONYMS

BRICS	BRAZIL, RUSSIA, INDIA, CHINA AND SOUTH AFRICA
GEAR	GROWTH, EMPLOYMENT AND REDISTRIBUTION
GPD	GROSS DOMESTIC PRODUCT
ILO	INTERNATIONAL LABOUR ORGANIZATION
NDP	NATIONAL DEVELOPMENT PLAN
NPC	NATIONAL POLICY COMMISSION
NYDA	NATIONAL YOUTH DEVELOPMENT AGENCY
NYP	NATIONAL YOUTH POLICY
RDP	RECONSTRUCTION AND DEVELOPMENT PROGRAMME
STATS SA	STATISTICS SOUTH AFRICA

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CHAPTER 1

INTRODUCTION AND BACKGROUND OF THE STUDY

1.1 INTRODUCTION OF THE STUDY

Public Administration is defined as a discipline that deals with the organisation and maintenance of human and fiscal resources, in public interest, to achieve community goals (Khan, 2013; Sarker, 2019). In practice, public administration deals with the activities of government towards the realization of the welfare of a society (Sarker, 2019). From that basis, the ills of the society have a bearing on the extent to which public administration find its expression in practice. Employment remains critical on how the society works towards the realization of the welfare of the society, therefore, should unemployment overshadow the extent to which the society participates in the welfare of the society, it becomes problematic for public administration to be put in practice (Pierson, 1980; Fredrickson, 2020). Unemployment is a universal dilemma; in most developing countries, public administrators are faced with a mammoth task on how to reverse unemployment, given its detrimental effects on the society (Pierson, 1980; Fredrickson, 2020). In South Africa, just like in other countries in the sub-Saharan region, unemployment affects the youths to such an extent that they are also exposed to other socio-economic ills (Cloete, 2015). It is, therefore, critical for public administrators to research on ways to mitigate unemployment among the youth in order to improve the well-being of societies. At community and national levels, strategies should be put in place to create employment for the youth because they are the leaders of tomorrow (Odendaa, 2004; Honwana, 2012). The current study, therefore seeks to explore the effects of youth unemployment on Mankweng Township, by identifying empirical evidence, with the aim of coming up with lasting solutions to the problem of youth unemployment in the Township.

1.2 BACKGROUND TO THE STUDY

Unemployment is a global challenge and a major concern for governments, internationally (Lawrence, Martin, Christiano, Eichenbaum & Trabandt, 2016). Unemployment refers to the condition of a person who is not employed but is actively looking for a paying job (Amadeo, 2017). According to Knipprath and De Rick (2014) unemployment results from the failure of an economy to provide meaningful or formal employment. This may be due to either, a limited investment, unskilled individuals or employees intentionally leaving their jobs to find another (Knipprath & De Rick, 2014). Unemployment can also occur in healthy economies, in the form of structural and friction unemployment, that is, when the skills of employees become absolute and when employees voluntarily leave to find better jobs, respectively (Amadeo, 2017). Amadeo (2017) explains that an unemployment rate of 4.5% is considered healthy if the situation is a result of structural, frictional and cyclical unemployment. Once employment exceeds 5 per cent, this becomes a concern and governments begin to intervene, through various measures to address this (Amadeo, 2017).

Unemployment poses many problems that can have enormous social, political and economic repercussions (Kalousova & Burgard, 2014). On the social side, unemployment could result from issues, such as mental health problems, broken families, decreased living standards, increased crime and health consequences (Hurst, Gibbon & Nurse, 2016). Kingdom and Knight (2002) support point this by stating that unemployment has the potential to reduce individuals' ability to have access to basic resources, such as food, adequate housing and other essential resources. These social problems cause regression in society and they give rise to many other social instabilities, such as strikes and civil disobedience (Glavin & Young, 2017). On the economic front, unemployment imposes an enormous burden on those employed and reduces the tax base for social and economic development in a country. Furthermore, the unemployed individuals, pose a great threat to development as they become social and economically dependent on the few who are employed, and in most cases, the government is burdened by welfare services for the unemployed (Compton & Shim, 2015). In the long run, this has rippling

effects as little income circulates in communities, retarding development at household and community levels (Nichols, Mitchell, & Lindner, 2013).

All governments aim to manage and reduce unemployment so as to ensure active participation of everyone in economic activities, to attain sustained economic growth (World Bank, 2013). For instance, In 2013 Brazil went through a recession and saw the unemployment rate ballooning to 13.6% (World Bank, 2013). Numerous attempts, including political and economic structural changes, have been proposed to revert the unemployment rate back to 6.5% or less, to the level before the economic recession that hit the country (Gillespie, 2017). Other countries, also faced with high worrying unemployment rates are Greece (24.62%), Spain (21.18%), and Iraq (16.00%) and these governments are facing major challenges in trying to correct this dilemma. Youth unemployment is huge problem for these countries. In the case of Greece, youth unemployment is a staggering 49.50% and 47.70% for Spain (Patton, 2015).

Like many other countries, South Africa, has got its own problems of unemployment. South Africa is member of the development bloc which is comprised of Brazil, Russia, India, China and South Africa (BRICS). Among these countries, South Africa has the highest unemployment rate pegged at 27.70% as of 2017 and 56.4% as of 2019 (Stats SA, 2017; Stats SA, 2019; Department of Planning, Monitoring & Evaluation, 2020). In comparison with some developing countries like, Spain and Greece, South Africa has one of the highest levels of youth unemployment of 38.6% (Stats SA, 2017). The high unemployment is said to be one of the results of the past regime (Apartheid) which include poor education, weak labour demand, and emergence of risky low-skilled youth and lack of skills for the majority of the population (Fourie , 2016). Also, youth unemployment is thought to be mainly caused by their lack of entrepreneurial interest. According to the National Planning Commission (NPC) (2011), youth unemployment is a result of structural miss-matches, for, the modern South African economy requires sophisticated skills that the youth do not necessarily have. Also, employers see these unskilled youth as of high risk to employ as they might increase the companies' real costs; the failure to absorb the youth in the mainstream economy has negative impact on the country (Kis, 2016).

Additionally, among the many reasons advanced for the high unemployment of the South African youth is the slow economic growth that is being currently experienced (Kis, 2016).

This situation has forced the government and economists to propose and attempt various solutions to deal with high levels of youth unemployment (Adamu, 2015; Yuan, Cheng, & Hou, 2016); among these, is funding of small and medium businesses to encourage the youth to become entrepreneurial and in the process, employ others (Etuk, Etuk & Baghebo, 2014). Programs such as Youth Wage Subsidy and Internship programs have either been proposed or tried. The Youth Wage Subsidy states that an employer may hire a low-skilled worker between the ages of 18 and 29 and get subsidized by the government in paying that worker (Naidoo & Hoque, 2016). The major aim of the government with this strategy, is to empower the unskilled youth with necessary skills and experience for better employment opportunities (Naidoo & Hoque, 2016). The staggering levels of youth unemployment in the country, however, means that these efforts explained above are not enough to mitigate youth unemployment in South Africa. Figures from Stats SA (2017) show that since 2016 employment has grown quarter-to-quarter from all provinces except in Eastern Cape and Limpopo. These provinces are classified as poor in the country, with Eastern Cape being ranked the poorest in the country and evidence shows the high unemployment levels exhibited in these provinces (Stats SA, 2017). Mankweng Township is one of the many townships in Limpopo Province with high levels of youth unemployment (Nkoana, Komendantova & Jarbhandhan, 2016).

In South Africa, young people aged 15-34 constitute 37 percent of the country's population (StatsSA, 2019). These present a powerful resource for the country, provided the youth are supported and able to become active members of society. The NDP states that: "Having a relatively young population can be advantageous, provided the majority of working-age individuals are gainfully employed. The challenge is to convert this into a demographic dividend. This will only be possible if the number of working-age individuals can be employed in productive activities" (Department of Planning, Monitoring and Evaluation, 2020). Yet social norms continue to side-line young South Africans, treating political and economic participation as the prerogative of older people, which is why there

is a continued need for policies and implementation frameworks that pay deliberate attention to youth concerns (Department of Planning, Monitoring and Evaluation, 2020). With regard to unemployment, the youth continue to be the most vulnerable group in South Africa; this is suppressing their potential contribution to the development of their communities and the nation at large. The marginalisation of young people is primarily manifested in high youth unemployment. In a job-scarce environment, joining the world of work is particularly difficult for young people. Unemployment, specifically, amongst the youth, has been declared a national crisis by the 6th Administration (Department of Planning, Monitoring & Evaluation, 2020). This indicates the seriousness of the issue. It is from this background, that the current study explored the implications of youth unemployment in the development of Mankweng Township.

1.3 PROBLEM STATEMENT

The South African economy has done well over the past few decades, however, it has failed to address the high unemployment rate that which stood at 27, 7% as of the year 2017 and at 54.6% in 2019, making it one of the highest globally (StatsSA, 2017; StatsSA, 2019; Department of Planning, Monitoring & Evaluation, 2020). Even in the period before the recent recession, when South Africa's economy grew to the highest level during the longest period since World War II, unemployment has never dropped to less than 23% of the economically-active population according to its strict definition of people aged 16 to 64 (Malakwane, 2012). The current unemployment rate poses a mammoth challenge to the South African economy and the society as a whole; this is a daunting situation that feeds into the two of the country's major socio-economic challenges - poverty and inequality. As a result, social and economic exclusion amongst the unemployed youth continue to rise. The economic impact of unemployment in South Africa is seen in the decline of the GDP and the increase in the transfer of payments by the government in the form of grants. For example, social grants which are unstable and continuously increasing government expenditure is leading to a high rates in poverty and inequalities in the society (Allais, 2017; Ncube, Anyanwu, & Hausken, 2014). Other economic crises result in companies retrenching workers because the former are not making any profits, therefore,

are unable to pay workers; in addition, maladministration by government results in corruption and mismanagement of state resources. Malakwane (2012) adds that, poverty continues to increase in South Africa, regardless of the economic gains after apartheid. One reason for the increase in poverty is economic growth that does not correspond to employment. In the pool of the unemployed, young people of between 16 to 34 years of age, are the largest group in South Africa; this stands at 38.6%. This high unemployment among young people has led to the proliferation of social ills, such as crime and substance abuse (StatsSA, 2019).

The high unemployment rate of the youth has caused major constraints in the socio-economic development of the Republic of South Africa (Allais, 2017; Ncube, Anyanwu, & Hausken, 2014). Like, many communities in South Africa, Mankweng Township is also haunted by these social ills, which among others, emanate from the effects of unemployment. According to the statistics from police, Mankweng has the highest crime rate, mainly committed by the youth. Furthermore, most unemployed youth are involved in substance abuse, prostitution and other social ills as coping strategies. These problems make an investigation on the implications of youth unemployment in Mankweng Township, worthy.

1.4 THE AIM OF THE STUDY

The aim of the study was to investigate the implications of youth unemployment on socio-economic development in Mankweng Township within the Limpopo Province, in order to make recommendations towards the development of possible solutions that can help in combating unemployment and improve socio-economic development in the area.

1.5 THE OBJECTIVES OF THE STUDY

The following objectives were realised:

- To determine the causes of youth unemployment in Mankweng Township;
- To characterize the socio-economic development challenges caused by youth unemployment in Mankweng Township;
- To find out the impact of youth unemployment on socio-economic development in Mankweng Township, and
- To find possible solutions and make recommendations to combat youth unemployment in Mankweng Township.

1.6 RESEARCH QUESTIONS

The study sought to answer the major question - *What are the implications of youth unemployment on socio-economic development in Mankweng Township?* To address this main question, the following sub-questions were asked:

- What are the causes of youth unemployment in Mankweng Township?
- What are the socio-economic challenges caused by youth unemployment in Mankweng Township?
- To what extent does youth unemployment contribute to socio-economic challenges in Mankweng Township?
- What are possible solutions to combat youth unemployment in Mankweng Township?

1.7 RESEARCH PARADIGM

This study is guided by the post-positivism. According to Trochim (2020), post-positivism refers to a position that holds that the goal of knowledge is simply to describe the

phenomena that we experience, thus, in this study, implications of youth unemployment on socio-economic development, is the phenomenon that is being described. There is a need, therefore, for continuous assessment to establish the phenomenon's implication on the socio-economic development of the selected study area. In line with the post-positivism, it is assumed in this study that knowledge about the effects of youth unemployment cannot be based on prior assessments or studies but rather upon current human beliefs or experiences, hence, the need for this study.

1.8 JUSTIFICATION OF THE STUDY

The current study is based on the premises that it is important to understand, appreciate and acknowledge the root causes of something for a lasting solution to be found. Based on this premise, understanding the causes of youth unemployment in Mankweng Township is the starting point for Public Administrators to understand the implications of youth unemployment on the socio-economic development of the area. A study of the impact of unemployment in Mankweng Township will give unemployed youth in this area the opportunity to be heard as they articulate their experiences and help to suggest strategies to curb youth unemployment. This will go a long way in solving similar problem, not only in Mankweng Township, but in other communities in South Africa. Furthermore, the study will contribute and add to existing body of knowledge on the causes and implications of youth unemployment on socio-economic development in rural settings.

1.8.1 The Researcher

The study is essential to the researcher who is also a youth in Mankweng Township. Recommendations emanating from the research will also assist the researcher in several ways as it is hoped that they will also contribute to her personal development and career advancement. In addition, the study will help the researcher to become a seasoned researcher and a specialist in the discourse of youth unemployment, poverty alleviation

and youth empowerment in South Africa, thereby, significantly contributing to the body of knowledge and the development of South Africa.

1.8.2 University of Venda

The study will benefit the University as an academic institution that generates knowledge. Furthermore, with this study, the University will increase its research output as part of their strategic approach to research and innovation. An increment in research output, will also have much bearing in the ranking of the University, nationally and internationally. In general, the study will also empower and generate knowledge for the undergraduate students at the University for their assignments, research, hence, their academic development.

1.9 DELIMITATION OF THE STUDY

Mankweng is situated 30 kilometres east of Polokwane - the capital city of Limpopo Province of South Africa. It is along the R72 road to Tzaneen not far from the renowned Zion Christian Church (ZCC) 2 headquarters known as Zion City, Moria. Mankweng is also known as “Turf” named after the Turf-loop farm where the University of Limpopo is built. Mankweng consists of a number of sections which include the affluent Unit A, Unit B, Unit C, Unit D and Toronto. There are, however, some less developed sections in Mankweng such as Unit F, Mamontintane, Sekgopye, Ntshitshane and Mentz, situated on the outskirts of that township.

1.10 LIMITATIONS OF THE STUDY

The study was conducted at a localised level, that is around Mankweng Township; it means the results of the study are mainly applicable to the particular environment, despite similarities that may be shown by previous studies. The constraint faced during the research process was that, some data from participants was not verified, since the study

was completed at the height of the Covid-19 lockdown which hindered travelling and any other activities that were not in line with the protocol laid down by the government as part of the measures to curb the spread of Covid-19 virus. Lastly, another foreseen constraint or limitation to this study might be the researcher's need to use of the English language as some youth in Mankweng do not have a good command of the English language. This limitation was posed because the questionnaires administered was written in the English language, however, translation and question clarification were offered during the data collection period.

1.11 DEFINITION OF KEY TERMS

The key or major concepts of this study are briefly defined below according to the way they will be used in the study. These are - unemployment, youth unemployment, unskilled labour and socio-economic development.

Defining Youth in the South African Context: The definition of youth in this study is based on the mandate of the National Youth Commission Act (NYCA) of 1996, the National Youth Development Policy Framework (NYDPF) of 2002 and also the National Youth Policy (NYP) of 2020 which defines young people as those falling within the age group of 14 to 35 years (NYCA, 1996; NYDPF, 2002; NYP, 2020; Department of Planning, Monitoring and Evaluation, 2020). The age limit of 35 years has not changed in the definition because, since the advent of democracy in 1994, the motivation for the age limit of 35 years has not yet changed because the historical imbalances in the country are yet to be fully addressed (Department of Planning, Monitoring and Evaluation, 2020). This is also consistent with the definition of youth contained in the African Youth Charter, which defines youth as those between the ages of 15 and 35 years. The NYP recognises that young people are not a homogenous group, and has, thus, adopted a differentiated approach, targeting its interventions according to age cohorts and specific groups within its broad definition of "youth" to address their specific situations and needs (Department of Planning, Monitoring and Evaluation, 2020; NYP, 2020).

Unemployment: Unemployment refers to a state where one is without work and falls within the working-age group of 15 to 64 years (Stats SA, 2015). According to the International Labour Organisation (ILO) (2012), unemployment refers to a person who does not have a job but is currently available to take employment and is in search of formal paid work. The United States of America Bureau of Labour Statistics (2017) supports this definition by affirming that unemployment refers to “people who do not have a job, have actively looked-for work in the past four weeks, and are currently available for work”. In this study, the definition by International Labour Organisation will be used. This is because South Africa is a signatory to the ILO and Stats SA uses the same definition in its official documents (Stats SA, 2015: 2016: 2017). Unemployment as applied in this study, refers to as the state of one being without work, however, one is actively looking for employment within a specified period and is ready to work.

Youth Unemployment: Youth unemployment takes its definition from the main definition of the state of being without work however, actively looking for employment within a specified period (four weeks) and ready to work (International Labour Organisation, 1988). In this case the definition, however, incorporates the youth-age group. The youth, as mentioned earlier, are classified as the people within the age group of 14 to 35 years as provided for in the South African National Youth Commission Act, 1996. This definition is the still being used presently for most of the government official documents or references to youth. However, according to Stats SA (2015: 2016), youth refers to those within the ages of 15 to 34 years of ages. Most of the statistics used in this study is from the Stats SA, hence, the definition of youth used in this study will be the one adopted by Stats SA. In this study, unemployed youth, therefore, refers to people who are between the ages of 15 to 34 year and are without work, however, they are actively looking for employment for the last four weeks and are ready to work.

Unskilled Labour: Tregenna (2011: 585) notes ‘unskilled labour’ as referring to “individuals who are ready to work but without relevant skills to enable them to work according to the current trend of labour demand”. Unskilled labour is also thought of as people with limited skills set or minimal economic value for the work to be performed.

According to Stats SA (2015), low skilled people are those that have elementary skills and are available mainly for domestic and manual work. For the purposes of this study, unskilled workforce, refers to the non-professional people who do not have necessary qualifications to hold formal high-paying jobs which are currently required by the South African economy.

Socio-economic Development: Mafiri (2002) defines socio-economic development as the act of improving by expanding or refining a state in which conditions of the people are improving; the advancement of the management and use of natural resources to satisfy human needs of the people, such as health, economy, social services and investment and improving the standard of living in a society, in general. In addition, Fellmann, Getis & Getis (1999) see socio-economic development as change and improvement of livelihoods, brought about by a fuller and more productive use of resources of an area through application of advanced levels of technology resulting in improved living conditions and general well-being of the whole population. In this study, socio-economic development refers to the improvement of living standards and conditions of the people of Mankweng area through the provision of a sustainable source of income or formal employment.

1.12 STRUCTURE OF THE DISSERTATION

The study is structured into five chapters and these are presented below.

Chapter 1: Introduction and Background of the Study

In this chapter is outlined the background of the study and what is intended to be achieved. It is made of background of the study, problem statement, research questions, aims and objectives of the study. Also, the chapter summarises the significance of the study and its delimitations/ demarcations.

Chapter 2: Literature Review

Here the theoretical foundation for the study is laid, thus, the chapter will bring into perspective the theories underpinning youth unemployment in general and also with particular reference to Mankweng Township. The chapter focuses on the past literature on the implications of youth unemployment to development and the known theories surrounding unemployment and its causes. In brief, the chapter focuses on, social and psychological challenges faced by the youth due to unemployment, its causes and different policy frameworks and legislative documents which are designed to address the problem.

Chapter 3: Research Methodology

The research methodology chapter deals with the procedures and methods that will be followed by the study in an attempt to arrive at a scientific conclusion about the research problem or question. It outlines the chosen research methods, research design, study area, study population, data collection tools and how data will be analysed.

Chapter 4: Data Presentation, Interpretation and Analysis

Chapter four is concerned with presenting the analysis and interpretation of the collected data. The chapter includes data presentation and the process of transforming it into meaningful form. The findings are categorized into themes as follows: causes of youth unemployment in Mankweng Township, its socio-economic challenges and the possible solutions to deal with the situation.

Chapter 5: Recommendations and Conclusion

This is the last chapter of the study and it focuses on addressing the main issues that were researched. It consists of the discussion of results, conclusions of the study,

recommendations for future research and the proposed solutions for the research problem and question.

1.13 CONCLUSION

This chapter has introduced the study, providing a solid background that informs the research problem at hand. The research objectives, questions and the scope were detailed; relevant terms and their application in the study were defined. Finally, the chapter presented the research outline, summarizing the contents of all the chapters to follow. The next chapter focuses on literature review and provides the theoretical underpinnings for the study.

CHAPTER 2

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 INTRODUCTION

Copious literature exists on youth unemployment, ranging from the causes to effects of unemployment (Adepegba, 2011; Uddin & Osemengbe, 2013; Alkatheri & Saad AL-Malaise AL-Ghamdi, 2019). From a Public Administration perspective, however, youth unemployment and its socio-economic consequences remain a grey area because these vary from country to country, as well as between areas within countries. The researcher starts by situating youth unemployment in the discourse of Public Administration and then applies the Social Exclusion Theory and the Capability Approach as the theoretical frameworks underpinning the study. Typologies of unemployment are also reviewed as these inform the study on the type(s) of youth unemployment in Mankweng Township. Literature on the causes and impact of youth unemployment is reviewed from a global, African and South African context to inform the parameters of the current study. Efforts by the South African government to curb youth unemployment, through legislations and policy directives are also reviewed. The chapter ends by reviewing the situation of youth unemployment in Mankweng Township, in particular, as this directly informs the research findings.

2.2 YOUTH UNEMPLOYMENT IN PUBLIC ADMINISTRATION DISCOURSE

Youth unemployment has reached crisis proportions in South Africa and remains one of the major challenges facing the country today (SA Federation of Trade Unions, 2018). Such crisis has a bearing on public administration as both a system and as government (Du Toit, Knipe, Van Niekerk, Van der Waldt & Doyle, 2020: 3). As a system and government, public administration functions within specific circumstances - economic, political and social - that exist within a place and during a specific time in history. In

presenting youth unemployment within the public administration discourse, it is critical to discuss the environments within which public administration operates.

2.3 Public administration environments

McCurdy (1977) states that public administration environment is the world in which the government and its institutions function to deliver services to the society. In a same vein, Du Toit and Van der Waldt (1999) see the environment as the circumstances created by the interaction between natural and intellectual phenomena, regardless of whether these phenomena are physical or mental. These phenomena, therefore, take the form of economic, political and social entities which necessitate public administration. It is on that basis that unemployment finds its expression within public administration discourse, as it is a variable for determination within the environment and the well-being of society. South Africa's unemployment rate is high for both youth and adults, although, the unemployment rate among the youth currently stands at an alarming 56.4% and is one of the highest, globally (Stats SA, 2019). Most of these unemployed young people are discouraged with the labour market, however, they are also not building on their skills base through education and training (NEET). These alarming figures make youth unemployment a very pertinent issue in Public Administration because its effects, both short and long term, directly affect the administration of public affairs.

The environment consists of numerous phenomena which people must deal with because of their ability to influence their actions. The external environments are everything outside the boundaries of government but affects institutions. They consist of the natural and intellectual environments which can be divided into various sub-environments which emanate from the two. The internal environment function in which public institution function differs from institution to institution; for example, the non-governmental organizations, international institutions such the united nation and multinational co-operations, such as Coca-Cola. The environment of each institution is the arena in which public managers have to function effectively, efficiently and economically (Doyle, Du Toit,

Van der Waldt, Van Niekerk & Knipe, 2002). Various types of environments within public administration will be discussed below:

2.3.1 Natural environment

Doyle *et al.*, (2002) explain natural environment as referring to factors which are not manmade; they originate from God, such as mountains and rivers. The geographical territory of a society is a component of the natural environment of that area as the term is inclusive of the location, climatology and topography of a specific place or organisation. Location refers to the geographical territory of an institution and it can enhance or restrict government ability to attract or retain competent personnel due to factors like, transportation network and living cost. Government institutions that are based far away from town, therefore, may face challenges in getting competent officials (Fox, 1995: 65). The government, for instance, may have to ensure that people who are situated in different terrains are provided with appropriate public services in accordance with the geographical landscape, (Boateng, 2008). If it is impossible, for example, to build a hospital because of the landscape, the government must send mobile clinics to such places to ensure that citizens are provided with health-care services (Doyle *et al.*, 2002: 93).

Sen (1993) states that, climatology refers to weather conditions such as rain and tornado; these have a vital impact on the activities of government. Changes in season and temperature have a huge impact on service delivery. For instance, currently the South Africa is experiencing draught and that has resulted in water shortage; this will control the type of service appropriate to an area.

2.3.2 Intellectual environment

Intellectual environment is the creations / innovations made by people through their mental capability, such as houses and dams. Kruger (1997) states that societies vary and

they provide distinctive environments for public institutions to operate in. Intellectual environments have unique histories and unique possibilities for the future; they constitute a unique aggregation of individual and group behaviour. All societies are similar in the sense that men and women all over the world have certain biological and psychological attributes in common, however, differences manifest themselves when individuals are put in different environments. For one to take cognisance of the intellectual environment of public administration, one will have to inquire into the cultures of societies (Du Toit & Van der Waldt, 1999: 121).

2.3.3 Political environment

The political environment, according to Lane (2000: 68) encompasses the political processes, ideologies, structures and outcomes emanating from the interaction between interest groups, NGOs' and individuals in the society. This takes place in the presence of challenging scarce public resources and the authoritative distribution of those resources through formal, for example, parliamentary processes. Politics influence public managers' activities in the sense that it affects who gets what from the government.

Every facet of public managers' activities are affected by the political environment; this is because these activities are influenced, either directly or indirectly, through the system of government, the constitution, Bill of Rights, nature, and the initiation and implementation of the law. Public administrators operate within a political realm, meaning that their actions are guided by the requirements of political authorities (Kroukamp, 2001). The state regulates the structure and processes within a country; these include: political climate, the degree and nature of the concentration of political powers and existing party system. The political environment consists of complex variables that are difficult to regulate or predict. According to Kroon (1995: 66) the political environment is the most unpredictable environment, thus, the most difficult to scan. The responsibility of managers lies in them determining what the view of the political authorities are and respecting those views, as well as anticipating regulations that might influence the political environment.

Youth unemployment is associated with political violence and armed conflict in developing countries, however, the level of education, usually, lowers the magnitude of the effect; countries with highly educated people are less prone to political violence (Azeng & Thierry, 2015). There is a high possibility for unemployed young people, with low levels of education, to participate in community protests and a lower possibility emanating from unemployed young person with higher levels of education. According to Azeng & Thierry (2015) there is a positive effect of inequality on political violence. Tensions among youth because of inequalities, may lead to an outbreak of conflict; as a result, the GDP growth, inequality and inflation are the determinants of political instability and unemployment.

2.3.4 Economic environment

According to Du Toit and Van der Waldt (1999: 116) the economic environment of public administration is the economic system of a society; it is a system that produces and distributes the goods and services to the society. As such, the economic environment influences the system of public administration, for, public managers are to render services, efficiently, effectively and economically.

2.3.4.1 The role of government within the economic environment

The role of government in the economic system differs from the role of the private sector, according to World Bank (2002). Government is aimed at providing services to the community in order to promote the welfare of its citizens, while the private sector targets individuals and their motive is to make profit. Government officials play a significant role in budget preparation, so they familiarize themselves with the economy's current situation and when they draw the budget, provision should be made for the interest of the community and those needs that are deemed urgent, should be prioritized (Du Toit & Van der Waldt, 1999: 116). Many people in South Africa are poor, unemployed and many young graduates are affected by the high unemployment rate. People who are affected by the above-mentioned social factors need a source of income to maintain themselves.

It is the duty of the public managers, in an operating environment, to influence the government to provide people with sources of income; in South Africa the elderly people, orphans, people with disabilities and children receive a social grant which assists them to eliminate poverty and hardship. It is also the duty of public managers to influence the government to provide subsidy and create jobs for those who are skilled, qualified and willing to do the job; this will reduce the unemployment rate. Government officials must put more focus on monitoring economic opportunities for young people, particularly, in providing employment or educational opportunities for the youth in periods of economic decline (Boateng, 2008).

2.3.4.2 Influence of the economy on public spending

Economic variables such as inflation, business cycle and recession, influence the demand for goods and service; these variables put pressure on the society because they have to prioritize their needs in order to survive. Social environment has an implication on the economy because social components, such as corruption, unemployment, population density, crime and others have a direct influence on the economy (Kruger 1997, in Kroon 1997). Government policies, like the Reconstruction Development Programme (RDP) were initiated with the aim of eradicating poverty, creating employment and for social and security purposes, however, in order for government to provide services it needs money and that money comes from tax. Currently in South Africa, people who are paying tax are less compared to those who benefit from it, due to shortage of employment. In addition, the cost of living is too high, food prices are sky rocketing, electricity is very expensive and the repo rate keeps on climbing (Doyle *et al.*, 2002).

2.3.4.3 Government economic trends

According to Kroon (1995: 61), the economy directly influences social environment because of factors like, unemployment, poverty, population growth and shortage of health-care facilities. The more the population grows, the more services are needed,

resulting in an increase of government spending. A high population density implies that government has to increase its budget to service the people. The responsibility of public management lies not only in determining the intensity of the business cycle of a particular institution, but also in determining the possible economic cycle to meet the needs of the increasing population.

2.3.5 Social environment

The social environment consists of nature, quality and distribution of human resources. It is related to class structure, mobility, social role, the nature of social organisation and development of social institutions. The social environment plays a significant role in government actions and administrative processes. Du Toit & Van der Waldt (1997:116) state that there are associations which are made for people in order to express their demands and opinions, for example, a person may become a member of a political party, a community organization and others. It is important that the law makers and implementers ensure that there are sufficient support groups aimed at assisting the communities, for example, the unemployed youth in finding jobs and dealing with day-to-day issues. Every government activity has a direct impact on the citizenry, for example, the apartheid policy in South Africa had a drastic influence on the social environment. In the case of the Group Areas Act, Blacks were grouped in the TBVC state and were not allowed to share residents with their white counterparts (Doyle, *et al.*, 2002: 93).

Health-EU (2008) stipulates that, people are social beings; to gain benefits, such as protection and care is necessitated by a cordial coexistence with other members of an association; people, hence, are more or less prepared to subject their personal patterns of behavior and preferences to those of a group. The conduct of public managers is usually determined by the values of the society that are embodied by the legislation drafted by political officials. The actions of public managers should, thus, be in line with the standards that apply in the society concerned

The social environment plays an important role in government activities and administrative processes, because government activities potentially have a direct impact on people. For example, the apartheid policy separated people into groups whereby whites were more favored than blacks. The ethnic and cultural diversity in South Africa has had a negative impact on government actions because needs and wants may differ from community to community. South Africa is regarded as a country consisting of various groups. There are many sub-cultures that may all react differently to government initiatives and policy, therefore, the public managers must be familiar with the community's needs, culture, preferences, beliefs, language and traditions to avoid situations where decisions may do harm to certain communities in the society (Sen 1993).

Health-EU (2008) contends that public managers are to meet certain requirement in terms of social responsibility, which includes, enabling institutions to acquire a positive public image through ethical actions, create a balance between responsibility and power, otherwise, dissatisfaction is the result; an example, is municipal institutions that are affected with service delivery protest, are finding it difficult to deliver sustainable quality service. While busy performing their duties, public managers encounter enormous social issues such as population density, shortage of proper houses, HIV and AIDs pandemic. Social issues have a negative effect on the productivity of personnel making them inefficient and ineffective, which in return cost government resources.

2.3.6 Cultural environment

Du Toit and Van der Waldt (1997: 18) explain that cultural environment refers to the collective basic values and beliefs of communities that emanate from societal origin, such as tradition, customs, education and religious beliefs. In South Africa there is cultural diversity and public managers must be sensitive to different values and needs of the public. The norms and standard of public administration forms part of the culture and historical background of any society. The conduct of public officials is determined by the

values of the society which are embodied by the legislation. The action of public administrator should be in line with the standard that apply in the society concerned.

Ethics and cultural diversity complicate government actions as people's needs and wants vary from community-to-community because of their belief system and cultural values. In other words, heterogeneous population consist of people with different culture that may react differently towards government policies. Sen (1993) maintains that public managers should value other peoples' beliefs, language, tradition and culture to avoid situations were decision-making may cause serious problems to a certain groups of people. Social equality, social responsibility and human rights are essential in this regard as every person value his/her culture and prefer it to be treated with respect and dignity.

2.3.7 Statutory environment

The legal environment refers to formal rules initiated through democratic process of representative parliamentary democracy to order society according to common societal values and norms. Du Toit and Van der Waldt (1997: 119) describe statutory environment as the legal provisions in terms of which society's activities are directed and thus, can influence the lives of individuals in a society. Public managers who are involved in decision-making should not only consider the constitution in terms of the Bill of Right but also other prevailing legislations, such as Labour Relation Act 55 of 1995 and Public Service Ac 103 of 1994. They should also propose future legislation such as Employment Standard Bill and Employment Equity White Paper in order that personnel decisions and actions are relevant.

Kroukamp (2001) states that, laws and regulations are there to regulate what can be done and what cannot be done by the citizenry, hence, demarcating statutory environment. Laws and regulations serve as guidelines on how people should conduct themselves within a state. They also facilitate how government institutions should govern; for

instance, how service delivery takes place and that drinking alcohol while driving can result in the guilty person receiving fine or jail sentence (Doyle *et al.*, 2002: 96).

2.3.8 Constitutional environment

In a democratic society, the constitution provides for the rights and obligations of citizens, the state governance and ensures proper practice in public organizations (Heywood, 2007: 320). The constitution is a country's supreme authority and the actions of all parties must comply with its provisions. It also often provides for special courts in which citizens can enforce their rights against the state and its administrative institutions. Constitutional provisions can greatly strengthen the ability of advocates to use the laws to protect environmental rights in a number of ways, therefore, they can expand the scope of environmental legislative that are often insufficiently elaborated to provide comprehensive protection.

Constitutional provisions can provide a "safety net" for resolving environmental problems that existing legislative does not address. Constitutions are frequently the source of procedural rights that are necessary for environmental and other organizations to pursue their advocacy work. Giving force to constitutional provisions guarantees freedom of association, access to information, public participation and judicial standing; these are, particularly, crucial in ensuring that people's substantive rights to life and a healthy environment are protected. These procedural rights promote transparency, participation and accountability that form the cornerstones of environmental governance (Anderson, 2002).

Heywood (2007) explains that citizens have protection against arbitrary and unconstitutional actions of the state authorities and public officials. Public managers who act unconstitutionally against citizens should bear in mind that, they are themselves citizens enjoying the rights provided by the same constitution. If a constitution, for example, confers rights of employees on citizens, the same rights will normally apply to

state employees. Public managers should therefore acquaint themselves with the constitution of their country. They should act according to the constitution when dealing with the rights of citizens as clients of the public organization. Boateng (2008) states that it is of paramount importance that the law makers and implementers amend passed laws in order to cater, for example, for the needs of the unemployed youth and public managers must ensure that young people are involved in governmental affairs in order to raise their views and opinions.

2.3.9 Physical environment

The physical environment includes land, air, water and animals, buildings and other infrastructure and all the natural resources that provide our basic needs and opportunities for social and economic development. McIver and Page (2002:78) stipulate that physical environment also refers to physical changes caused by people and their actions. This change includes the houses built and the cities and towns established - in fact, the basis of civilization. The public managers and citizens as well, must bear in mind that a clean, healthy environment is important for people's physical and emotional wellbeing. At a fundamental level, factors such as clean air and good quality drinking water are essential for people's physical health. Other environmental factors, such as noise pollution can cause both physical harm and psychological stress.

In South Africa, local municipalities are responsible for collection of rubbish, prevention of littering and also providing healthy clean water. The main aim of doing the above-mentioned functions is to ensure a healthy living environment. Public managers should also bear in mind that the cleanliness and beauty of the environment is also pivotal for people's sense of wellbeing; for many people, access to an attractive physical environment contributes greatly to their content with life. The environment also provides recreational opportunities, allowing people to take part in opportunities they value, hence, public managers should always strive towards a healthy and clean environment (Slabbert, 2009).

2.3.10 Technological environment

The technological environment refers to the state of science and technology within a certain environment (Van der Walddt, 1997:117). Nowadays, technology is changing rapidly and the changes are mainly concerned with the development of computers, motor cars, operating machines which are outcomes of technological progress and innovation. Technological progress results from research and development through which new products, processes, methods and management approaches are created. Technology plays a very important role in carrying out day-to-day activities, therefore, public managers must focus on the nature of technology, trends in technological developments and the social and natural impact of uses of technology.

Anderson (2002) states that technologies play a significant role, especially, in policy implementation. For instance, it provides access to efficient communication between public managers and citizens, therefore, public managers may not have to travel from one community to another to deliver messages or to hear public opinions. The process can be done through mass media such as radios, television, newspapers and others. Technology also provide opportunities for businesses have breakthroughs, innovations and inventions to cut costs and develop new products.

In summary, the environment within which public manager operate in the public sector heavily impacts on effective, efficient and economic service delivery. The three spheres of government should see to it that they create a favourable environment for smooth service delivery: in terms of the complete environment which emanates from legislation. Regardless of the different classifications, the environment continuously influences government institutions' ability to deliver service.

The next section presents theories of unemployment and uses examples from Mankweng Township to establish a link between theory and practice.

2.4 THEORIES OF UNEMPLOYMENT

There are various theories of unemployment within the context of public administration practice (Casson, 1979; Sherifat, 2011). Among those theories, are Social Exclusion Theory and Capacity Approach Theory (Toye & Infanti, 2004; Ward, 2009; Sen, 1993). This study employs these theories of unemployment within the context of Public Administration as both a discipline and practice. The Social Exclusion and the Capability Approach are discussed in the ensuing paragraphs.

2.4.1 Social Exclusion Theory

Toye and Infanti (2004) state that, social exclusion broadly describes the structures and the dynamic processes of inequality amongst groups in a society and that social exclusion has a negative impact on the individual experiencing it and on the society. Walker and Walker (1997) supports the above-mentioned statement by articulating that social exclusion involves being excluded from any social, economic, political and cultural systems that confirm the social integration of a person in a society. Ward (2009) continues that social exclusion in society manifests itself in numerous ways and this include lack of information, poor housing, lack of freedom and power, lack of peace and safety and lack of education. Addressing social problems in society should take a multidimensional route (Haralambos and Holborn, 2008). Lack of education, for example, among female youth may result not only from lack of schools, but also from poor health, societies' cultural norms, and other factors that should be recognized and addressed to solve the problem. In Mankweng Township, health and substance abuse cases among the youth can be one of the explanations for the increasing levels of youth unemployment.

2.4.2 The Capability Approach

This approach focuses on concepts such as empowerment, freedom or human rights, and participation (Sen, 1993). According to this approach, development is a process of

expanding the real freedom people enjoy. The approach emphasizes that freedom plays a crucial role in enabling individuals to achieve their goals. In the South African context, policies on freedom need to consolidate the gains of independence and end economic disparities between social groups. Youth unemployment remains worryingly high and this entails that policy formulation is not focusing on increasing opportunities for the youth. The capability approach is linked to the concepts of human development and well-being in which people are seen to be active rather than passive agents in the development of their own future, hence, further youth exclusion from employment can lead to other forms of exclusion; directly and indirectly, it may add to increasing poverty levels. The social exclusion and capability approach theories support this study as the research aims to seek the effects of youth unemployment on the society. Having no formal employment often leads to stress that in turn, can lead to emotional and physical distress, therefore, one economic and social consequence of unemployment is social exclusion from economic, labour, community and cultural participation. The above-mentioned theories have detailed some of both the causes and effects of unemployment which can be related to youth unemployment in Mankweng Township.

2.5 TYPOLOGIES OF UNEMPLOYMENT

There are various types of unemployment and the major types are identified by Wagner (2014) as - frictional, cyclical, seasonal and structural. The types are discussed in the ensuing paragraphs.

2.5.1 Frictional Unemployment

Frictional unemployment is the period of unemployment that is a result of people moving from one job to another for better opportunities, and since there is, usually, imperfect information on new employers and unemployed people in the labour market, people take time to find employment, thereby, causing what is referred to as “frictional employment” (Barker, 2007:187; (Pigou, 2013). During this period, full employment cannot be

ascertained as employees might not know where the vacancies are. This type of unemployment can be reduced by increasing labour market information and introducing placement services which job seekers and employers can access.

2.5.2 Cyclical Unemployment

This type of employment occurs when the demand for goods and services declines, consequently, less production, and fewer employees being required (Asaju, Arome & Anyio, 2014). This is a result of unstable business activities, called “business circles” and it common during economic recession (Asaju, *et al.*, 2014); thus, a decline in aggregate demand for goods and services, results in a decrease in the demand for labour. This kind of employment can be corrected when the business activities improve or the economy recovers (Asaju, *et al.*, 2014).

2.5.3 Structural Unemployment

Structural unemployment occurs when the economy has jobs but however the citizens do not have the necessary or needed skills to be employed (Diamond, 2013). In other words, a miss-match between the skills required by the employer and those possessed by the prospective employee. It is usual caused by major technological advancements and low cost of labour overseas. Lower costs of labour overseas affect employment when workers lose their jobs as a result of companies moving business to the countries with relatively cheaper labour (Estevão & Tsounta, 2011). Employees who are affected by this kind of situation are said to be “structural unemployed”. This type of unemployment can also occur in an economy that is healthy or doing well. After an economic recession, structural unemployment can take place because employment cannot adjust fast enough to the make the economic prosper.

The high unemployment rate in South Africa can be better explained as structural unemployment (Asaju, *et al.*, 2014). The economy is continuously growing, although at

slow rate, but it cannot take up the available skilled labour (Roux, 2016). Economists explain that can also be due to that fact that you have skilled labour that does not have experience, therefore, these unexperienced skilled workers cannot be absorbed easily by the economy.

2.5.4 Seasonal Unemployment

Seasonal unemployment occurs when individuals are not paid for particular periods of the year as they work in seasonal industries (Pigou, 2013). These are industries that do not operate through the year as their activities are tied to seasons (Rankin & Roberts, 2011). There is limited need for these types of work to be performed throughout the year; this applies to industries, such as the fishing, lifeguarding and agriculture which are usual seasonal.

2.6 LITERATURE ON THE CAUSES OF YOUTH UNEMPLOYMENT

The causes of youth unemployment vary from region to region and from country to country. The ensuing sections discuss the causes of youth unemployment from a global, African, as well as South African contexts. The discussion informs the study which focuses on youth unemployment in Mankweng Township.

2.6.1 Global Context

Understanding the causes of youth unemployment from a global perspective informs the study because the causes in Mankweng Township may be similar or different to other parts of the globe.

Table 1: Countries Unemployment Comparisons: 2018

Country	Unemployment Rate
South Africa	24.9%
Russia	5.4%
Angola	7.6 %
Spain	25.6%
Argentina	7.1%
Botswana	17.2%
Greece	27.5%
Namibia	37.5%
Lesotho	28.3%
Ethiopia	20.5%
China	4.1%
Poland	9.7%
Euro Zone	11.9%

Source: Adapted from KILM ILO database (International labour organization,2019)

Data in the Table above reflects that developed economies, such as Poland and Euro-Zone countries, such as France, Belgium and Greece have relatively low levels of youth unemployment compared to the developing nations. This shows that macroeconomic factors contribute to youth unemployment. To measure the macroeconomic factors, five indicators are used - domestic investment rate, government expenditure, the inflation rate (percentage change in CPI), real GDP per capita, and real GDP growth (International labour organization, 2019). More investment, means that there are more resources for the government and the private sector to spend on economic and social programmes for employment creation. Government expenditure, which is measured as a percentage of the GDP, means that the more the GDP is, the lesser the resources or revenue the government has on its disposal to spend on economic or social programmes. This has a direct effect on employment creation for the economy; when there is less to spend on economic activities, the employment creation opportunities are reduced, resulting in high unemployment rates, especially among the less-skilled, who are mainly the young people.

The real gross domestic product also is an indicator and predictor of the levels of employment in an economy. The real gross domestic is also included as a component to control and measure the possibility of an economic decline or slowdown. The economic decline might have adverse effects on employment, independent of the level of development.

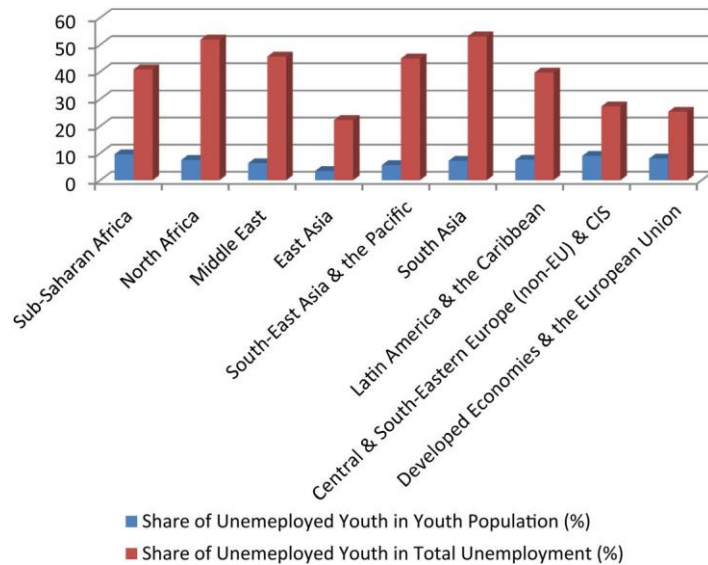


Figure 1: Unemployed Youth in total unemployment and in youth population, regional averages. **Source:** Adapted from KILM ILO database (International Labour Organization, 2019)

In this Figure, is shown the youth employment to population ratio of people between the ages of 15 to 34 who are employed. The differences are shown in Figure 1 above which shows youth unemployment according to different regions of the world.

These statistics reveal that high youth unemployment is not a uniquely South African problem; other regions have also experienced youth unemployment. Recent statistics by the International Labour Organisation (ILO) in 2019 indicated that, at a global level, youth labour force participation rates are falling as educational enrolment rises. The global labour force participation rate for young people aged 15 to 24 declined significantly between 1993 and 2018, falling by 15 percentage points to reach 42 per cent at the end of that period (ILO, 2019). This trend can be ascribed mainly to the rising rate of educational enrolment among young people. Globally, the gross enrolment ratio in secondary education rose from 55 per cent in 1993 to 77 per cent in 2017; in tertiary

education, it increased from 14 per cent to 38 per cent over the same period (UIS, 2018). In 2018, the youth labour force participation rate was highest, at 57 per cent, in low-income countries; the lowest value (36 per cent) was observed in lower-middle-income countries. In upper-middle-income countries, the youth participation rate has declined by more than 20 percentage points since 1993, reaching 44 per cent in 2018, a level similar to that recorded in high-income countries (45 per cent) (UIS, 2018; ILO, 2019). The gross enrolment ratio in tertiary education in upper-middle-income countries (52 per cent in 2017) is still significantly lower than in high-income countries (77 per cent) (UIS, 2018).

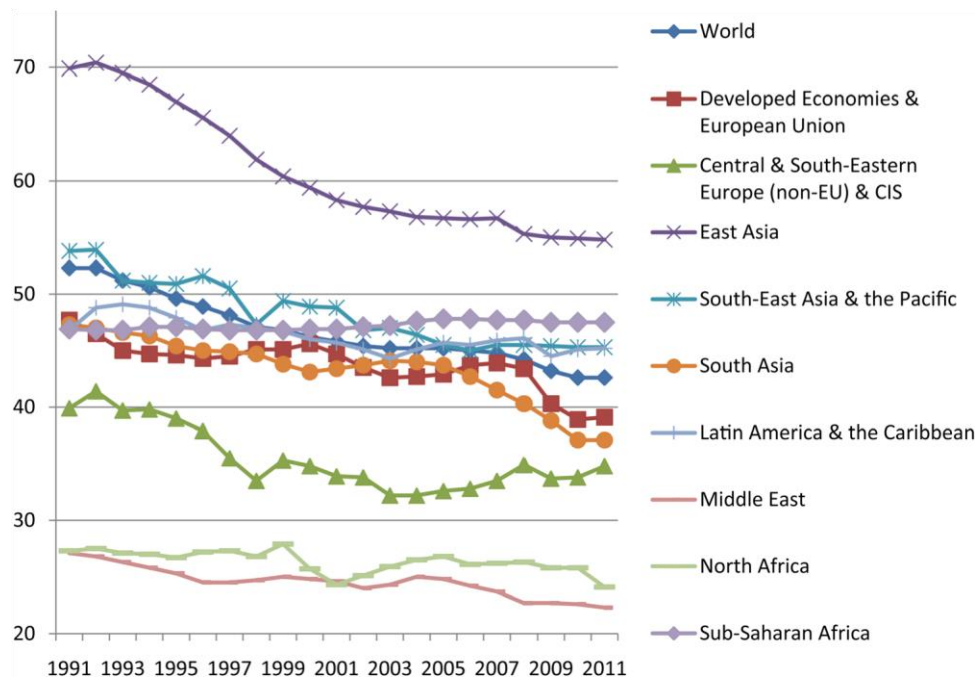


Figure 2: Youth Unemployment Across Regions
database (International labour organization, 2011)

Source: Adapted from KILM ILO

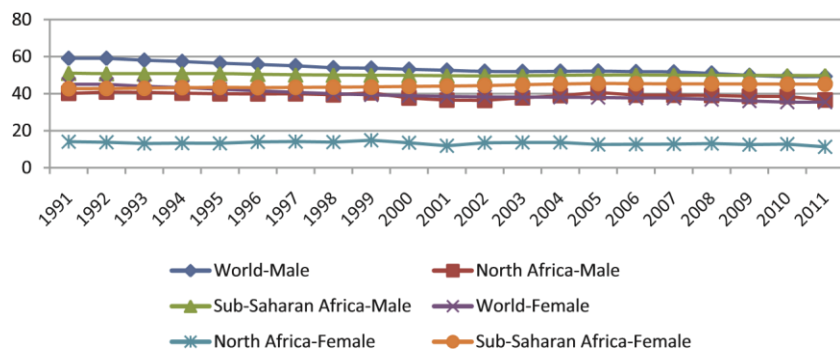


Figure 3: Youth employment rates by gender (%), 1991–2011, **Source:** Adapted from KILMILO database (International labour organization, 2011).

As shown in Figure 2, above, the KILMILO Database (2011) indicates, statistically, that female youth employment-to-population ratio in North Africa is very low at an average of 13 % compared to 39% for males. Sub-Saharan Africa where South Africa is located shows a much higher female youth employment-to-population ratio of around 47% compared to that of males of 53%. This shows that there is more absorption of youth females to employment in the Sub-Saharan Africa compared to the North African countries and the oil rich nations. The bigger gap of gender employment in the North African countries could explain the high levels of unemployment in these regions. However, this is not the case with Sub-Saharan Africa where the gender employment gap is not huge, therefore, given this data one can conclude that the problems of unemployment in the sub-Saharan Africa and South Africa in general are not based on gender issues but on other fundamental economic matters. For the African continent, youth employment ratio averages 28.74% for females compared to 44.65% for males in the period between 1991 and 2011 (KILMILO Database, 2011).

2.6.2 Skills Mismatch

From a global perspective, skills mismatch is one of the major challenges in the world when it comes to employment (World Bank, 2013; Reddy, Borhat, Powell, Visser & Arends, 2016). This means that the people are trained and have the skills, however, their

skills do not correspond with the market demand or to the economy's needs. Moreover, it is also possible for the population to have the necessary skills but fail to fill up the existing vacancies that are related to the skills they possess. This happens when there is a skills gap between the impacted skills on individuals and the current demands of the labour market. In the final analysis, this points to the underlying problem of the curriculum; in other words, the curriculum is not synchronised and aligned with the demand of the industry, hence, producing irrelevant graduates who are unqualified to do the actual work as the market demands. The majority of the affected age groups are mainly the youth; making youth unemployment a real global challenge (World Bank, 2013).

2.6.3 Globalisation and Technology

Globalization and technological change have negatively impacted employment and employment of young people especially those who are faced with skills mismatch or are low-skilled (Andersen & Halvorsen, 2002). These high levels of unemployment will result in an economy becoming a welfare state, which is unsustainable in the long run (Beissinger & Moeller, 2000). Scholars also argue that globalisation and technology perpetuate youth unemployment in most countries of the world (Andersen & Halvorsen, 2002; Awad & Youssof, 2016). Globalisation relates to the openness of international markets, including, goods, services and labour among others. The nation's openness to trade relates to the sum of net exports of goods and services and it is expressed as percentage of GDP (Awad & Youssof, 2016). Opening of borders for trade is thought to reduce female youth labour force participation and in more male youth being absorbed into the job market. Also, the export sector is capital intensive which pushes down the absorption of female youth in particular, as this results in differential access to productive resources (Awad & Youssof, 2016). For instance, African country are mainly producers or minerals and crops for exportation and these industries mainly favour male counterparts against women; this worsens youth unemployment and increases the gender gap. The internet and sophisticated machinery have taken away the work that used to be done manually, making many people redundant. When those who are already

at work are retrenched due to technological advancement and globalisation, then the young people who are ready to enter the labour market become the most affected.

2.7 YOUTH UNEMPLOYMENT IN THE AFRICAN CONTEXT

Having established the causes and nature of youth unemployment in the world, there is a need to do the same in Africa and make some comparisons between South Africa and other African countries. The African context is of keen interest in this study because some of the causes of youth unemployment are deep-seated in the history of the continent which is directly linked to the legacies of colonialism. Colonialism segregated Africans in all spheres of life, be it economic, social and political (The African Capacity Building Foundation, 2017). As a result, the majority of the African population were marginalised from taking part in mainstream socio-economic activities. After independence, the postcolonial state has not managed to correct the imbalances created by colonialism, and one such area, as this study argues, is the marginalisation of youth in socio-economic development of most post-colonies (The African Capacity Building Foundation, 2017). The gendered dimension of unemployment is also a case of concern in most African countries to the extent that females suffer a double jeopardy of being a female and unemployed (UNESCO, 2007; UNESCO, 2011).

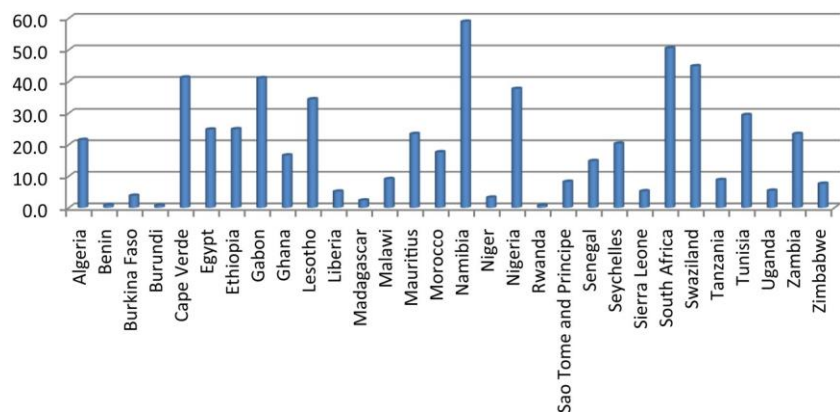


Figure 4: Youth unemployment rate (%) in African countries. **Source:** Adapted from KILM ILO database.

Figure 4 above shows the youth unemployment rates of African countries. The Figure depicts a very rough picture of youth unemployment in African countries with greater variations. The graph above shows that high income countries have also high unemployment rates. South Africa is also included in this category as high-income country and it has approximately youth unemployment rate of 50% using the expanded definition of unemployment. The issues of high youth unemployment have led to political risings, labour disputes, and rise of crime and in some cases revolutionised economies. One can give an example of Tunisia where youth unemployment was quoted as one of the main triggers of the self-immolation of Mohamed Bouazizi in Tunisia which eventually led to the Arab revolution, therefore, this indicates an urgent need for both gainful and dignified employment for the youth in the African employment scene in general.

2.7.1 Youth Unemployment in Africa in Comparative Terms

Globally, South Africa contributes approximately 2.3% to the world's unemployment rates which translate to 0.8% of total world population (World Bank, 2013). The South African economy only accommodates 18% of the economically active people in the employment and these earn monthly salaries or wages (CDE, 2012). On the dawn of democracy in 1994, the unemployment rate reached low levels of 13% and the year 2000, it sky rocked to o 30%, and lowered again in 2013 to a rate of 25.3% (CDE, 2012; World Bank, 2013). The above Table 1 listed under the global context figure, gives a summarised version of unemployment rate of some of the BRICS countries and other international countries, at random, as of 2018. Comparatively, in the BRICS block South Africa has a relatively high unemployment rate, however, this does not mean that South Africa had the highest unemployment rate, countries like Zimbabwe, Namibia (37.5%) and Lesotho (28.3%) have higher rates (CDE, 2012; World Bank, 2013). The European average unemployment rate is 11.9% which is by far lower than the national average of South Africa (CDE, 2012).

Spain and Greece are examples of some European countries that contribute to this high rate of unemployment in the European block. As a globally challenge, unemployment levels have also been reported to be increasing in the recent years in the European region (World Bank, 2013).

Figure 5 below compares youth and adult unemployment in Africa with other regions of the world and the data reveals that youth unemployment in Africa is higher than the adult unemployment in all the regions of the world.

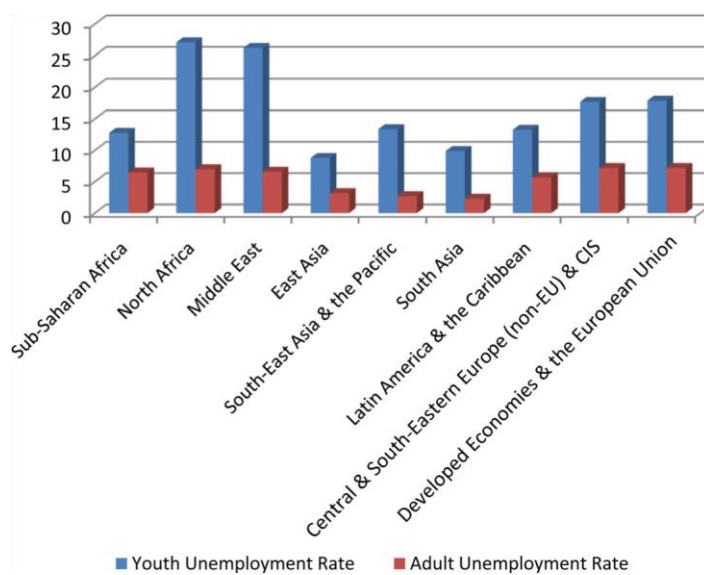


Figure 5: Youth and adult unemployment rates by region, 2011. **Source:** Adapted from KILM ILO database.

Similar to other regions, African youth unemployment rates are higher than those of adults as shown in Figure 4. This has been reported as being perpetuated by different reasons, among them is the labour market bias, thus, employers capitalise on the fact that younger workers are easier and less expensive to dismiss than older workers. Furthermore, the younger workers are dismissed first because the cost to establishments of letting young worker go, is generally perceived as lower than that of dismissing older employees. This situation is further worsened by the fact that employment protection legislation requires a

minimum period of employment before it can be applied to an employee and the payment for offloading employees is higher with number of years spent working for an organisation, hence, the youth are the easy target.

2.7.2 Youth Are Employed in the Informal Sector in African Countries

The informal sector plays a pivotal role in the employment of young people and contributes to production and income generation for the world economies and Africa (Sherifat, 2011; ILO, 2012). Informal employment or sector is said to be a “fall-back” and it offers the necessary survival strategy in the absence of social safety nets of employment insurance as well as decent and liveable wages. The KILM ILO database on Informality and youth employment shows a positive relationship between the informal sector and youth employment ratio. Most of the youth employed in the informal sector are either, casual, seasonal and usually short-term workers; these lack labour rights, freedom of association, social protection and health benefits that are associated with the formal permanent employment. These employees mainly work in the self-employment context and normally in unregistered and small-scale enterprises, however, in the selected countries, South Africa is one of the countries with the least youth employed in the informal sector.

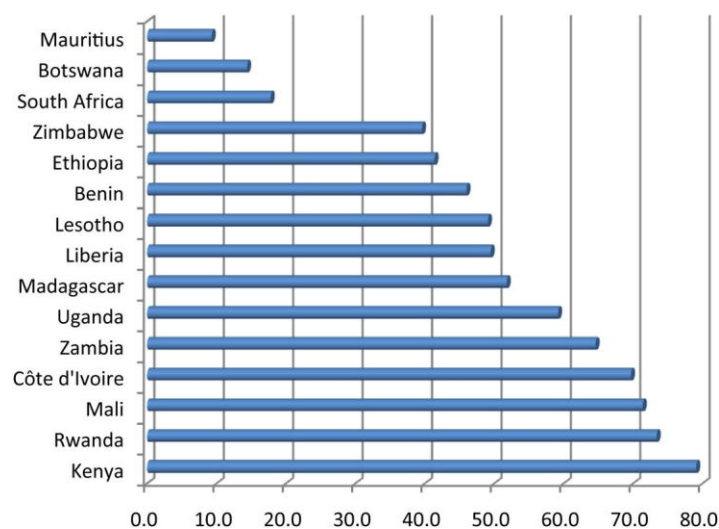


Figure 6: *Share of youth employed in the informal sector in selected countries.* **Source:** Adapted from KILM ILO database.

Comparably, there is a high number of youths who are not in the employment, but who are in the working-age group in Africa and South Africa as indicated in Figure 6. In 2011 the number of inactive youths reached an astounding level at 48 % and there was an average of 47 % between the period of 1990 and 2011. Females indicate a very high levels of inactiveness in employment in Africa, showing 53% against 43% of males. This might be a result of lack of opportunities, worsened by the existence of beliefs and patriarchy that still exists in the society that women have the sole responsibility of staying at home and taking care of the family. This high number of inactive young working-age population indicates underutilisations of the continent's skills. This huge number or large proportion of young people being inactive can also be explained by the fact that more and more young people are discouraged from entering the world of work, resulting in them staying longer in the educational institutions.

2.7.3 Many Youth are not in Education, Employment or Training

Figure 7 shows that also, Africa has a high number of young people who are not in education, employment or training and that gender disparities still exist, in that there are more female youth not in employment or education or training. This is an indication of the underlying problem of patriarchy and that there are, generally, less employment opportunities. In addition, this trend might be indicating a problem associated with lack interest in skills acquisition by the youth, which can be caused by poverty. Similar to most developing countries, Africa and South Africa is characterised by skills mismatch and this has been confirmed at many levels, including World Bank's Enterprise Surveys (World Bank, 2012). Even those young people who are in education and training have a challenge of acquiring skills that do not meet the demands of industry. These skills mismatch occurs at many levels - entrepreneurial and managerial skills, analytical

capabilities, language proficiency, technical skills and others. This is a huge setback to the countries and their economies; in addition, the situation hinders economic growth.

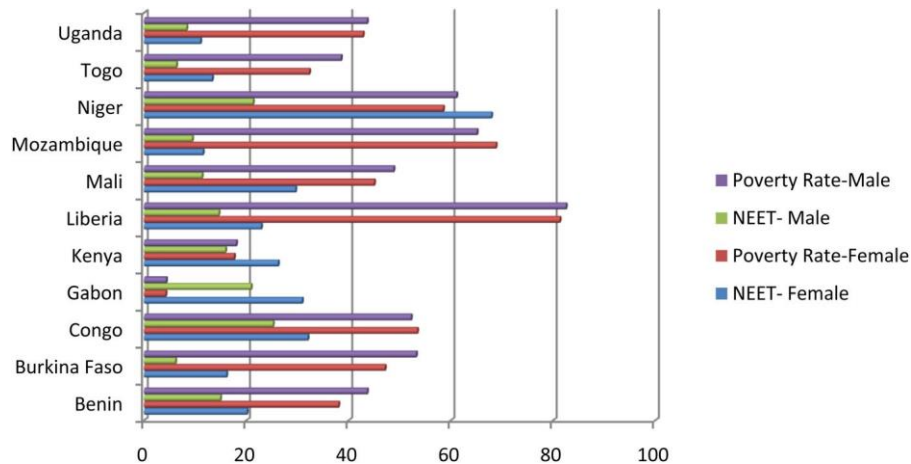


Figure 7: Young people not in education, employment or training and poverty rates in some African countries, by sex (%). **Source:** KILM ILO database.

Having reviewed literature on the causes of youth unemployment from the global context and the African context, the next section looks at the South African context to pave way for the current study which focuses on Mankweng Township. The researcher recognises that, although, youth unemployment is not unique to South Africa, South African youth are more vulnerable as the country has the highest rate of unemployment, as compared to the rest of the world (Stats SA, 2019). A report by the Spectator Index ranks SA’s youth unemployment rate as the highest in the world (ILO, 2019).

2.8 CAUSES AND STATE OF YOUTH UNEMPLOYMENT IN SOUTH AFRICA

South Africa has been one of the hardest hit countries with youth unemployment and unemployment in general (Kingdon & Knight, 2004). According to the results of the

Quarterly Labour Force Survey (QLFS) for the third quarter of 2019 released by Statistics South Africa, the official unemployment rate stood at 29.1%, which is the highest joblessness rate since 2008 (Stats SA, 2019). In general, youth unemployment has remained stubbornly high. More worrying, the unemployment rate of youth aged 25 - 34 was more than double that of the age group 45-54 (35.6% vs 17.2%). In the same period, unemployment rate for youth aged 15-24 stood at almost 58% (Stats SA, 2019).

Table 2: Unemployment by age in South Africa

Age	People employed official definition	Official unemployment rate	People unemployed
15-24 years	1 315 000	54.3%	1 559 000
25-34 years	4 966 000	32.5%	2 395 000
35-44 years	5 016 000	22.0%	1 412 000
45-54 years	3 393 000	16.5%	670 000
55-64 years	1 522 000	10.5%	178 000

Source: StatsSA (2017)

The South African unemployment rates have reached an incipient high of 25.2% (StatsSA, 2013c), compared to an international average of 9.2% in 2013 (CIA World Fact Book, 2013). This points out that South Africa has one of the highest unemployment rates, internationally, and it is one of the most pressing political challenges facing the

government presently (CDE, 2013); as of 2017, unemployment stood at 27.7% (Stats SA, 2017). It is said to be the highest level of unemployment in the history of the republic of South Africa, after apartheid. In 2019, Stats SA revealed that the percentage of young persons aged 15–24 years who were Not in Employment, Education or Training (NEET) decreased slightly by 0,9 of a percentage points to 32,3% (or 3,3 million) in quarter 2 of 2019, compared to quarter 1 of 2019. Of the 20.4 million young people aged 15-34 years, 40,3% who were not in employment, education or training, there was a decrease of 0,3 percentage points, compared to quarter 1 of 2019. According to Stats SA, the majority of South Africa's youth, often fall within one of three categories: uneducated, unemployed, and unemployable.

The above shows that there is an ever-increasing unemployment rate in South Africa, despite, the growing economy. The increasing unemployment has been attributed to different factors such as skills-mismatch, lack of quality education, lack of entrepreneurship by its citizen and corruption; these have crippled and halted investment in strategic sectors of the economy. To understand this there is a need to differentiate between the types of employment. Unemployment can occur in any economy, regardless of its performance, hence, there is healthy and unhealthy unemployment.

Table 3: Employment data for South Africa 2013 to 2017

	2013	2016	2017
Total employed	13 447 000	36 905 000	37 061 000
Formal sector employed	9 571 000	11 156 000	11 337 000
Informal sector employed	2 085 000	2 695 000	2 681 000

Employed in agriculture	638 000	919 000	875 000
Employed in private households	1 153 000	1 299 000	1 319 000
Official unemployment rate	24.9%	26.5%	27.7%
Unofficial unemployment rate	36.2%		
Labour absorption rate	40.9%	43.5%	43.7%

Source: StatsSA, (2017)

South African economy is struggling to create jobs for all (Statistics SA, 2017). It is reported that about 6.7 million people are unemployed, and the official rate stands at 29%. On the expanded definition of unemployment, it is hovering around 40%. It is further estimated that 15.6% of all workers in South Africa are employed in the informal sector (StatsSA, 2017). The 2013 report from Statistics South Africa reported that the number of employees increased by 3.9% and the number of the unemployed increased by 4% in the period between 2001 and 2013. Youth unemployment in South Africa dramatically increased to 47% (Stats SA, 2016). This is indicative of a problem and its potential to stimulate or lead to other problems. This implies that, fewer young people are being employed or absorbed into the economy as workers. Due to this trend, some young people in South Africa including graduates have been discouraged from seeking employment due to reduced chances of getting employed and these are included in the expanded definition (Graham, *et al.*, 2016), thus, any employment creation is quickly offset by the number of the unemployed. This points out that the labour absorption rate in South Africa is lower than that of other European countries. In comparison to the BRICS countries, the South African informal sector contributes very little to employment. Table 3 above shows the employment data for South Africa from 2013 to 2017. Youth unemployment figures in South Africa also, highlights racial and gender inequalities

currently facing the Republic (Stats SA, 2017). It has been noted that among all the races, African and coloured youth are far more exposed to unemployment in comparison to their Indian and white counterparts (Stats SA, 2017). Stats SA (2015), also notes that over 40% percent of the African youth are unemployed followed by coloured youth, at over 32%.

Voluntary, structural, frictional and cyclical unemployment are the main types of unemployment and provides the roots as to why youth or unemployment in general occurs (Monga & Lin, 2015). As previously discussed, it can be due to skills miss-match, geographical immobility, technological change, occupational immobility and structural change in the economy (Hernandez, *et al.*, 2016). These are general classifications, however, different countries are faced with one or more of these causes to unemployment. In the developed countries, the major cause of unemployment, in general, is frictional, whereby, people leave one job in search of another and they take time in doing this, hence, frictional unemployment.

In the South African context, the major causes of youth unemployment are said to be structural; these are related to the labour market and the education system (Yu, 2013). The high levels of youth unemployment may be largely due to the labour market and the education system that do not provide the level of competences required by the industries (Monga & Lin, 2015). De Lannov, Leibbrandt and Frame, 2015: 51-52) revealed that the South Africa labour market favours skilled employees but this is not the case with the most youth. This picture has been caused by a major shift in the economic policy which has moved from manual- job focus to high productivity and technology-led growth (Spaull, 2015). This policy was designed to stimulate investment in skills development and improve employee wages (Hernandez, *et al.*, 2016). Consequently, there has been a high absorption of skilled labour, while those with minimal, little or no skills have been left out and are queuing for the few remaining manual jobs (Monga & Lin, 2015). Unfortunately, the majority of the youth fall into this category. This is further perpetuated by the fact that the education system did not respond to this shift quick enough, hence, the increase in unemployed graduates (Van der Berg, Burger, Burger, De Vos, Du Rand & Gustafsson,

2011; Spaul, 2015). Additionally, there are high dropout levels at high school and tertiary levels (Spaul, 2015), which means the new economy cannot adequately absorb the large number of unskilled labour force who are without secondary or tertiary education (Van Broekhuizen & Van der Berg, Econ3x3, 2013)

2.8.1 Skills Mismatch as a Cause of Youth Unemployment in South Africa

The problem of skills mismatch affects many countries, but South Africa is one of the hardest hits because of the legacy of apartheid. Apartheid created a skewed society which relegated most black people to rudimentary education which did not empower them with critical skills needed in industries. This imbalance has been perpetuated in the post-colonial era where the education system for black students has focused more on academic performance than practical skills needed in industries (Oppenheimer & Spicer, 2011). In the end, most countries have many students in tertiary education, but the education structure is not beneficial to students as it does not directly correspond to prevailing economic activities as it focuses more on theory than practice (Oppenheimer & Spicer, 2011). The outcome are individuals whose skills do not replicate the current economic trends in the emerging countries job market. The education curricula in those developing countries do not inculcate industrial skills; they produce, rather, many graduates with non-transferable skills. Calvin and Coetzee (2010) further argue that, the all-inclusive policy at secondary and college levels has increased unemployment among the learned who are only suited for white collar jobs rather than self-employment. The vulnerability of the youth in the labour market is further exacerbated by the fact that the youth are not building on their skills-base through education and training. When reflecting on the unemployed youth, the latest national data from Stats SA (2018) shows that of the 10.3 million persons aged 15-24 years, 32.4% (approximately 3.3 million) were not in employment, education or training, (NEET) with females constituting 35.3% and males 29.6%. For males, there was a decrease of 0.9% from 30.5% down to 29.6% in Quarter 1 of 2017 and Quarter 1 of 2018 respectively, whereas, for females, there was an increase of 1% from 34.3% to 35.3% during the same period (Stats SA, 2018).

Linked to the point raised above, youth skills mismatch is also a result of the reluctance by the youth to enter vocational programmes after completing secondary education. In 2018, only 780 000 people enrolled in general vocational programmes at FET colleges (Department of Planning, Monitoring and Evaluation, 2020). While participation rates in FET institutions have grown significantly, they are still insufficient in number and quality to meet the intermediate skills needs of the economy. Only a small number of those who leave the schooling system enrol in technical vocational education and training (TVET) colleges or have access to any post-school training (Department of Planning, Monitoring & Evaluation, 2020). The government has set target of seeing 2.5 million young South Africans enrolled at TVET colleges, however, less than 800 000 students are currently registered. Compare that with the country's nearly 1 million university students, and the big percentage of youth not attending any tertiary institutions, it is clear that there is work still to be done (Statistics on Post-School Education and Training in South Africa:2016, March 2018). Large numbers of young people exited the education system prematurely, and possess no professional or technical skills, making them effectively unemployable. About 60 percent of unemployed youth aged below 35 years have never worked and without a targeted intervention, they will remain excluded from the economy (Stats SA, 2019; Department of Planning, Monitoring & Evaluation, 2020). It is, therefore, critical that a multi-faceted approach is put in place to create a viable pathways for school leavers to access post-school learning opportunities, which will directly address the lack of skills and work experience among out-of-school youth.

2.8.2 Health, Pregnancies and Substance Abuse

South Africa experiences persistent youth health challenges. One of the key health concerns that is not given much attention is Tuberculosis (TB) (Department of Planning, Monitoring and & Evaluation, 2020). This is despite TB being the leading cause of death among the youth. Furthermore, there are undesirable high levels of teenage pregnancies alongside high HIV prevalence among teenagers in South Africa. While 8.5% of South Africans between the ages of 15 and 24 are living with HIV, it is estimated that only 33% of the sexually-active youth practice consistent condom use (NYRBS, 2002). The first

National Youth Risk Behavior Survey (NYRBS) of 2002, found the prevalence of pregnancy to be at 16%, while the MRC study (2008) reported that 19% of participants have been pregnant or had impregnated someone (NYRBS, 2002; MRC, 2008). Evidence from assessments of the current state of the physical, psychological and mental well-being of the youth, shows that there is excessive abuse of dependency-creating substances - drugs, alcohol and tobacco - with alcohol being the most abused substance in South Africa. Put together - health challenges, early pregnancies and substance abuse - these have significant bearing on the increasing levels of youth unemployment in South Africa.

2.8.3 Underemployment and low-paying jobs

South Africa is basically affected by structural unemployment in most sectors of the economy (Gerson, 1981; Calvin & Coetzee, 2010). This type of unemployment occurs when the amount of work available exceeds the amount of work required. In this situation, the unemployed may not have the skills to fill the limited jobs available. Structural unemployment is more permanent in nature and is usually solved over a long term period of an economy. As a result of the long-term nature of this unemployment, the economy ends up with many discouraged individuals in search of jobs; this usually results in them giving up looking for a job and also losing their skills over time (Calvin & Coetzee, 2010). In the long run, when the high levels of unemployment remain steady, there is a need for stabilisation policies that can play a major role in reversing the situation.

2.8.4 Technological Advancement

The rapid pace of technological advancement has had a negative impact on employment, particularly, in the productive sectors of the South African economy, owing to the mechanisation and automation involved (Department of Planning, Monitoring & Evaluation, 2020). The current wave of the fourth industrial revolution presents both opportunities and a challenges as it has the potential to disrupt almost every industry,

through large scale automation which requires adjustments to labour-market structures. Sectors such as mining, banking and manufacturing are already experiencing shifting labour market trends.

2.9 STRATEGIES TO COMBAT YOUTH UNEMPLOYMENT IN SOUTH AFRICA

That unemployment is rife in South Africa does not necessarily mean that the government has not been taking steps to curb the problem; since independence in 1994, several legislations and policy frameworks have been put in place to combat unemployment in general and youth unemployment in particular. The ensuing sections discuss the strategies and efforts by the government of South Africa to combat youth unemployment:

2.9.1 Government Legislations on Youth Unemployment

The government has come up with several laws and policies aimed at making the youth employable. Employment is a priority for governments and individuals as it affects the wellbeing of both the economy and families (Fleckenstein & Seeleib-Kaiser, 2011). It is a very important social issue that determines the health and living standards of citizens in an economy (Pigou, 2013). Unemployment results in less spending, psychological ill-effects on individuals and communities. These are detrimental to the development of an area and may cause instabilities, such as violent strikes and other social ills like crime, substance abuse, prostitution and spread of HIV and AIDS. Employment is a major driving force behind economic growth and general development of any area. In the light of the above, governments everywhere always try to come up with strategies to combat youth unemployment. In South Africa, several legislations have been put in place to curb youth unemployment, since independence in 1994. In this study, the following Acts which have a direct bearing in fighting youth unemployment are discussed to illustrate the efforts made by the government, in this regard, since independence.

2.9.1.1 National Youth Commission Act No. 19 of 1996

This Act established the National Youth Commission, a statutory national body for youth development responsible for policy making, advocacy, lobbying and coordination. At provincial level, the Provincial Youth Commissions were also established through province-specific legislation. This Act initiated consultative frameworks for youth to partake in important economic activities which were coordinated at provincial and national levels. This initiative exposes the youth to socio-economic activities that they can be part of, as a way of dealing or reducing youth unemployment. The National youth policy states that ‘the effective implementation of the National Youth Policy can only be achieved if all sectors of society recognise the importance of youth development and the role they can play. The National Youth Policy sets the direction for this work, it is now up to the whole country to work in this direction and to invest in the development of all young women and men.’”

2.9.1.2 Employment Equity Act 55 of 1998

The Employment Equity Act was passed in 1998. Its main aim is to promote equity in the workplace, ensuring that all employees receive equal opportunities and that employees are treated fairly by their employers. The law also states that an employer cannot discriminate against an individual, directly or indirectly, through employment policy or practices on the grounds of age or gender.

The Act prescribes positive measures to assist designated groups who were previously disadvantaged and in Chapter 1, Section 1, the Act refers to designated groups as black people, females and the disabled, who require assistance to overcome the inequality gap. The Employment Equity urges employers whose firms have more than 50 employees to have an employment equity plan and hire a certain percentage of the workforce from the designated groups (Department of Planning, Monitoring & Evaluation, 2020). The Act does not directly point to youth as a designated group, however, Chapter 2, Section 6(1)

states that there shall be no discrimination on the grounds of age and sex, at the place of work. In this case, the youth can reap some benefits as employers usually discriminate against them on the grounds of age, including their lack of work experience. Female youth were also empowered because sex, as a barrier to equal treatment at work, was prohibited. The youth are the most vulnerable group when it comes to unemployment in South Africa; the Act also covers them, together with females as previously disadvantaged groups (Employment Equity Act 55 of 1998)

2.9.1.3 Skills Development Act 97 of 1998

According to Mohr and Siebrits (2006), the Skills Development Act 97 of 1998 measures the links between education / training and the labour market. The authors continue that, the Act also aims to improve the links between the two sectors through the establishment of a Strategic Planning Unit which assists government with skills development activities in order to identify the problems in the links between skills and employment patterns in the economy. The Act also targets at improving on-the-job training through learnership programs (Barker, 2007). This Act allows money to be collected from employers which is channeled to the National Skills Development Fund. Barker (2007) explains that the Act determines that every employer whose annual payroll exceeds R250 000 must contribute 1% of the total payroll to the South African Revenue Services (SARS). Of the funds collected, 20% goes to the National Skills Fund (NSF). Each Sectoral Education and Training Authority (SETA) may get the remaining 80% of the money paid by the employers in its sector. The SETA uses a certain proportion of this funding (below 10%) to cover its administrative costs; the rest of the money is paid back as grants to firms that comply with criteria determined by the SETA in terms of its sectoral skills plan. These criteria are, for example, the submission of a workplace skills plan and the subsequent implementation report on the training provided (Barker, 2007:233).

Chapter 1, Section 2(b) of the Skills Development Act 97 of 1998 consolidates the need to empower youth who are in most cases, new entrants to the workplace. Sub-section C

(iii) of the same Section and Chapter sought to provide opportunities for new entrants to the labour market to gain work experience. This Section relates to new entrants who are in most cases, the youth. Chapter 4 Section 16-20 clarifies on learnerships which are again meant to benefit mostly the youth by stating that employers must make sure that learnership interns should acquire new skills that are occupational-based (Skills Development Act 97 of 1998, Chapter 5, Section 20 (1a)).

2.9.1.4 National Youth Development Agency Act no. 54 of 2008

The above-mentioned Act is the founding legislation for the National Youth Development Agency (NYDA), an entity of government established through the merger of the NYC and UYF, to intensify implementation of youth development interventions. The Act provides for the agency's establishment; functions, objectives, management and governance, financing and administration of the agency. This Act further provides the NYDA with the mandate to be a unitary structure for the implementation of youth development programmes, including determining youth development activities by all stakeholders.

The NYDA plays a leading role in all sectors in identifying programmes and initiatives that can address the challenges faced by young people in the country, with unemployment being one of the challenges. There have also been policy attempts, targeting youth entrepreneurship. The NYDA, in particular, plays a role in funding and facilitating youth cooperatives and providing training and support to youth entrepreneurs (Department of Social Welfare: 1998).

2.9.1.5 The Employment Services Act No 04 of 2014

The Employment Services Act was passed in April 2014 by the Department of Labour. The Act aims at creating an enabling environment for job creation through employment promotion to improve the prospects of those looking for work by training and job-matching. In terms of the youth, it aims at providing specialized services for them to

access work, with government requiring registration of job seekers as well as job vacancies and other placement opportunities, and acting as an intermediary.

Put together, the above legislation was intended to illustrate government's commitment to youth development by promoting social justice for the youth, by ensuring that young people's rights to equity and economic participation (inclusive of employment and equitable income distribution) are upheld. These legislation, with regard to youth unemployment, have not gone a long way in stopping the increase of youth unemployment. As the current study explores the implications of youth unemployment on socio-economic development in Mankweng Township, focus will also be placed on the reasons behind the failure of legislation passed so far in propelling youth employment.

2.9.2 GOVERNMENT POLICIES ON YOUTH UNEMPLOYMENT

The National Youth Policy for 2020-2030 is the most current on issues affecting the youth in South Africa, and as such, this study finds it the most suitable document to review. The National Youth Policy (NYP) for 2020-2030 (NYP 2030) is a cross-sectoral policy aimed at effecting positive youth development efforts at local, provincial and national levels in South Africa. It is developed by young people, for all young people in South Africa, with the intent to redress the wrongs and injustices of the past and to deal decisively with new and emerging challenges and needs of the country's youth (Department of Planning, Monitoring & Evaluation, 2020).

This policy places young people as key players in the development of their lives, communities, nations, the continent and indeed the globe. The goal of the NYP 2030 is to enhance the capabilities of young people so that they are responsible contributing members of their communities and society. This will be achieved by addressing their needs; promoting positive youth development outcomes, opportunities, choices and relationships; and providing the support necessary to develop all young people, particularly those outside the social, political and economic mainstream. This policy

emphasises the need for various youth development efforts and interventions that holistically respond to all aspects or spheres of young people's lives. This communicates directly to the current study which seeks to explore the implications of youth unemployment in socio-economic development in communities, taking Mankweng Township as a test case.

2.9.2.1 Reconstruction and Development Programme (RDP)

The Reconstruction and Development Programme (RDP) was part of the election platform of the 1994 elections after the consultation and negotiations processes between the opposition parties and the national ruling party of the apartheid regime (Reconstruction & Development, 1994). It is a socio-economic policy framework that is mainly concerned with redressing the social imbalances of the past, suffered by the majority of population of South Africa created by the apartheid system. The policy encompasses a series of national goals aimed at improving the general welfare of the people (Reconstruction & Development, 1994). The main aim of the RDP was - to create opportunities for all South Africans to develop their full potential; boost production and household income through job creation; productivity and efficiency and improve the living conditions through access to basic physical needs and social services. It is vital for any democratic government to play a fundamental role in building an economy that offers opportunities to all individuals living in it as that is an opportunity for everyone to contribute productively. According to this policy framework, all job creation opportunities must cater particularly for women and youth.

The RDP was implemented and it was successful in some areas such as - social security, healthcare services, education and training for urban and rural areas communities, assisting disabled and children in need and catering for the aged to meet their basic social needs (Reconstruction & Development, 1994). The RDP strategy played a profound role in creating jobs through Public Works as a way of redressing unemployment in the South African society (Reconstruction & Development, 1994). The policy also aimed at ensuring

that all South Africans are given an opportunity to participate in the economic affairs of the country (Reconstruction & Development, 1994). The RDP, however, failed in some areas, such as alleviating poverty and increasing job opportunities; this led the government to adopt and introduce the growth employment and redistribution macro-policy.

The National Development Policy (NDP) plans to engender jobs by amending economic policies, public-private partnerships, fostering investment in labour-intensive economic sectors, ameliorating competitiveness, promoting exports and increasing labour productivity. The NDP aspires to generate 11 million jobs by 2030, with an annual GDP magnification rate of 5.4% (Towards a 25 Year Review, 2019). According to the NDP (2011), public employment schemes (PES) are essential for raising employment rates. In South Africa, the Expanded Public Works Program (EPWP) and the Community Works Program (CWP) are the two main public employment programs. Accordingly, there are plans to employ or engender 2 million job opportunities per annum. EPWP plays a major role in the regime's job engenderment plans. McCord (2014), after an evaluation of the EPWP projects, discovered that the potential and opportunities for employment were inadequate to provide the mass employment opportunities that were urgently needed, thus, the need to review the targets set.

The NDP was revised in 2010, placing job creation at the centre of national economic policy. Some of the parameters identified to address unemployment include - infrastructure, mining, manufacturing, agriculture, agribusiness, tourism and the green economy (Borel-Saladin & Turok, 2013). In collaboration with NDP, the Industrial Development Corporation (IDC) initiated the special Green Industries Unit with a budget of 22 billion rand to be invested over five years (Borel-Saladin & Turok, 2013). It was estimated that more than 462,000 jobs could be engendered in the green economy (Borel-Saladin & Turok, 2013) as this sector has been neglected, leading to the degradation of rural areas in South Africa. The agricultural sector has contracted sharply in recent decades in terms of employment and growth. In 1971, formal employment in the sector was 1.8 million and in 2012, only 600,000 (Borel-Saladin & Turok, 2013). This

sector must play a more significant role in economic development, especially, in rural areas. Proposals to fortify the magnification of the sector include, providing infrastructure, amending linkages between commercial farmers and private personal farmers, amending agrarian reform processes, technological development and amending the implementation of policies.

In September 2013, the long awaited “youth job subsidy bill”, officially known as the Employment Tax Incentive Bill, was released (Borel-Saladin & Turok, 2013). The overall goal of the bill was to accelerate job creation for the youth in South Africa. A total of 3.2 million youths between the ages of 15 to 35 are unemployed and this age group accounts for 72 percent of all unemployed people. The bill was to provide tax incentives for employers to employ young people, earning a salary of between R2 000 and R6 000 per month. Each of these jobs would only cost the government, approximately, R37 000 over a two-year period, compared to the EPWP, where the average cost per job was close to R100 000. The subsidy aims to lower the cost of employment to the employer. Evidence from such programmes globally indicates that it can encourage job creation and reduce levels of poverty (CDE, 2011). The bill, however, was criticised for the exclusion of existing workers, for the fact that it will run for only two years and that a limited budget was allocated to the programme. The budget of R500 million needs to be increased to at least R1 billion over the period, as it was believed the programme could make a difference if it could be extended in terms of budget allocation and time frame.

Given the stringent regulations of public organisations, private sector jobs are characterised by minimum wages, discontent and productivity is relatively low, resulting in "jobless magnification" (CDE, 2011). In Asia, the approach was to increase the number of jobs generated at all costs and at a rapid pace. This has resulted in high productivity levels and better quality of life levels. Rose (2013) asserts that "the current working relationship is the Achilles heel of South Africa" for labour laws and regulations contribute to the unemployment rate, slow magnification and lack of business investment. South Africa can no longer be visually perceived as a low-cost investment country, but as a high-risk work environment with low productivity.

The Department of Trade and Industry (DTI) is implementing the Industrial Policy Action Plan (IPAP) for South Africa, in collaboration with the Industrial Development Corporation (IDC); IPAP is appraised by the NPD and NGP. IPAP includes the following areas of intervention: economic diversification, labour-absorbing industrialization, infrastructure development and a shift to an erudition-predicated economy. The general principles of IPAP are to avert the threat of de-industrialisation and to amend high value-integrated and labour-intensive sectors. Different sectors fortified included - apparel, textiles, automotive products, plastics, metallurgy, agri-victuals, forestry and indigenous industries. IPAP has identified a number of threats to reinforcing South Africa's manufacturing sector, including the growing current account deficit, declining competitive advantages such as stable labour force and high prices in South Africa. The economy, electricity challenges, a reduction in adept labour and unstable labour relations were other concerns (DTI, 2012).

2.9.2.2 Growth, Employment and Redistribution (GEAR)

The growth, employment and redistribution (GEAR) strategy was adopted as a macroeconomic strategy by the Department of Finance, as a five year plans aimed at strengthening economic development, broadening of employment, and a redistribution of income and socio-economic opportunities in favour of the poor (Department of Finance: 1996). The GEAR macroeconomic policy is defined as an integrated economic strategy for rebuilding and restructuring the economy in keeping the goals set in the RDP. The main purpose of initiating the GEAR macroeconomic policy was to confront the identified challenges of meeting basic needs, developing human resource capacity, increasing participation in a democratic civil society and implementing the RDP in all its aspects, however, there was no specific mention of the youth in South Africa's GEAR policy (Department of Finance, 1996; Department of Planning, Monitoring & Evaluation, 2020). While the GEAR strategy was adequate for the achievement of macroeconomic objectives, it clearly fell short in handling the social challenges of the country, most notably poverty reduction and employment creation among the youth (Department of Planning, Monitoring & Evaluation, 2020). This shows that if sound policies like GEAR do not reflect

on the critical issue of youth unemployment, then this study can contribute, significantly, to the discourse of youth unemployment and its effects on socio-economic development.

2.9.2.3 Accelerated and Shared Growth Initiative for South (ASGISA)

ASGISA replaced GEAR in 2005 with the aim of decreasing poverty and halving unemployment by 2014. ASGISA highlighted the importance of the youth and targeted unemployed graduates for jobs or learnerships (O'Malley, 1994). There were several measures to promote youth development - youth advisory centers, enrolment of young people in the National Youth Service, expanding the reach of business support system to young people, intensifying the Youth Co-operative Programme and close monitoring of the impact of programmes on youth skills training and business empowerment.

2.9.2.4 National Development Plan 2012

The National Development Plan is the country's vision for 2030 and it adopted a 'youth lens' approach; it promotes service-linked scholarships and the idea of social partnership with employers (Department of Planning, Monitoring and Evaluation, 2020). As South Africa's long-term socio-economic development roadmap (NPC, 2012), the NDP was adopted as the cornerstone and blueprint for a future economic and socio-economic development strategy. Generally, it is regarded as a policy blueprint for eliminating poverty and reducing inequality and unemployment in South Africa by 2030 (Department of Planning, Monitoring & Evaluation, 2020). The commitment to empower and develop young South Africans is, therefore, prominently engrained in the 2030 National Development Plan.

2.10 SITUATION OF YOUTH UNEMPLOYMENT IN MANKWENG TOWNSHIP

Mankweng Township is under Polokwane Municipality and it has the highest youth unemployment rate in the Municipality (Stats SA, 2011; Stats SA, 2017; Stats SA, 2019).

Stats SA (2011) reports that unemployment rate is pegged at 32.4% and youth unemployment rate at 42%; it also has the highest dependency ratio of 54.3%. This is strong indication of the need to understand the unemployment situation in Polokwane Municipality and Mankweng Township in particular. Most countries are composed of two distinct geographical areas - one rural and the other urban, but the landscape of South Africa also includes townships and informal settlements (T & IS). This situation magnifies the plight of underdeveloped communities, with people of working age desperate for economic opportunities, however, being spatially disconnected from urban centres which offer better economic prospects (World Bank, 2014).

A report on the state of the “Economics of South African Townships” found that, almost half of the South African’s urban population live in townships and informal settlements (T & IS) and this represents 38% of the people in the working age (World Bank, 2014). In the T & IS, nearly 60% of the people living there are unemployed (World Bank, 2014) and Mankweng Township is one of the many townships in South Africa which exhibits similar economic trends and challenges. Under the apartheid government, black people were forced to live a dormitory-style of townships, which were located far away from the economic centres. Post-apartheid development policies resulted in the ballooning of townships that were partly funded by the government and individuals who were closer to the economic centres.

Mankweng Township, like many other South African townships, is dominated by government housing termed “Reconstruction and Development Programme” (RDP) as it is locally called. In these townships there are huge and massive development of informal settlements in and around the townships. Mankweng Township shares a number of economic characteristics with many South African townships that include - joblessness, uneven access to basic services and high levels of crime. The majority of the people in these townships are recent settlers, poor, and there is also a big population of foreign migrants.

Diepsloot, for example, is one of the townships which has more than 200,000 people and half of them live in shacks (Stats SA, 2019). Diepsloot is wedged between two metropolitan areas of Johannesburg and Pretoria and it is struggling to gain a viable economic foothold in the urban mainstream even though it is very close to city centres. Similarly, Mankweng, is close to the provincial capital, Polokwane, however, it is also struggling to gain or benefit from the economic security of the provincial town. Mankweng Township, therefore, is still not fully integrated into the economic and social fabric of the provincial capital city, Polokwane. Some of the reasons are that there are some disproportionate constraints affecting the poor because of lack of education, high transport and other job-search costs and the limited scope for job creation via self-employment. Furthermore, crime, lack of space and lack of access to electricity are some of the top issues raised as constraining people in these areas from starting their own businesses and creating employment. Studies have shown that most of the people living in the townships across South Africa have mixed feelings about their future, ranging from anger, fear and suspicion to aspiration, hope and longing for opportunities.

Most of the unemployed people in the townships resort to informal businesses to sustain their livelihoods (Stats SA, 2019). These informal businesses are growing and creating circular income flow within these townships, including Mankweng Township. As a result of informal businesses' resilience in the townships, there is a need for modernizing these economic activities. This will strengthen the linkages with urban centres, such as Polokwane in the case of Mankweng Township and this will form part of the broader strategy for more inclusive economic growth.

The township dwellers across South Africa are characterised by poverty and low income, hence, most of their budget is spent on food or basic commodities. According to Engel's Law (1895), the household budget spent on food decreases as income increases and vice versa (Stats SA, 2011; 2019). This implies that income is influential on the livelihoods of people across the globe. Additionally, township dwellers have bigger families and studies have corroborated that large families typically have bigger budget quotas for essentials than smaller families at the same income level.

Mankweng Township and other townships in South Africa continue to show patterns of food expenditure that reflect the socio-economic and demographic characteristics of households with low incomes (Bansback, 1995; Dickinson, Hobbs, & Bailey 2003). Recently, studies have been conducted to provide an understanding of the factors that affect household food expenditure. Gheblawi and Sherif (2007) observed factors affecting expenditure on rice, fish, and meat in the United Arab Emirates. The results indicated that income and the household size are the major determinants of the budget spent on food groups, and that the expenditure on food items was not very responsive to changes in households' income levels. It has also been noted that there are non-economic factors that affect consumer purchasing decisions. For instance, Bansback (1995) found that the demand for meat was affected by price and income factors and these accounted for the explanation of changes in meat consumption.

Statistics South Africa (2015) provides that In the South African townships, housing, water, electricity, gas and other fuels, transport and food and non-alcoholic beverages account for some of the major components of the household budget; food and non-alcoholic beverages expenditure accounted for 14.4% of households' budget. The black African population who are mainly dominating townships were found to spend on average 21.4% of household expenditure on food and non-alcohol beverages. There is also evidence that there is an increasing inequality and deprivation in South Africa. It is estimated that more than 35 % of the population in South Africa is vulnerable to food insecurity and a quarter of the children below the age of 6 years are said to have stunted growth as a result of malnutrition (Human Sciences Research Council, 2014). Townships are said to most affect by these factors.

The situation in Mankweng Township reflects the structural and historical challenges facing all townships in South Africa (Gerson, 1981; The African Capacity Building Foundation, 2017). These challenges grew out of the legacies of apartheid and scholars maintain that South Africa's historical circumstances have shaped the present configuration of poverty and opportunities along racial lines (Slabbert, 2013). Disadvantaged groups were systematically left with relatively little, in the way of land and

other resources; they were not afforded education of a quality comparable to that of whites and were compelled to adopt coping strategies. Food consumption is an important issue in South Africa, given its relation to poverty and deprivation, hence, with a pressing need to increase food security, understanding issues around food has become an urgent task. A former blacks-only township in South Africa, Bophelong Township, provides a relevant case study. A study done at Bophelong Township, about 70km south of Johannesburg showed that, there are high poverty levels in the area; 67% of the households were discovered to be living below the poverty line in 2013 (Slabbert , 2013). In another study by Sekhampu (2004) it was reported that, 62% of the households in Bophelong Township were classified as poor. Similarly, Slabbert (2009) also revealed that there were increasing levels of poverty in the area which was approximated to be 69% of the sampled population in Bophelong.

2.11 THE IMPACT OF YOUTH UNEMPLOYMENT ON SOCIO-ECONOMIC DEVELOPMENT

Employment is the cornerstone of socio-economic development, whereas, unemployment leads to dire situations such as poverty, social exclusion, inequality, crime and social instability among others (Kingdon & Knight, 2004; World Bank, 2013). Youth unemployment is detrimental to development of a state and a region, in general (Lundy, et al., 2017). If unemployment is left unattended, it increases frustration and impatience among the citizens, particularly, among the youth and this might result in protracted civil unrest and strikes marred by violence (Graham, *et al.*, 2016). Civil unrest is a major drawback to development and progress as many resources will have to be directed to rebuilding vandalised infrastructure and to support the unemployed, thereby, reducing the level of investment (Jepson & Clarke, 2016). Instabilities in a society are investment repellents and investors tend to shun away from societies that are socially unstable (Lundy, *et al.*, 2017).

As a coping strategy, unemployed youth mainly resort to depending on their parents, street vending/hawking as well as engaging in social ills, such as criminal activities (Hove, *et al.*, 2013). For most dissatisfied people, crime is perceived as the only way of escaping their reality, hence, they commit crimes to meet their day-to-day living needs (Hove, *et al.*, 2013). This might possibly explain the high levels of crime in the country in general and in Mankweng. This is a further deterrent to investment opportunities, which might possibly alleviate unemployment.

Unemployment means many people are sitting at home with no formal source of income (Capaldo, 2015). This reduces the government tax base, hence, a reduction in government investment to key infrastructure, such as roads, which are necessary for development (Murtin, *et al.*, 2014). Employed individuals contribute to the development of the state and their areas through the income earned as it can be used to feed the family, buy or build houses, increase the consumer-purchasing power, thus, fuelling economic growth (Capaldo, 2015). Young people who cannot earn their own living find it difficult to move out of their parents' homes and be self-sustained. They are often marginalised by their communities and unable to find a way to engage meaningfully with society.

It is, however, also true that young people are both the victims and perpetrators of crime. Research by the Institute for Security Studies (2003) indicates that the 12 to 21 age group has the largest number of offenders and victims compared to other age groups in South Africa. Young people's risky behaviour leads to high morbidity and mortality rates – they face the highest HIV/AIDS infection rates. HIV prevalence peaks in women aged between 30 and 34 years (36.8 percent). In 2013, 2 515 of the total 5 698 transport-related deaths in South Africa were young people. Similarly, 69 percent of deaths due to assault and 59 percent due to intentional self-harm occurred among those aged between 15 and 34 years (Institute for Security Studies, 2003).

In summation, unemployment increases - industrial disputes, political instabilities, social problems (crime and health issues), poverty and loss of human resources as unemployed people exodus to other countries or better regions (Setzer, 2015). This could mean that the high unemployment rate in Mankweng will force the youth to leave the area and look for better opportunities in other regions or countries. This will greatly reduce the economic output of the source region, therefore, youth unemployment is a major concern for economic and social development of any region and if left unchecked, can threaten the wellbeing of the country and society, significantly.

Job creation prioritisation is an essential element to an economy as it does not only lead to employment but to the general development of a community and the country at large (World Bank, 2013). Job creation, thus results in improvements based on the following aspects:

- Better living standards as a result of earnings and income;
- Poverty reduction;
- Enhanced productivity;
- Increased accumulation effects;
- International integration and collaborations, and
- Social interconnection through the creation of social identity, networks and a sense of belonging.

2.12 SUGGESTED SOLUTIONS TO YOUTH UNEMPLOYMENT

In order to promote and create responsive strategies to adequately deal with youth unemployment, it is logical to review proposed strategies. These are viewed in the light of checking what has worked, what could work and what new strategies could emerge. There is, thus, a need for an integrated and comprehensive plan in tackling

unemployment and creating sustainable jobs; literature-based proposed strategies are outlined below in the following sections.

2.12.1 A shared vision and leadership

Each year, the South African regime presents its priorities for the year in the State of the Nation Address (SONA) and since 2011, job generation is a priority. In support of SONA, the NDP has been touted as a long-term development plan with a vision for the country. This projection must be accepted by all actors and employment development priorities must be designed and implemented. Implementing priorities such as job creation and export promotion requires vigorous leadership and well-formulated policies with enough detail to be implemented at the local level. Vigorous leadership includes monitoring and control. Policy approaches such as "employment for all" and job engenderment for puerile people are needed; vigorous leadership is essential for economic development. For example, in the US state of Tennessee, leadership has resulted in solutions for the local economy and the workforce. The goal there was to ensure that technology-predicated conceptions were converted into marketable products, resulting in jobs in the region (Hackler, 2008). McFarland (2011) adds that local stalwarts need to lead local economies to acclimatise them to the transformations; they are required to launch policies and programs, with partners such as local businesses and communities.

2.12.2 Labour Legislation and Regulations Reform

There is a consensus that labour legislation and regulations need to be relaxed, even the NDP recommends this (National Development Plan - 2030, 2011); since 1995, with the enactment of the Labour Relations Act 66 of 1995, regulations have been toughened rather than relaxed (National Development Plan - 2030, 2011). International common practices demonstrate that flexible labour regulations promote economic magnification and job engenderment; therefore, the goal should be magnification in wages and productivity. Rapid wage increases, however, are negative for employment magnification,

hence, the aim is only to maintain health and safety regulations and to abolish the rest of the labour regulations (CDE, 2013). Rigorous labour policies and regulations obviate large scale jobs in the private sector. If employers are liberated in the appointment and dismissal of workers, the labour market will work more efficiently (CDE, 2013). It will additionally enable a more competitive labour market leading to incremented productivity.

Temporary employees must be treated less rigidly (CDE, 2013), and labour market reforms should complement and support macroeconomic policies to expedite job engenderment (OECD, 2010). Several Asian countries are fighting unemployment and winning the war. The key prosperity factor is flexible labour regulation, which will encourage employers to hire workers when needed. South Africa has rigid labour laws, similar to those mainly in developed countries with low unemployment rates. A direct relationship exists between the rigidity of labour laws and the ability to create jobs. In India, the state of West Bengal, with its rigorous labour laws, is only growing by 1.5%, while Andhra Pradesh, with more liberal labour laws, is growing by 6%. Stringent labour laws can nullify all regime efforts to engender jobs (Du Toit, 2012). In order to generate jobs in the "employment for all" approach, rigid regulation limits job creation in the formal, informal and transitory sectors. Jobs can be created if disadvantages to employers are minimized in terms of dismissal; many jobs can then be created for low-wage workers (CDE, 2013).

2.12.3 Education and Skills Training

South African education system is considered poor, compared to other African countries such as Egypt, Swaziland and Zimbabwe (Oosterbeek, *et al.*, 2010). As a result, it is argued that the country does not or cannot produce industry-relevant graduates who can be absorbed into the labour market, thus, an alternative or robust measure that closes the gap or brings together the industry and students is imperative. Industry-relevant skills should be focused upon from lower grades all the way to the university level (Mail & Gurdian, 2018). This will be instrumental in addressing skills mismatches and ultimately,

increase employment (Reddy, *et al.*, 2016); therefore, a balance should be found between theoretical and practical training. Combined effort, by government, trade unions, businesses and civil society can also help in finding solutions for youth employment, for easy absorption into the labour market. For instance, promotion and putting more emphasis on centres that offer largely practical skills, such as vocational schools could boost employment prospects of the youth. As a result, skills will match those demanded by the industry.

For example, in the United States, the federal government has identified an ideal approach for a "collaborative exchange" between education and industry (Hackler, 2008). Collaboration in this instance, is initiated and funded by the regime with school-to-work programs. In North-Eastern Pennsylvania, the composition of the workforce in the regions has been modified following the implementation of a federal grant. In South Africa, youth unemployment exceeds 50% because the number of jobs created is low and the anticipated supply of adolescent South Africans, lacks the skills and qualifications required in a highly adept economy. In 2010, 3.2 million young people were out of school, not working, or not receiving any training (Cloete & Butler-Adam, 2012).

2.12.4 Creation of an Enabling Business and Development Environment

It is suggested that the government must create an environment conducive to business prosperity, thereby, enabling a positive investment climate (Oosterbeek, *et al.*, 2010). This could be achieved by establishing partnerships, reducing red tape, providing monetary support to SMEs and the informal sector, removing barriers to development, reinforcing infrastructure and amending access to credit. According to the Coalesced Nations Industrial Development Organization (UNIDO: 2010), one of the main factors facilitating the lack of rapid economic development in the sub-Saharan region is the unconducive investment and the business climate. Targeted strategic interventions could include access to finance, technical training, business development accommodations, and support for business-to-business specialization and innovation.

2.12.5 Government Policies and Service Delivery

According to the World Economic Forum's (WEF, 2011) report, "The Future of Regime", public accommodation should be "thin and mean", composing of well-trained professionals, doing more with less. Since 2005, 250,000 public coadjutants have been integrated into civil accommodation in South Africa and this trend towards a broader public accommodation must be encouraged; this will result in better control of expenses. Accommodation distribution, especially in the sphere of local regime, needs to be amended. Public policies, such as job engenderment assistance, public works' programs, special economic development zones, youth development incentives and rural development must be given priority. Youth unemployment is a major cause for concern, therefore, interventions to promote a suitable environment, favourable support, finances and mentoring are needed to improve the situation (CDE, 2012). A conducive transition from school to work is needed as well as youth-focused exemptions for labour regulation should be sanctioned (CDE, 2012). In most cases, monetary policy is utilized to cope with high calibres of unemployment, for example, by lowering interest rates. This will boost consumer demand and employment creation; alternatively, or in support of the monetary policy, fiscal policy could be introduced by lowering taxes and/or incrementing public spending (Amadeo, 2013).

2.12.6 Entrepreneurship Development

The development of entrepreneurship should be prioritized as much as possible to promote self-employment opportunities (Lundy, *et al.*, 2017). Entrepreneurial participation by the population is relatively low in South Africa compared to other African countries. The development of entrepreneurship needs to be expedited and schools, universities, chambers of commerce and regime should be involved. The creation of SMME incubators, vocational training centres and the identification of mentors are requiring factors (Naidoo & Hoque , 2016). Entrepreneurial training should focus categorically on magnification and innovative industries, thus, research and development in innovation is

paramount (Hackler, 2008). Youth Business International (2013) listed the following recommended measures for youth entrepreneurship: creating an enabling environment, more targeted edification, access to finance, mentoring and capacity building.

2.12.7 Research, Innovation and Development

More funding should be made available to universities and other institutions for research and development to expedite research on job creation initiatives. There is a need to impart scientific research skills in a world that is globalising at a faster pace. When youth are empowered to become innovative, they may not need to look for employment, but they become employers themselves. This is one way of dealing with youth unemployment in low- and middle-income countries (UNDP, 2010; World Bank, 2014).

2.13 CONCLUSION

This chapter explored literature relating to unemployment and how it affects the socio-economic development in the South African context. Theories and literature underpinning unemployment and youth unemployment in general were unveiled. The chapter looked at legislative frameworks and policy mechanisms which were put in place by the government to reduce unemployment amongst youth, to enhance their social and economic status. The chapter also looked at the strategies that are used by the government to curb unemployment and the possible solutions that can be used to address this serious challenge of youth unemployment. The literature shows that employment creation and sustainable jobs are the result of economic development; while jobs are the substratum of any economy. Lack of jobs leads to poverty malefaction and huge instability. Literature shows that South Africa has approximately three times the average global unemployment rate and the government has made job creation its number one priority. The regime should, however, appoint only a limited number of people and leave job generation more to the private sector. The regime has been responsible for the majority of jobs created since 2005, but accommodation distribution has not been

amended as a result. Enlarging the public sector is at odds with the WEF report (2011) on the future of development. The informal sector in South Africa is underdeveloped and has great potential for progress if supported by applicable policies. Barriers to entering the business market need to be removed and SMEs and entrepreneurship should be encouraged and fortified. The NDP's vision must be accepted and fortified by all stakeholders. Jobs for all, as an approach, must be implemented, as well as the eight solutions proposed, such as vigorous public, commercial and community partnership. The following chapter discusses the research design and methodologies that were adopted to gather data from the research participants.

CHAPTER 3

RESEARCH DESIGN AND METHODOLOGY

3.1 INTRODUCTION

Chapter two reviewed scholarly views on issues related to causes and impacts of youth unemployment from a global, African and South African perspective. The literature reviewed informs the current study which seeks to bring an understanding to the socio-economic implications of youth unemployment in Mankweng Township. This chapter discusses the research design and methodology used to achieve the research objectives, by outlining the research area, research design, target population, sampling technique, data gathering instruments, data analysis procedures and ethical considerations.

3.2 RESEARCH METHODOLOGY

Research methodology refers to a systematic plan designed to study a scientific problem (Thomas, Silverman, Nelson, , 2015) . Creswell (2016) states that research methodology is the process that is used to acquire data from target objects or subjects for the purposes of arriving at conclusions or decisions. De Vos (2013) adds that methodology is a systematic and theoretical analysis of techniques or methods used in a field of study. This study adopts the mixed methods approach, that is, a synergy of both qualitative and quantitative research methods (Brannen, 2017).

Qualitative research focuses on an understanding of human or social phenomena from a multiple point of views and it gives a well detailed information about a problem. Qualitative research is an approach that allows the researcher to examine people's experiences by using a specific set of research instruments, such as in-depth interviews and observations (Pierce, 2008). This was necessary because the views of youth in Mankweng Township form the basis of this study, because, as argued by Pierce (2008), and Cresswell (2013), qualitative research is suitable when the views of people who had experienced the

phenomena under investigation are gathered. According to Pierce (2008), quantitative research is a systematic way of research which involves figures to quantify and authenticate the research findings. Bryman (1994) notes that while quantitative research is hard and reliable, qualitative research is deep and rich as it allows further probing and flexibility in the field. In this study, quantitative methods made it possible to establish and confirm presumptions about the problem (Brannen, 2017). Quantitative approach was used to quantify the problem by generating numerical data that can be transformed into usable statistics, whilst qualitative method was used to explore the deep underlying issues of youth unemployment in Mankweng Township. In addition, the qualitative approach has allowed the participants to express their unique circumstances in detail (Creswell, 2013).

3.3 RESEARCH DESIGN

Research design gives the specific series of activities or guidelines and instructions that are created to address a research problem or question (Bryman, 2015). Creswell (2013) defines the research design as the plan structure of the investigation that is created to obtain answer about a research question or problem. It further gives the procedures that will be used in conducting a study (Bryman, 2015). Research design is essential in the sense that it provides the most valid and more accurate answers on how the research question or problem will be tackled (De Vos, 2013).

In this study, a convergent research design was used. The convergent design is a mixed method approach, thus, it makes use of qualitative and quantitative approaches. In this case, an explorative design (qualitative approach) and descriptive design (quantitative approach) were used. Explorative design assisted the researcher to better understand the situation about youth unemployment in Mankweng Township. Creswell (2013) states that explorative design is mostly used in circumstances where there are high levels of uncertainty and ignorance about a subject, or when the problem is not very well understood; there is little evidence of other studies investigating the situation of youth

unemployment in Mankweng Township specifically, then this design was the most appropriate. Descriptive research design was used to provide an accurate and valid representation of the already known causes and issues surrounding youth unemployment in the study area. This was accomplished through the use of structured questions; a survey technique was followed to derive to this goal.

3.4 STUDY POPULATION

Population refers to the total number of objects or subjects from which the data or information about the research problem will be gathered (Bryman, 2015). It is the total set of items or people which the problem or question of the study seeks to address. The population provided the sample or participants who gave the much-needed data to address the research problem or question (Brannen, 2017).

The study population in this context referred to all youth of Mankweng Township, that is, all the people between the ages of 16 and 35 years of age will form part of the study

population.



Mankweng Township is in Polokwane local municipality under Capricorn District Municipality in the Limpopo Province of South Africa. It is commonly known as Turfloop and home to the University of Limpopo. It surrounds the University of Limpopo and it is about 27 km east of Polokwane on the R71 road to Moria and Tzaneen. The area has been growing rapidly in the recent times, with local residents next to the University converting their homes for rentals to accommodate the growing population of students from many parts of the country, with some coming from as far as East and North Africa. Mankweng Township has over 33 738 people according to the Statistics South Africa (2011). Mankweng Township has one of the highest unemployment rates in the country, particularly, among the youth.

3.5 SAMPLING

Sampling is the process of selecting the number of objects, events or subjects that will represent the whole population. Brynard, Hanekom and Brynard (2014: 56) point out that population refers to all objects, subjects, phenomena, cases, events and activities or cases from which the researcher wishes to research in order to establish new knowledge or understand a phenomenon (Padgett, 2016). As there is rarely enough time or money to collect data or information from everyone or everything in a study population, it is necessary to find the sample that is representative of the population of interest.

Creswell (2011: 209) points out that in a qualitative research it is typical “to study a few individuals or a few cases”. The sample size helps the researcher to ensure a meaningful plan to determine the number of respondents he or she wishes to draw from the population so that the sample is representative of the whole population. The sample size is chosen, in consideration of the time constraints and to ensure that level of saturation is reached. This statement is supported by Weirs, (2011:126) who states that, “sample sizes larger than 30 and less than 500 are appropriate for most research”. Due to the limited time and other unforeseen circumstances that might affect the completion of this study, the sampled respondents of this study consist of 70 respondents. The sampled group consisted of 55 youth, 05 Municipal officials, 05 employees from the National Youth Development Agency and 05 employees from the Department of Social Development

Table 4: Sample Size

Group	Population	Sampled
Department of Social Development (Youth Programme)	10	5
National Youth Development Agency	20	5
Polokwane Local Municipality officials	60	5
Youth	1000	55
Total		70

3.6 DATA COLLECTION

Data collection is the stage in which the actually required information is gathered from the chosen target population (Punch, 2013). It is important before, conducting a study to know the population and the type of data that addresses the research problem or question, thus, before the commencement of the study data collection, the instruments and tools that will be used should be identified (Punch, 2013). In this case, interviews formed the backbone of this study and a questionnaire was also used. Questionnaires comprised of structured questions (quantitative approach, descriptive statistics) and semi-structured and unstructured questions (qualitative approach, explorative design) which allowed the participants to share their broader perspectives on issues relating to youth unemployment in Mankweng Township (Creswell, 2013).

3.6.1 Questionnaires and Interviews

Questionnaires can be defined as written instrument or data gathering tool in surveys (Mores, 1994); a questionnaire consists of a set of questions presented to a respondent for answers. The respondents read the questions, interpreted what was expected, and then write down the answers themselves. In this study, data was accumulated from different tools, such as telephone, emails, and face-to-face interview. Questionnaires and interview schedule were distributed to participants. An interview schedule is very important because the researcher is able to obtain accurate information and ascertain a respondent's attitude. The interview schedule was administered in a form of an open-ended questions; this gave the researcher time to prepare the questions before the interview and allowed the researcher to review the questions. Enough time, 10 days, was allocated for participants to complete questionnaires. Brynard, Hankom and Brynard (2014: 48) state that the respondents should be given an opportunity to express themselves and to seek clarity in questions that they might not understand.

3.6.2 DATA ANALYSIS

Data analysis refers to a process of inspecting, cleansing, transforming, and modelling data with the aim of transforming data into useful information (Punch, 2013). This is crucial stage as it determines whether the research problem or questions have been dealt with as anticipated. To achieve this, descriptive analysis was used for quantitative data and thematic content analysis was applied for qualitative analysis (Brannen, 2017). Descriptive analysis provided a statistical summary that quantitatively describes or summarises characteristics of the situation of youth unemployment in Mankweng Township; the Statistical Package for Social Sciences (SPSS) version 24.0 was used. The data was presented in the form of tables and graphs. Thematic analysis was applied to the qualitative data for the purpose of providing a summary of the themes of interests, that is, themes were used to present data (De Vos, 2013).

3.7 RESEARCH ETHICS

According to De Vos (2013) research ethics are the rules about the most correct conduct towards experimental subject. He further argues that it is important that a researcher should not overlook these since they are widely accepted in any profession and research. The most important aspect of the research ethics is to ensure that the rights of the subjects or objects participating in the study are observed. To ensure ethical compliance the following considerations were observed:

3.7.1 Informed consent

Participants were informed about the nature and consequences of participating in this study. De Vos (2013) states that it is important to inform and obtain consensus from the intended participants prior to data collection. Dev Vos (2013) elaborates that this is a key part of the study as the participants are aware of what are the risks that might emanate from participating in the study. The participants were given information and explanations regarding the main purpose of the research and what it entails. The participants were only given an opportunity to fill in the questionnaires and interview schedule after they had given their consent. Reason for consent of participation was to allow participants to enter the research project voluntarily and to ensure that the subjects are not, exposed to risk that are greater than the gains they might derive.

3.7.2 Protection from harm

Social research should never injure the people being studied (Babbie & Mouton, 2012). This refers to the fact that participants in a social research can be harmed psychologically or physical during the study or after. For instance, participants might be reminded of past injustices or injuries that had occurred and caused harm to them, hence, triggering emotional pain. The study participants were informed of the purposes of the study and

that they can withdraw from the study at any point if they feel that the study is harmful or prejudicial to them.

3.7.3 Right to privacy

Chapter 2 Section 14 of the Constitution of Republic of South Africa and Bill of Rights of 1996 stipulates that everyone has the right to privacy, and such right must be respected at all times unless or otherwise stated by a lawful authority. In this study, the privacy of participants was upheld, and participants were informed of their right to withhold any information they deem fit not to share with the researcher.

3.7.4 Anonymity and Confidentiality

In line with privacy, the data collection tool used did not require the names of the respondents, hence, protecting their anonymity. According to Babbie and Mouton (2012), the clearest concern in the protection of the subjects' interests and wellbeing is the protection of their identity. As a result, participants' anonymity needs to be protected and guarded jealously. In this study, participants were informed of their rights and assured of their anonymity. As a direct attempt to comply with this arrangement, the questionnaire and interviews used did not capture participants' personal information, therefore, their identity remained confidential.

3.8 CONCLUSION

This chapter focused on research methodology, the guidelines, and procedures that the study has followed. The study used mixed method approach; questionnaires and interview schedules were distributed to the research participants. In a nutshell, this chapter outlined the research area, research design, target population, sampling technique, how data was collected and analysed. Data analysis was done in three phases. The data collected through questionnaires was tabulated and presented in

graphical format, frequencies and percentages whereas data collected through interview schedule was thematically analyzed.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 INTRODUCTION

The previous chapter explained the methodological instruments that were applied in this research project. This chapter presents, interprets and analyses data. This is the stage where data gathered is given meaning, thereby, coming up with possible solutions to the problem under investigation. Information was collected through an interview schedule and to accomplish the objectives of this chapter, a research questionnaire was developed to ensure that the key issues were addressed. Chronologically, the data analysis was done in three phases. The first phase dealt with the causes of youth unemployment in Mankweng Township, secondly the effects of youth unemployment on the society and the third phase focused on the strategies that can be used to address youth unemployment. Results and analysis are presented using tables and figures.

4.2 ANALYSIS OF DATA COLLECTED THROUGH QUESTIONNAIRE

This section presents data collected through questionnaire and the data has been tabulated and presented in graphical format, frequencies and percentages. The section consists of two sections which are section A which includes the biographical details of the respondents and Section B which focuses on the implications of youth unemployment on socio-economic development.

4.3 SECTION A: BIOGRAPHICAL DETAILS

This subsection presents the biographical details of the respondents in relation to gender, age, educational qualifications, type of respondent and language. In this subsection, data was analyzed using graphical statistics, derived from the research questionnaire.

Table 4.1 Gender of Respondents

Gender	Frequency	Percentage
Males	25	45%
Females	30	55%
TOTAL	55	100%

Table 4.1 presents biographical details of the respondents in terms of gender. This table shows that the researcher's aim was to establish the gender of the respondents who participated in the study. From the above information, the total number of females who responded were 30 (55%) whereas 25 (45%) were males. This proves that both females and males were given an opportunity to participate in the research project, however, females were in the majority.

Table 4.2 Ages of Respondents

Age	Frequency	Percentage
16 to 20	7	13%
21 to 25	14	25%
26 to 30	26	47%
31 to 35	8	15%
TOTAL	55	100%

Table 4.2 shows that most of the respondents, 26 (47%), who took part in this study and were aged between 26 and 30 years. This was followed by the age group between 21 and 25 years which encompasses of 14 (25%) respondents; 8 (15%) of the respondents were aged between 31 and 35 years and 7 (13%) were aged between 16 and 20 years. This indicates that most of the respondents who took part in this study were aged between 26 to 30 years and most of them are knowledgeable, skilled and qualified candidates but cannot access the labour market, due to lack of work experience.

Table 4.3 Educational Qualifications

Educational Qualification	Frequency	Percentage
Not Schooled	4	7%
Primary	6	11%
Secondary	18	33%
Tertiary	24	44%
ABET	3	5%
TOTAL	55	100%

Table 4.3 indicates the educational status of the respondents in this study. The researcher wanted to know the qualifications the respondents had achieved. The variables to choose from under educational qualifications were - not schooled, primary, secondary, and tertiary and ABET institution. From the above table, only 3 (5%) had ABET qualification followed by 4 (7%) who had not attended any school. Those who have primary qualification constituted of 6 (11%) whereas those who have secondary qualification were 18(33%). At tertiary level, the number of respondents stood at 24 (44%). This indicates that the majority of respondents do have capabilities and implies that the government must create more job opportunities for those who are qualified, willing and able to work.

Table 4.4 Type of Respondents

Type	Frequency	Percentage
Municipal Official	0	0%
Municipal Resident (Youth)	55	100%
NYDA Employee	0	0%
Department of Social Development Employee	0	0%
TOTAL	55	100%

In line with Table 4.4, there were four types of respondents in this study - municipal officials, municipal residents particularly youth, employees from the National Development Agency and employees from the Department of Social Development Agency. The closed-ended questions, however, were given to the youth at a total population of 55 (100%) whereas the officials from the above table were given an opportunity to answer only open-ended question which was thematically analyzed. From the above statistics, all targeted youth were able to express their views on issues pertaining to youth unemployment in the society.

Table 4.5 Type of Language

Language	Frequency	Percentage
Sepedi	53	96%
English	0	0%
Other	02	4%
Total	55	100%

Most of the respondents 53 (96%) used Sepedi as their language and only 02 (4%) who spoke other languages apart from those listed by the researcher.

4.4 SECTION B: IMPLICATIONS OF YOUTH UNEMPLOYMENT ON SOCIO-ECONOMIC DEVELOPMENT

In this subsection, data was analyzed using graphical statistics derived from the research questionnaire. This subsection was categorized into three phases - the causes of youth unemployment in Mankweng Township, the effects of youth unemployment on the society and the strategies that can be used to address youth unemployment in South Africa, particularly with reference to Mankweng Township.

4.4.1 THE CAUSES OF YOUTH UNEMPLOYMENT IN MANKWENG TOWNSHIP

This section provides information in relation to the causes of youth unemployment. These are the predicaments hindering qualified and capable youth from accessing the labour market. Information in this section has been tabulated and presented in frequency and percentage followed by a brief presentation.

Table 4.6 Exclusion of black people from educational system under the apartheid system contributed to high unemployment rates of unemployment

Responses	Frequency	Percentage
Strongly Agree	25	45%
Agree	19	35%
Not Sure	05	9%
Disagree	04	7%
Strongly Disagree	02	4%
Total	55	100%

Table 4.6 shows that most of the respondents, 25 (45%) *strongly agreed* followed by 19 (35%) *agreed* that exclusion of black people from the educational system during the apartheid regime has led to massive increase in unemployment; four 04 (7%) of the

respondents *disagreed* and only 02 (4%) *strongly disagreed* to the above-mentioned statement. Lastly there were 05 (9%) of the respondents who were *not sure* that exclusion of black people from educational system during the apartheid era contributed to high unemployment rates of unemployment. From the above information the industrial and social policies during the apartheid system created numerous market distortions that are still evident today and this is a strong indication that the legacy of apartheid system and poor education will forever be perceived as the reason for socio-economic challenges that continue to rise within the country.

Table 4.7 Retrenchment contributes to high rates of unemployment as companies are no longer able to afford to employ more people and thus reducing the workforce

Responses	Frequency	Percentage
Strongly Agree	25	45%
Agree	23	42%
Not Sure	05	9%
Disagree	02	4%
Strongly Disagree	0	0%
Total	55	100%

Table 4.7 indicates that 25 (45%) of the respondents *strongly agreed* that retrenchment contributes to high rates of unemployment as companies are no longer able to afford to employ more people and thus reducing the workforce; 05 (9%) of respondents were not sure; 23 (42%) of the respondents *agreed* to the idea; only 02(4%) *disagreed* to the above-mentioned statement whereas there were no respondents who *strongly disagreed*. From the above Table most of the respondents *strongly agreed* that retrenchment contributes to high rates of unemployment and this is an indication that retrenchment by companies can have a traumatic and emotional impact on those who have been retrenched.

Table 4.8 shows the number of young people involved in entrepreneurial activities remains low irrespective of different government initiatives to enhance entrepreneurship and thus lead to lack of interest in entrepreneurship

Responses	Frequency	Percentage
Strongly Agree	20	36%
Agree	15	27%
Not Sure	13	24%
Disagree	07	13%
Strongly Disagree	0	0%
Total	55	100%

Table 4.8 shows that 15 (27%) of the respondents *agree* that the number of young people involved in entrepreneurial activities remains low irrespective of different government initiatives to enhance entrepreneurship leading to lack of interest in entrepreneurship; 13 (24%) were *not sure* about the statement; it was supported by 20 (36%) respondents who *strongly agreed*; 07 (13%) chose to *disagree* and no respondent *strongly disagreed*. The above statistics is an indication that sector departments are not reaching out and educating young people on how to start and run their businesses. The government, therefore, must ensure that they come up with consumer education, wherein certain departments go to remote areas to educate young people about different ways to start their business and how they can apply for funding.

Table 4.9 Most employers give job preferences to those who are experienced and skilled leaving the new job seekers unemployed

Responses	Frequency	Percentage
Strongly Agree	38	69%
Agree	11	20%
Not Sure	06	11%
Disagree	0	0%
Strongly Disagree	0	0%
Total	55	100%

Table 4.9 reveals that 38 out of the 55 respondents (69%) *strongly agreed* that most employers give job preferences to those who are experienced and skilled leaving the new job seekers unemployed; followed by 11 (20%) respondents who *agreed* to the same statement while only 06 (11%) out of the 55 were *undecided*; there were no respondent who *strongly disagreed* and no respondent who *disagreed*. From the above statistics lack of work experience makes it difficult for the youth to compete and enter the labour market. This Table also indicates that the majority of respondents do have qualifications and are willing to work but are not employable due to lack of experience.

Table 4.10 There is lack of job creation due to slow economic growth within the country

Responses	Frequency	Percentage
Strongly Agree	22	40%
Agree	20	37%
Not Sure	09	16%
Disagree	04	07%
Strongly Disagree	0	0%
Total	55	100%

Table 4.10 reveals that 09 (16%) of the respondents were *not sure* that there is lack of job creation due to slow economic growth within the country; while 04 (07%) *disagreed*; 22 (40%) of the respondents *strongly agreed*; 20 (37%) *agreed* and no respondent *strongly disagreed*. Most of the respondents supported the statement showing that low economic growth cause higher unemployment rates. This is an indication that failure by the government to redress socio-economic issues has led to political instability, lack of interest by government investors has led to economic decline.

Table 4.11 High unemployment rates also result in corruption that manifests itself in the misuse of public funds by those in power

Responses	Frequency	Percentage
Strongly Agree	24	43%
Agree	17	31%
Not Sure	07	13%
Disagree	05	09%
Strongly Disagree	02	04%
Total	55	100%

Table 4.11 indicates that corruption by those in power contributes to high unemployment rates in South Africa. The respondents who *strongly agreed* constituted up to 24 (43%);

07 (13%) are *not sure*; 17 (31%) respondents *agreed*; 05 (09%) of the respondents *disagreed* to the statement and only 02 (04%) respondents *strongly disagreed* that corruption that manifests itself in the misuse of public funds does contribute to unemployment. This is an indication that the government is failing to address the state of corruption by public officials who continue to loot the resources which are meant for the economic development of the youth of South Africa, hence, the majority of respondents believe that government officials steal public funds for their personal benefits instead of creating more job opportunities.

4.5 THE EFFECTS OF YOUTH UNEMPLOYMENT ON THE SOCIETY

Table 4.12 shows the answers to the question on crimes that are committed by individuals who are unemployed and living in poverty. Young women also engage in prostitution in order to create jobs for themselves for survival

Responses	Frequency	Percentage
Strongly Agree	26	47%
Agree	15	27%
Not Sure	02	04%
Disagree	07	13%
Strongly Disagree	05	09%
Total	55	100%

Table 4.12 reveals that 26 (47%) respondents *strongly agree* to the fact that most crimes are committed by individuals who are unemployed and living in poverty. They strongly believe that even young women engage in prostitution in order to create jobs for themselves. This statement was *agreed* to by 15 (27%) of respondents; 07 (13%) of them *disagreed*; 05 (09%) *strongly disagreed* and only 02 (04%) of respondents were *not sure* about whether crimes are committed by individuals who are unemployed and living in poverty. The statistics obtained shows that the majority of respondents agree that most crimes are committed by the unemployed and that prostitution also increases as a source of employment. They believe that committing crime and engaging in prostitution would help them survive.

Table 4.13 Most unemployed youth face mental health issues including depression, low self-esteem and anxiety which forces young people to indulge in drugs and alcohol abuse leading to suicidal thoughts

Responses	Frequency	Percentage
Strongly Agree	26	47%
Agree	17	31%
Not Sure	07	13%
Disagree	03	05%
Strongly Disagree	02	04%

Total	55	100%
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The above Table 4.13 illustrates how the youth deal with the issue of unemployment; 26 (47%) of respondents *strongly agreed* that most unemployed youth face mental health issues including depression, low self-esteem and anxiety which forces them to indulge in substances abuse leading to suicidal thoughts. The above statement was *agreed* to by 17 (31%) respondents; 07 (13%) respondents were *not sure*; 03 (05%) respondents *disagreed* and only 02 (04%) who *strongly disagreed*. The statistics provided on the above Table shows that the majority of respondents reported that unemployed people indulge in alcohol and substance abuse as it assists them deal with the situation of being unemployed. They also shared their feelings about them being unemployed; many reported that unemployment leads to negative thoughts that cause depression, low self-esteem and anxiety; this can lead to suicidal thoughts because they are not recognized in the society.

Table 4.14 Unemployment has a negative effect on the society resulting in inequalities, including lack of income which leads to an increase in poverty

Responses	Frequency	Percentage
Strongly Agree	28	51%
Agree	22	40%
Not Sure	05	9%

Disagree	0	0%
Strongly Disagree	0	0%
Total	55	100%

Table 14.14 depicts that 22 (40%) respondents *agree* to the idea that unemployment has a negative effect on the society resulting in inequalities including lack of income which leads to an increase in poverty; 05 (09%) respondents were *not sure*; no respondent who *strongly disagreed*; no respondents who *disagreed* and 28 (51%) *strongly agreed*. The Table indicates that government must prioritize its objectives when rendering social services to the society. The government should see to it that those with low income are financially stimulated in order to improve the general welfare of the people; for example, there should be a stipend for unemployed graduates in order to diminish income inequalities and eradicate poverty.

Table 4.15 Unemployed people find themselves selling drugs, nyaope and weed to earn an income

Responses	Frequency	Percentage
Strongly Agree	23	42%
Agree	19	35%
Not Sure	08	14%

Disagree	04	07%
Strongly Disagree	01	02%
Total	55	100%

Table 4.15 demonstrates that most unemployed youth find themselves selling drugs, nyaope and weed to earn an income; 23 (43%) *strongly agreed*; followed by 19 (35%) respondents who *agreed*. Only 01 (02%) *strongly disagreed*; 08 (14%) respondents were *not sure* and 04 (07%) *disagreed* that the unemployed youth find themselves selling drugs, nyaope and weed for a living. This indicates that government must put in place measures to curb youth unemployment so as to reduce the levels of substance abuse. The government, therefore, must see to it that all youth, irrespective of educational status are engaged in governmental activities. This will help government officials to come with interventions aimed at assisting young people in coping with their day-to-day challenges related to unemployment.

Table 4.16 Unemployment also leads to social unrest whereby people end up vandalizing state property

Responses	Frequency	Percentage
Strongly Agree	20	36%
Agree	16	30%

Not Sure	13	24%
Disagree	03	05%
Strongly Disagree	03	05%
Total	55	100%

In Table 4.16 we see the number of youths who responded to whether unemployment lead to social unrest whereby people end up vandalizing state property; 20 (36%) *strongly agree*; followed by 16(30%) who *agreed*; 03 (05%) *disagreed* and 03 (05%) *strongly disagreed* and 13 (24%) of the respondents felt that they were *not sure* that high unemployment rates can lead to social unrest whereby people end up vandalizing state property.

4.6 STRATEGIES THAT CAN BE USED TO ADDRESS YOUTH UNEMPLOYMENT IN SOUTH AFRICA

This subsection presents data regarding the strategies that can be used to address the challenges of youth unemployment. In this subsection data was analyzed using graphical statistics derived from the research questionnaire.

Table 4.17 The government must review its policies and redress unfulfilled promises by creating more job opportunities and absorbing graduates permanently after completing their internship programmes

Responses	Frequency	Percentage
Strongly Agree	43	78%
Agree	06	11%
Not Sure	06	11%
Disagree	0	0%
Strongly Disagree	0	0%
Total	55	100%

Table 4.17 suggests that the government must review its policies and address unfulfilled promises by creating more job opportunities and absorbing graduates permanently after completing their internship programmes. There were no respondents who either *disagreed* or *strongly disagreed* to the above statement; 06 (40%) were *not sure*; 43 (78%) *strongly agreed* and 06 (11%) of the respondents who *agreed*. This is an indication for government to create entry job levels which require no experience, for new graduates.

Table 4.18 There must be enough rehabilitation programmes and support groups aimed at changing the perceptions of unemployed youth about their lives and enhancing their social relationships

Responses	Frequency	Percentage
Strongly Agree	15	27%
Agree	29	53%
Not Sure	11	20%
Disagree	0	0
Strongly Disagree	0	0
Total	55	100%

Table 4.18 demonstrates that 29 out of 55 respondents which makes about 53% *agreed* that there must be enough rehabilitation programmes and support groups aimed at changing the perceptions of unemployed youth about their lives and enhancing their social relationships. According to the results, none of the respondents *disagreed* or *strongly disagreed* to the statement; 11 (20%) were *unsure* 15 (27%) of respondents who *strongly agreed*.

Table 4.19 Rapid industrialization should be created to increase more job opportunities, provide educational opportunities and ensure better utilization of resources

Responses	Frequency	Percentage
Strongly Agree	23	40%
Agree	20	36%
Not Sure	11	20%
Disagree	01	02%
Strongly Disagree	0	0%
Total	55	100%

Table 4.19 shows that 23 out of 55 respondents which makes about 40% *strongly agreed* that rapid industrialization should be created to increase more job opportunities, provide educational opportunities and ensure better utilization of resources while 01 (02%) *disagreed*. The data depicts that 20 (36%) respondents *agreed*; 11 (20%) were *not sure* and no respondent who *strongly disagreed* to the above-mentioned statement.

Table 4.20 There must be enough entrepreneurial programmes to equip youth with necessary skills on how to establish and run their businesses

Responses	Frequency	Percentage
Strongly Agree	22	40%
Agree	28	51%
Not Sure	04	07%
Disagree	0	0%
Strongly Disagree	01	02%
Total	55	100%

Table 4.20 shows that 28 (51%) of the respondents *agreed* that there must be sufficient entrepreneurial programmes to equip youth with necessary skills on how to establish and run their businesses; 04 (07%) were *not sure*; 22 (40%) *agreed*; 01 (02%) *strongly disagreed* and no respondent who *disagreed* to the statement. The non-disagreement to the statement, by the majority of respondents shows that there is an urgent need for entrepreneurial programmes to create opportunities to equip the youth with relevant and income-generating opportunities.

Table 4.21 The outcomes of basic and higher education must be improved to ensure that young people are acquiring the right kind of skills that will enable them to work effectively

Responses	Frequency	Percentage
Strongly Agree	35	64%
Agree	20	34%
Not Sure	0	0%
Disagree	0	0%
Strongly Disagree	0	0%
Total	0	0%

Table 4.21 shows that 35 (64%) out of 55 respondents which makes about 40% *strongly agreed* that the outcomes of basic and higher education must be improved to ensure that young people are acquiring the right kind of skills that will enable them to work. This statement was supported by 20 (34%) who *agreed*; there were no respondents who *disagreed*, were *not sure* or who *strongly disagreed* to the statement. This reveals that all respondents were satisfied with the idea that the outcomes of basic and higher education must be improved to ensure that young people are acquiring the right kind of skills that will enable them work effectively.

4.7 ANALYSIS OF DATA COLLECTED THROUGH INTERVIEW SCHEDULE

This section presents data which was collected through interview schedule and it focuses on the implications of youth unemployment on socio-economic development in South Africa. The researcher interviewed public officials from the Polokwane Local Municipality, the National Youth Development Agency and employees from the Department of Social Development

Question 1: What are the causes of youth unemployment in Polokwane Local Municipality?

First Respondent

On the question the respondent specified that the majority of job seekers do not have enough information on how they can create employment or be self-employed.

Second Respondent

The respondent stated that political interference is the main concern in the Polokwane Local Municipality because most of the candidates are not appointed based on merit but cadre deployment that leads to the exclusion of newly-qualified graduates from entry jobs. Furthermore, it is difficult for those who are not members of political parties to get employment as members of political parties are given priority.

Third Respondent

The respondent stated that the concept of artificial intelligence and the entrance of the fourth industrial revolution is taking over manual jobs. In addition, there is lack of government support in running adequate programmes to address issues of unemployment in remote areas.

Fourth Respondent

The respondent stated that in this Municipality there are no alternative forms of employment other than government sector opportunities. The respondent added that in municipalities like City of Tshwane and other metros, their citizens have plenty of option compared to Polokwane Local Municipality because there are no industrial factories where youth who do not have specialised skills would be able to get employment

Fifth Respondent

The respondent stated that one of the major causes is the education system that is focused on producing employees instead of employers.

Question 2: What are the challenges faced by the unemployed youth?

First Respondent

The respondent stated that the unemployed youth cannot afford the basic standard of living and as a result being unemployed affects them emotionally and psychologically, thus, affects their self-esteem.

Second Respondent

The respondent stated that most of unemployed people lack financial freedom. The respondent further asserted that job seeking cost money as some may struggle with the

expenses, inadequate access to resources and information, high data and internet costs. Some of these young people find it difficult in applying for job offers, particularly, jobs that require manually submitting or posting applications because the process tends to be costly.

Third Respondent

The respondent stated that most unemployed youth do have potential ideas to start their own businesses or ventures but lack information on which sector departments can assist with more information on how to establish their small businesses and acquire funding opportunities were some of the challenges.

Fourth Respondent

Regarding this, the respondent stated that this state of affairs have a negative effect on the country's economy because most unemployed youth are the ones who engage in criminal activities and community protests.

Fifth Respondent

The respondent stated that being unemployed affects their intimate relationships, they feel worthless as they are unable to provide for the demands made by their partners

Question 3: What are the effects of youth unemployment on the society?

First Respondent

With regard to the question on the effects of youth unemployment on the society, the respondent indicated that young people are the future of the society but if their lives are

wasted due to unemployment, they ultimately end up with a society that is poverty-stricken, plagued by crime and a frustrated nation in general.

Second Respondent

The respondent stated that unemployed youth suffer from depression and anxiety. These individuals can resort to alcohol and drugs abuse to escape their realities, hence, there is increased crime rates, especially, violent crimes.

Third Respondent

The third respondent stated that there is high population growth because where unemployment is high, there is high teenage pregnancy and HIV/AIDS infections. The respondent further said that most of these young people depend on their parents and rely on child support grant.

Fourth Respondent

The respondent stated that young people do not participate in entrepreneurial activities and most of them pull-out from social activities, clubs and recreational and political groups because Mankweng Township is a place where the residents lack information, to the extent that they believe that when one is unemployed, one does not have a say in matters affecting them.

Fifth Respondent

The respondent maintained that there is little to no economic growth, due to a deficiency of capable leaders,

Question 4: What could be done to reduce youth unemployment?

First Respondent

The respondent asserted that there should be government support in running adequate programmes to address issues of unemployment in remote areas.

Second Respondent

The respondent suggested that there should be adequate support for young school leavers, who due to financial reasons do not have access to higher education. The respondent continued that both private and public sector must provide graduates with entry level jobs that do not require experience.

Third Respondent

The respondent advised that the government must introduce incentives for youth entrepreneurs in order to encourage young people to start businesses, employ other young people and contribute to the development of the local economy.

Fourth Respondent

Respondent four indicated that the education system should be more focused on skills that are needed by the South African economy. There should be partnerships between

secondary schools and employers so that schools can align their curriculum and the skills of students with employers' needs.

Fifth Respondent

The respondent stated that employees should be appointed based on merit to curb corruption and harsh punishment should be given to corrupt officials.

4.8 CONCLUSION

This chapter focused on data presentation, analysis and interpretation. The analysis and interpretation were based on data collected through questionnaires and an interview schedule. The results were interpreted against the aim of the study which had motivated the researcher to undertake the study. Many of the respondents were females with ages ranging between 26-30 years. The chapter emphasized the causes, challenges and effects of unemployment on Mankweng Township. It also covered the strategies that can be used to address youth unemployment within the Township. The next chapter discusses the research findings, suggests some recommendations and provides the conclusions of the study.

CHAPTER 5

FINDINGS, RECOMMENDATIONS AND CONCLUSION

5.1 INTRODUCTION

The previous chapter interpreted data provided by the study's participants and discussed the research findings. This chapter provides a summary of the study by discussing the importance of findings on each variable, in relation to the aim, research questions and objectives. The chapter presents the major findings of the study and recommendations that can be adopted to address the challenges faced by the unemployed youth.

5.2 SUMMARY OF THE STUDY

This study focused on the implications of youth unemployment on socio-economic development in the Limpopo Province with specific reference to Mankweng Township. The study used a mixed method approach and employed an exploratory design to investigate the implications of unemployment among young people in Mankweng Township. A quantitative aspect was used in this study because it enabled the researcher to establish what is already known about the causes and impact of youth unemployment while the qualitative approach was used to explore the deep underlying issues of youth unemployment in Mankweng Township. The sampled respondents of this study consisted of Mankweng Township youth, Municipal officials, National youth development employees and the Department of Social Development employees. Data was collected through questionnaires and interviews. Data collected through interview schedule was thematically analyzed. Data collected through the questionnaire was analyzed with the

aid of tables to present participants' views in terms of percentage. The aim of the study was to investigate the implications of youth unemployment on socio-economic development in Mankweng Township in order to make recommendations towards the development of possible solutions that can help in combating unemployment and improve socio-economic development. The study managed to meet the first objective by exploring the causes of youth unemployment in Mankweng Township. An in-depth description of the socio-economic development challenges faced by the unemployed youth in Mankweng Township made sure that the second objective was met. The third objective was met by addressing the question on the extent to which youth unemployment has impacted socio-economic development in Mankweng Township. Finally, the recommendations on strategies to combat youth unemployment and improve the standard of living in Mankweng Township, directly addressed the fourth research objective.

5.3 MAJOR FINDINGS

This section presents the major findings of the study; these findings are based on the research objectives of the study.

5.3.1 Major Findings on the Factors of Youth Unemployment and their effect on Socio-Economic Development

It was found out that 44 (80%) of the respondents agreed to the idea that exclusion of black people from the education system under the apartheid regime has contributed to high rates of unemployment. This is an indication that public schools must receive the same education as at private schools in order to address the imbalances of the past. Black individuals must be exposed to the labour market irrespective of their gender and race. The study revealed that 48 (87%) of respondents agreed that retrenchment is one of the challenges faced by the unemployed youth because it reduces the workforce as companies are no longer able to employ more people. The findings demonstrated that 35

(64%) of respondents support that the number of young people involved in entrepreneurial activities remains low, irrespective of government initiatives to enhance entrepreneurship. The unemployed youth can become fully aware of entrepreneurship opportunities through government support groups that will be mandated to address unemployment issues in rural and township areas. A further finding revealed that most employers give job preferences to those who are experienced and skilled, leaving the new job seekers unemployed. Currently graduates find it difficult to find jobs due to lack of experience since employers often advertise posts with work experience of 3-5 years, which new job seekers do not have. The findings revealed that there is lack of job creation due to slow economic growth in the country and this statement was strongly supported by a total of 42 (76%) respondents. The study also found that 41 (76%) of the respondents support the idea that one of the challenges leading to high unemployment rates is corruption by those in power because instead of using public funds to create more job opportunities they use the money for their personal gains.

The interviews were conducted to discover some of the factors faced by the unemployed youth. It was found that most job seekers do not have enough information on how they can create employment or become self-employed and that political interference is one of the main drivers to huge unemployment in the society. This is because most candidates are not appointed based on merit but are cadre deployment that leads to exclusion of new graduates from entry level jobs. It is difficult for those who are not members of political parties, since members of the political parties are given priority in terms of employment. The respondents further revealed that artificial intelligence and the adoption of the fourth industrial revolution is taking over their manual jobs. The majority of the respondents revealed that one of the major causes of youth unemployment is the education system that is focused on producing employees instead of employers. The study findings further indicated that in municipalities like City of Tshwane and other metros, their citizens have plenty of options as compared to Polokwane Local Municipality where there are no industrial factories where youth without specialized skills would be able to get employment

5.3.2 Major Findings on the Impact of Youth Unemployment in Mankweng Township

On the impact of youth unemployment in Mankweng Township, the findings revealed that 12 (21%) of the respondents disagreed that many crimes are committed by individuals who are unemployed and living in poverty. Young women also engage in prostitution in order to create jobs for themselves for survival whereas 02 (04%) of respondents were uncertain on the issue. The findings revealed that most of the respondents, 41 (75%) of the respondents strongly supported the statement while 43 (78%) believe that unemployed youth face mental health issues including depression, low self-esteem and anxiety which forces young people to engage in alcohol and drug abuse. Further findings revealed that 05 (09%) of the respondents were uncertain as to whether unemployment has a negative effect on the society resulting in inequalities including lack of income which leads to an increase in poverty; a total of 50 (91%) of respondents strongly supported the idea that unemployment has a negative effect on the society resulting in inequalities such as lack of income and an increase in the rate of poverty. The study further revealed that most young people suffer from this socio-economic issue, as 46 (76%) respondents strongly agreed that such young people find themselves selling drugs, nyaope and weed to earn an income whereas 8 (15%) of the respondents were not certain about the statement. Only a total of 05 (09%) of the respondents did not agree to the motion. The study found that 36 (65%) agreed that unemployment leads to social unrest whereby people end up vandalizing state property while 13 (24%) of respondents were not sure on whether unemployment can lead to community protests. This is an indication that those who are not sure may be lacking information on municipal projects, such as the independent development plan and community gatherings such as Municipal *imbizos*.

On data collected through an interview schedule on the effects of youth unemployment of the society, the findings are that where unemployment rates are high there is also high teenage pregnancy and HIV/AIDS infections. Respondents pointed out that most of these young people depend on their parents and rely on child grant. As revealed by the study, this made most youth to resort to alcohol and drugs abuse as a way to escape their realities, hence, there is increased crime rates, especially, violent crimes. The findings

further indicated that there is little to no economic growth in the Township due to a deficiency of capable leaders.

5.3.3 Major Findings on the Strategies that can be used to Combat Unemployment and Improve the Standard of Living

The findings noted that 49 (89%) of the respondents were in support of the statement that the government must review its policies and attend to unfulfilled promises by creating more job opportunities and absorbing graduates permanently after them completing their internship programmes. The findings show that 44 of 55 respondents, (80%), were in support of the view that there must be sufficient rehabilitation programmes and support groups aimed at changing the perceptions of unemployed youth about their lives and enhancing their social relationships, whereas 11 (20%) of the respondents were uncertain of the statement. Other major findings, on the strategy that can be used to address youth unemployment, revealed that 43 (78%) of the respondents strongly agreed that rapid industrialization should be created to increase job opportunities, provide educational opportunities and ensure better utilization of resources, only 01 (02%) disagreed and 11 (20%) respondents were not sure about the statement. The findings also pointed out that there must be enough entrepreneurial programmes to equip youth with necessary skills on how to establish and run their own businesses; this view was strongly supported by a total of 50 (91%) respondents. Statistics revealed that all the respondents who participated in the survey, (100%), agreed that the outcomes of basic and higher education must be improved to ensure that young people are acquiring the right kind of skills that will enable them to find employment and work effectively.

From the interviews carried out, the respondents gave strategies that could be used to combat youth unemployment in South Africa. The study findings revealed that there should be adequate support to young school leavers who due to financial reasons do not have access to higher education and that there is a need for both private and public sectors to provide graduates with entry level jobs that do not require experience. The

study findings also showed the education system should be more focused on skills that are needed by the South African economy. There should be partnerships between secondary schools and employers so that schools can align their curriculum and the skills of students with employers' needs. The respondents added that as an intervention strategy, the government must introduce incentives to youth entrepreneurs in order to encourage them to start businesses and employ other young people, thereby, contribute to the local economy. In addition, the study findings indicated that employees should be appointed based on merit so as to curb corruption; and harsh punishment should be handed down to corrupt officials.

5.4 CONCLUSION

This report investigated the implications of youth unemployment on socio-economic development in Mankweng Township within the Limpopo Province. The study was conducted using unemployed youth, municipal officials, employees from the National Youth Development Agency and the Department of Social Development employees. The report is structured into five (5) chapters. The first chapter outlined the background of the study and what it wanted to achieve. The researcher presented the research problem statement, research questions, aims and objectives of the study. Also, in the chapter was summarised the significance of the study and the delimitations/ demarcations of the study. The second chapter laid the theoretical foundation for the study. Chapter 2 focused on the past literature findings on the implications of youth unemployment to development and the known theories surrounding unemployment and its causes. In brief, the chapter focused on the social and psychological challenges faced by the youth due to unemployment, the causes of youth unemployment, and different policy frameworks and legislative documents which are designed to address the problem of youth unemployment. The third chapter which is on the research methodology dealt with the procedures and methods that were followed in an attempt to arrive at a scientific conclusion about the research problem. The chapter outlined the chosen research methods, research design, study area, study population, data collection tools and how data will be analysed. Chapter four presented analysis and interpretation of the collected

data. The chapter focused on the data obtained from the research participants and transformed it into meaningful form. In chapter five the researcher examined the findings regarding the main issues that were researched. It consisted of discussion of results, conclusions of the study, recommendations for future research and the proposed solutions to the research problem.

5.5 RECOMMENDATIONS OF THE STUDY

This section will discuss the recommendations that were made based on the findings of the implications of youth unemployment on socio-economic development in Mankweng Township, within the Limpopo Province. These recommendations are categorized according to the objectives of the study - to determine the factors of youth unemployment and their effects on the socio-economic development in Mankweng Township, to characterize the socio-economic development challenges faced by unemployed youth, to determine to what extent youth unemployment has impacted on the socio-economic development in Mankweng Township and to make recommendations on how to combat youth unemployment and improve the standard of living in Mankweng Township.

5.5.1 Recommendations on factors of youth unemployment and their effects on socio-economic development

Many respondents support the idea that unemployment is a direct result of a long-term exclusion of black people from educational system under the apartheid regime. This is an indication that the legacy of apartheid continue to haunt socio-economic development in South Africa more than two decades after the demise of apartheid. The government, therefore, must strive hard to rectify the imbalances of the past in order to create a developmental society that benefits all South Africans. The study findings also revealed that retrenchment contributes to high rates of unemployment as companies can no longer afford to employ more people. It is recommended that the government must reach out to all communities educating young people on how they can establish and support their own

ventures to avoid the number of the unemployed increasing due to retrenchments. It was discovered that the majority of respondents are in support of the idea that the number of young people involved in entrepreneurial activities remains low irrespective of government initiatives to enhance entrepreneurship. The study findings revealed that most employers give preferences to those who are experienced and skilled leaving new job-seekers unemployed. It is recommended that new graduates must be given entry level jobs that do not require work experience. The majority of respondents agreed that there is lack of job creation due to slow economic growth within the country. This is an indication that socio-economic issues do not attract foreign investment and as a result this has a negative impact on the economy of the country. It is recommended that the government must learn from developed countries on ways that can lead to strong economic growth within the country. The respondents further agreed that high unemployment rate is a result of the misuse of public funds by those in power. It is therefore recommended that candidates must be employed based on merit so as to curb corruption and harsh punishment should be given to corrupt officials. It is important for the public and private sectors to implement the basic conditions of employment act where affirmative action is followed in order to do away with cadre deployment.

5.5.2 Recommendations on the challenges faced by unemployed youth

The challenges faced by the unemployed youth, are that most of these young people cannot afford the basic standard of living, hence, unemployment affects them emotionally and psychologically, and their self-esteem. Findings also pointed out that the majority of unemployed graduates lack financial freedom as most struggle financially; job seeking costs money and some may struggle with the expenses, inadequate access to resources and information, high data and internet costs, associated with the process. Some of these young people find it difficult in applying for job offers particularly jobs that require manual handing in or posting applications because they tend to be costly. There is a need for the government together with the Department of Social Development to provide the unemployed youth with grant relief that will enable them to afford their household necessities and their day-to-day expenses, by doing so poverty will be alleviated. The

respondents stated that most unemployed youth do have potential ideas to start their own businesses or ventures but lack information on which sector departments can assist with more information on how to establish their small businesses and acquire funding. Government mechanisms should be put in place to reach out to young people in rural areas to educate them about entrepreneurship opportunities so that they become their own employers.

5.5.3 Recommendations on the impact of youth unemployment on the society

With regard to the impacts of youth unemployment on the society, the study found that many crimes are committed by individuals who are unemployed and living in poverty; that young women also engage in prostitution in order to create jobs for themselves, as a result the impact of high levels of crime discourages local and foreign investment. The government must impose certain regulations that enforce the private sector to employ a certain percentage of qualifying graduates. Both government and private sectors must create jobs for all those who are willing and able to work, irrespective of them being educated or uneducated. For example our country is rich in minerals but all those minerals need to be refined in other countries before they become final product which is a major setback. There is a need for the government and the private sector to join forces to ensure that those refinery factories or machines are available in the country. This will reduce the number of unemployed youths. The study further discovered that most unemployed youth face mental health issues, such as depression, low self-esteem and anxiety which force them to indulge in alcohol and substance abuse, thus, leading to suicidal thoughts. As results, the youth become demotivated in their selected career paths and this sets a bad mindset for those who are still pursuing their studies; this also lead to an increase in violence and abuse in families. The majority of respondents also believe that unemployment has a negative impact on the society resulting in inequalities and an increase in poverty. The study findings indicate that most of the unemployed youth find themselves selling drugs, nyaope and weed to earn an income. It is, therefore recommended that the local municipality and the Department of Social Development must enforce community support groups to address issues of unemployment and rehabilitation

centers aimed at changing the views of the unemployed youth. As the study also revealed that unemployment leads to social unrest, whereby, people end up vandalizing state property, there is a need for the government to render service to the citizens in a transparent and efficient manner to avoid such community protests.

5.5.4 Recommendations on the strategies that can be used to combat youth unemployment and improve the standard living

The majority of the respondents suggested that the government must review its policies and attend to unfulfilled promises by creating more job opportunities and absorbing graduates permanently after they complete their internship programmes. It is recommended that the policy makers must ensure that the unemployed youth are economically active to expand their chances of getting employment in the labour market. The researcher also recommends that policy makers must implement the idea that new labour entrants are given entry level jobs that do not require skills and work experience provided they have theoretical or practical knowledge. It is further recommended that the national and provincial government must introduce work-integrated programmes within tertiary institutions for the enhancement of theoretical knowledge if needs be in all disciplines, such as faculty of social sciences, medical sciences and others. The study also recommends that the government must reevaluate the value of unpaid internship and there should be an increase in graduates programmes such as internships and learnership programmes, to three (3) years with a decent payment. The researcher also recommends an increase in rehabilitation programmes and support groups aimed at changing the perceptions of unemployed youth, regarding their lives to enable them to enhance their social development. It is also recommended that, the Department of Social Development under the subdivision of youth programme must intervene and provide social services by introducing campaigns aimed at assisting youth with ways of dealing with unemployment and alleviating poverty. The national and provincial government must see to it that the unemployed graduates are given a subsidy in a form of social grant to assist them in meeting some of their essential demands such as buying envelopes to apply for vacancies. Since most of the respondents agreed that rapid industrialization

should be created to increase job opportunities, the government is advised to be proactive and establish more factories and industries to absorb the youth leaving schools and universities. The study findings further revealed that there must be enough entrepreneurial programmes to equip youth with necessary skills on how to establish and run their businesses. Funding should be made available and more programmes must be presented by the government on how one can get funding to establish and grow ones business; and to come up with tactics on how the government can create permanent jobs for youth. The majority of the respondents supported the view that the outcomes of basic and higher education must be improved to ensure that young people are acquiring the right kind of skills that will enable them to work effectively. It is therefore recommended that that there should be early and constant career guidance in schools and students must be equipped with necessary skills and more practical than theory; by doing so when they leave schools they are employable and all the outdated courses in schools must be phased out.

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Annexure A: Research approval letter

UNIVERSITY OF VENDA

OFFICE OF THE DEPUTY VICE-CHANCELLOR: ACADEMIC

TO : MR/MS B.K MAGORO
SCHOOL OF MANAGEMENT SCIENCES

FROM: PROF. J.E CRAFFORD
DEPUTY VICE-CHANCELLOR: ACADEMIC

DATE : 24 FEBRUARY 2020

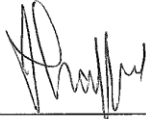
DECISIONS TAKEN BY UHDC OF 24th FEBRUARY 2020

Application for approval of Masters Proposal Report in Management Sciences:
B.K Magoro (11640288)

Topic: "Implications of Youth Unemployment on Socio-Economic Development in South Africa: A Case of Mankweng Township in the Limpopo Province."

Supervisor	UNIVEN	Prof. N. Nkuna
Co-supervisor	UNIVEN	Dr. E. Mahole

UHDC approved Masters proposal



PROF. J.E CRAFFORD
DEPUTY VICE-CHANCELLOR: ACADEMIC

Annexure B: Ethical Clearance Certificate

ETHICS APPROVAL CERTIFICATE

RESEARCH AND INNOVATION
OFFICE OF THE DIRECTOR

NAME OF RESEARCHER/INVESTIGATOR:

Ms BK Magoro

STUDENT NO:

11640288

PROJECT TITLE: **Implications of youth unemployment on socio-economic development in South Africa: A case of Mankweng township in the Limpopo Province.**

PROJECT NO: SMS/20/PDN/02/1505

SUPERVISORS/ CO-RESEARCHERS/ CO-INVESTIGATORS

NAME	INSTITUTION & DEPARTMENT	ROLE
Prof N Nkuna	University of Venda	Supervisor
Dr E Mahole	University of Venda	Co - Supervisor
Ms BK Magoro	University of Venda	Investigator – Student

Type: **Masters Research**

Risk: **Minimal risk to humans, animals or environment**

Approval Period: **May 2020 – May 2022**

The Research Ethics Social Sciences Committee (RESSC) hereby approves your project as indicated above.

Annexure C: Letter to respondents



SCHOOL OF MANAGEMENT SCIENCES

DEPARTMENT OF PUBLIC ADMINISTRATION AND DEVELOPMENT STUDIES

INFORMATION SHEET

INTRODUCTION

My name is **Magoro Baven Katlego**, a student at the University of Venda registered for Master's Degree Public Administration.

I am carrying out research on: **Implications of Youth Unemployment on Socio-Economic Development in South Africa: A Case of Mankweng Township in the Limpopo Province.**

I kindly request for your participation in this research by expressing your views on the topic.

The purpose of this study is to understand the implications of youth unemployment in Mankweng Township. The study will benefit both the participants and the researcher through stating the challenges, they are faced with and suggesting to policy makers recommending a Policy shift on how to address these concerns.

Your participation is voluntary, and you will be asked to respond to questions related to the research topic. You are also reminded that should you feel that questions are not proper, you can choose not to answer and you have the right to withdraw from the study even after you started completing the questions.

The interview session will take about 1 hour maximum to complete. Your confidentiality will be protected and the information provided will not be shared with third parties with your consent.

Therefore, you are kindly asked to give your honest opinion to this effect as to assist the identification of the health and safety concerns with the intent to find suitable intervention

ANNEXURE D: Permission letter to conduct data from Polokwane Local Municipality

515557
MS. R.E RAMELA (13/09/2020)

DIRECTORATE: CORPORATE AND SHARED SERVICES

ITEM:

FILE REF:

**REQUEST TO GRANT MS KATLEGO MAGORO TO CONDUCT RESEARCH WITHIN
POLOKWANE MUNICIPALITY**

Report of the Director: Corporate and Shared Services

Purpose of the Report

To request the Municipal Manager to grant Ms. Katlego Magoro to conduct research at Polokwane Municipality.

Background and Discussion

Ms. Katlego Magoro sent a letter requesting permission to conduct research at Polokwane Municipality. Research topic is titled: Implications of Youth Unemployment on Socio-Economic Development in South Africa: A case study of Mankweng Township in the Limpopo Province

"A copy of the letter from University of Venda is attached for reference"

Financial Implication


There is no financial implication.

Recommend

1. That approval be granted to Ms. Katlego Magoro to conduct research within Polokwane Municipality.
2. That the findings emanating from the research study be shared with the Municipality before they are published.


Mr. JL Manyama
HR Manager


Ms. MM Matshivha
Director: Shared & Corporate Services


Mr. DH Makobe
Municipal Manager

REPORT CONTROL SHEET

SUBJECT: Request conduct Research (Kathago Magoro)
DOCS NUMBER# _____

SECTION A: SUBMISSION BY SBU MANAGER
SBU: HR: Training NAME [AUTHOR] Ms R.E Pamela
SIGNATURE / SBU MANAGER: [Signature] DATE: 14/09/2020

SECTION B: AUTHORIZATION / SUBMISSION BY
DIRECTORATE: Corporate & Shared Services
SIGNATURE / DIRECTOR: [Signature] DATE: 15/09/2020

SECTION C: COMMENTS REQUIRED FROM: (TICK IN APPLICABLE BLOCK)

DIRECTOR: ENGINEERING SERVICES	<input type="checkbox"/>	SIGNATURE: _____	DATE: _____
DIRECTOR: DEVELOPMENT & ECON. PLAN	<input type="checkbox"/>	SIGNATURE: _____	DATE: _____
DIRECTOR: COMMUNITY SERVICES	<input type="checkbox"/>	SIGNATURE: _____	DATE: _____
DIRECTOR: CORP. AND SHARED SERV.	<input type="checkbox"/>	SIGNATURE: _____	DATE: _____
CHIEF FINANCIAL OFFICER	<input type="checkbox"/>	SIGNATURE: _____	DATE: _____
DIRECTOR: COMMUNITY DEVELOPMENT	<input type="checkbox"/>	SIGNATURE: _____	DATE: _____
DIRECTOR: STRAT PLAN. MONITOR. & EVAL	<input type="checkbox"/>	SIGNATURE: _____	DATE: _____
MAN: COMMUNICATION AND PUBLIC PART.	<input type="checkbox"/>	SIGNATURE: _____	DATE: _____

SECTION D: SECRETARIAT & ADMINISTRATION
REG. NO: _____ REG. DATE: _____ COMMITTEE CLERK: _____

SECTION E: MUNICIPAL MANAGER
APPROVED FOR SUBMISSION: [Signature] DATE: 15/09/2020
REMARKS: _____
ALLOCATION TO COMMITTEES

FINANCE & LED	ENERGY	HOUSING	CULTURE, SPORTS, REC & SPEC. FOCUS	ADMIN & GOV.
WATER & SANITATION	COMMUNITY SAFETY	ROADS, S/WATER & TRANSPORT	WASTE & ENVIRON.	SPATIAL PLAN & DEV
LAND USE MAN.	LOCAL LABOUR FORUM	COUNCIL	MAYORAL COMMITTEE	

APPROVED ITO DELEGATED POWERS _____ DATE _____
MM/ NUMBER ALLOCATED BY CAO - SECRETARIAT _____ MM/ _____

APPROVAL OF EXECUTIVE MAYOR IN TERMS OF DELEGATED POWERS

APPROVED ITO DELEGATED POWERS _____ DATE: _____
EM/ NUMBER ALLOCATED BY CAO - SECRETARIAT _____ EM/ _____

POLOKWENI MUNICIPAL
OFFICE OF THE MUNICIPAL
MANAGER

2020-09-15

Annexure E: Permission letter to conduct data from the Department of Social Development



LIMPOPO
PROVINCIAL GOVERNMENT
REPUBLIC OF SOUTH AFRICA

DEPARTMENT OF SOCIAL DEVELOPMENT

Ref : 10/6/R
Enq : MJ Molosi
Tel : 015 230 4381 / 082 457 7120
Email : MolosiMJ@dSD.limpopo.gov.za

Ms Magoro BK
Mankweng Township
Sovenga
0727

Dear Madam

RE: REQUEST FOR PERMISSION TO CONDUCT RESEARCH STUDY

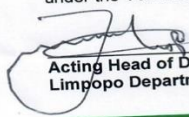
The above matter refers.

This certifies that Ms BK Magoro has been granted permission to conduct a study titled: *"Implications of Youth Unemployment on Socio-Economic Development in South Africa: A Case of Mankweng Township in the Limpopo Province"*. Her research proposal was evaluated - granted full approval and ethical clearance by the Limpopo Provincial Research and Ethics committees which sit at the Office of the Premier.

The study is significant because it seeks to unpack and understand the implications of youth unemployment to socio-economic development with particular reference to Mankweng Township. It is hoped that this study will provide a platform to unemployed youth in Mankweng to articulate their experiences and in the process assist to suggest strategies to curb youth unemployment in the area.

The study will apply multi-staged sampling technique to collect data. The targeted research participants include amongst others; employees in the Limpopo Department of Social Development: Youth Development Programme and employees in the National Youth Development Agency in Limpopo province, in order to complete the triangulation and to ensure the validity of the study findings.

In view of the above, this letter grants Ms BK Magoro permission to conduct research study involving the employees in the Department of Social Development under the Youth Development Programme in Limpopo province.


Acting Head of Department
Limpopo Department of Social Development

22/12/2020
Date

Olympic Towers, 21 Biccard Street, 0700, Private Bag X 9710, 0700
Tel: 015 230 4300, Fax: 015 291 2335 / 2185, Website: <http://www.dsd.limpopo.gov.za>

The heartland of Southern Africa – *development is about people*

Annexure F: Respondent consent form



University of Venda

SCHOOL OF MANAGEMENT SCIENCES

INFORMED CONSENT DECLARATION FORM

In terms of the ethical requirements of the University of Venda, I invite you to complete this form as an indication of your permission to voluntarily participate in this study.

I _____ hereby confirm that I have been fully informed about the purpose, procedures, and activities of the study. The rights and risks of participation have also been fully explained to me. I was given full opportunity to ask any questions and I understand that participants can withdraw from the study at any stage and time, without giving any reasons.

I therefore hereby freely **Give/Do not give** my consent to voluntarily take part in the study as outlined (**Delete the inapplicable**).

Signature: _____ **Date:** _____

Researcher signature: _____ **Date:** _____

Annexure G: Research questionnaire

IMPLICATIONS OF YOUTH UNEMPLOYMENT ON SOCIO-ECONOMIC DEVELOPMENT IN SOUTH AFRICA: A CASE OF MANKWENG TOWNSHIP IN THE LIMPOPO PROVINCE

Greetings, my name is Baven Katlego Magoro. I am a masters' student at the University of Venda and I am conducting a study on "**IMPLICATIONS OF YOUTH UNEMPLOYMENT TO SOCIO-ECONOMIC DEVELOPMENT**". The study is for academic purposes only and your information will be kept strictly confidential. Your assistance in participating in this questionnaire will be highly appreciated.

INSTRUCTIONS

- (a) Answer all questions
- (b) There is no wrong or right answer
- (c) Choose answer which you feel is the right by marking an X next to the answer
- (d) Kindly be honest and reliable to your answer
- (e) Participants will remain anonymous

SECTION A: BIOGRAPHICAL DETAILS

1 Gender of Respondents

Female	1
Male	2

2 Age of Respondents

16-20 years	1
21-25 years	2
26-30 years	3
31-35 years	4

3 Educational Qualification of Respondents

None	1
Primary	2
Secondary	3
Tertiary	4
ABET	5

4 Type of Respondents

Municipal Official	1
Municipal Resident (Youth)	2
National Youth Development Agency Employee	3
The Department of Social Development Employee	4

5 Language

Sepedi	1
English	2
Other	3

SECTION B: IMPLICATIONS OF YOUTH UNEMPLOYMENT ON SOCIO-ECONOMIC DEVELOPMENT ON SOCIO-ECONOMIC DEVELOPMENT

Item no	The causes of youth unemployment in Mankweng Township	Place an x in the box that applies to you				
		Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
6	Exclusion of black people from the educational system under apartheid regime contributed to high rates of unemployment	1	2	3	4	5
7	Retrenchment contributes to high rates of unemployment as companies are no longer able to afford to employ more people and thus reducing the workforce	1	2	3	4	5
8	The number of young people involved in entrepreneurial activities remain low irrespective of different government initiatives to enhance	1	2	3	4	5

	entrepreneurship and thus lead to lack of interest for entrepreneurship					
9	Most employers give job preferences to those who are experienced and skilled leaving the new job seekers unemployed	1	2	3	4	5
10	There is lack of job creation due to slow economic growth within the country	1	2	3	4	5
11	High unemployment rates also result in corruption that manifest itself in misuse of public funds by those in power	1	2	3	4	5

.Item no	The effects of youth unemployment on the society	Place an x in the box that applies to you				
		Strongly Agree	Agree	Not Sure	Disagree	Strongly Disagree
12	Many crimes are committed by individuals who are unemployed and living in poverty and young women also engage in prostitution in order to create jobs for themselves for survival	1	2	3	4	5
13	Most unemployed youth face mental health issues including depression, low self-esteem and anxiety which forces young people to indulge in drugs and alcohol abuse leading to suicidal thoughts	1	2	3	4	5
14	Unemployment has a negative effect on the society resulting in inequalities including lack of income which leads to an increase in poverty.	1	2	3	4	5

15	The Unemployed people find themselves selling Drugs, Nyaope and Weed to earn an income	1	2	3	4	5
16	Unemployment also leads to social unrest whereby people end up vandalizing state property	1	2	3	4	5

Item no	Strategies that can be used to address youth unemployment in South Africa particularly with reference to Mankweng Township	Place an x in the box that applies to you				
		Strongly Agree		Not Sure	Disagree	Strongly Disagree
17	The government must review its policies and redress unfulfilled promises by creating more job opportunities and absorbing graduates permanently after completing their internship programmes	1	2	3	4	5
18	There must be sufficient rehabilitation programmes and support groups aimed at changing the perceptions of unemployed people about their lives and enhancing their social relationships	1	2	3	4	5
19	Rapid industrialization should be created to increase more job opportunities, provide educational opportunities and to ensure better utilization of resources	1	2	3	4	5

20	<p>There must be sufficient entrepreneurial programmes to equip youth with necessary skills on how to establish and run their businesses</p>	1	2	3	4	5
21	<p>The outcomes of basic and higher education must be improved to ensure that young people are acquiring the right kind of skills that will enable them to work effectively</p>	1	2	3	4	5

Annexure H: Research Interview guide

IMPLICATIONS OF YOUTH UNEMPLOYMENT ON SOCIO-ECONOMIC
DEVELOPMENT IN SOUTH AFRICA: A CASE OF MANKWENG TOWNSHIP IN THE
LIMPOPO PROVINCE

Hello, my name is **Katlego Baven**. I am a masters' student at the University of Venda, and I am conducting a study on "**IMPLICATIONS OF YOUTH UNEMPLOYMENT TO SOCIO-ECONOMIC DEVELOPMENT**". The study is for academic purposes only and your information will be kept strictly confidential. Your assistance in participating in this questionnaire will be highly appreciated.

INTERVIEW SCHEDULE

1.1 What are the causes of youth unemployment in Polokwane Local Municipality?

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1.2 What are the challenges faced by the unemployed youth?

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1.3 What are the effects of youth unemployment on the society?

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1.4 What could be done to reduce youth unemployment?

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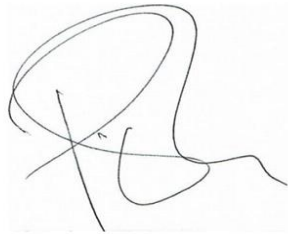
.....

Thank You for Your Participation!!!

Annexure I: Editorial Letter

23 April, 2021

This is to certify that I, Dr P Kaburise, of the English Department, University of Venda, have proofread the research report, titled - **IMPLICATIONS OF YOUTH UNEMPLOYMENT ON SOCIO-ECONOMIC DEVELOPMENT IN SOUTH AFRICA: A CASE OF MANKWENG TOWNSHIP IN LIMPOPO PROVINCE** - by Magoro Baven Katlego (student number: 11640288). I have indicated some amendments which the student has undertaken to effect, before the final report is submitted.



Dr P Kaburise (0794927451; email: phyllis.kaburise@gmail.com)

Dr P Kaburise: BA (Hons) University of Ghana (Legon, Ghana); MEd University of East Anglia (Cambridge/East Anglia, United Kingdom); Cert. Teaching English as a Foreign Language (Cambridge University, United Kingdom); Cert. English Second Language Teaching, (Wellington, New Zealand); PhD University of Pretoria (South Africa)

Annexure J: Turn-it-in Report

Master's Document

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