

**FACTORS THAT CONTRIBUTE TO YOUTH UNEMPLOYMENT IN VHEMBE  
DISTRICT: A CASE STUDY OF MAKHADO LOCAL MUNICIPALITY**

**BY**

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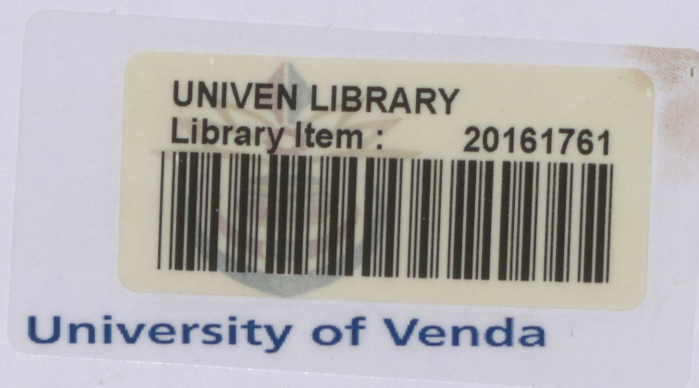
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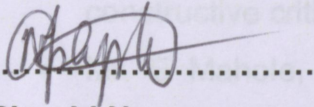
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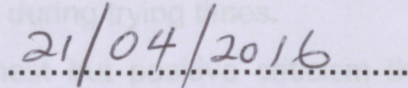
**2015**

## DECLARATION

I, **Phophi Norman**, hereby declare that the mini-dissertation for the degree of Master of Public Management at University of Venda hereby submitted by me, has not been submitted previously for a degree at this or any other university; that it is my own work in design and execution, and that all reference material contained therein has been duly acknowledged.



**Phophi Norman**



**DATA**

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## ACKNOWLEDGEMENT

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- It was an honour to work with the indefatigable Prof M.P Khwashaba, my promoter respectively, who has generously assisted me from beginning to end. I wish to acknowledge their valuable and constant academic support, constructive criticism and encouragement even during trying times.
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- I would like to thank my children, You were there for me all the way;
- I would like to thank my friend. You were there for me all the way
- Lastly, God Almighty, in whom I trust, for guiding me and bestowing in me the wisdom to organise and conduct this project,

## DEDICATION

### ABSTRACT

On a personal note, I dedicate this project to my parents Mrs. Nyamukamadi Nyadzanga Nevhutanda and the late Mr Makana Willison Khaphathe; You were there for me all the way.

Unemployment is a worldwide issue which is a worldwide issue is one of the biggest challenges which the South African government is facing today. Unemployment is not only a social problem but also a practical choice rather than as something that has resulted as a result of specific circumstances into which science may be given credit. Unemployment is a significant event. In sociological and psychological research, the experience of unemployment is usually described in terms of consequences for the individual. Numerous studies report a correlation between unemployment and a decline in psychological well-being, physical health and the economic situation.

The study uses both quantitative and qualitative techniques for data collection and analysis. Qualitative techniques were mostly used in that they provide the researcher with an understanding of the factors that contributed to youth unemployment in Tlokoeng Local Municipality. Purposive samplings were used for the selection of respondents for the study. Both primary and secondary data were used for analysis in this study. Secondary data were obtained from government publications, research documents, and reports. Primary data were obtained through personal interviews and questionnaires survey.

Major findings pertaining to the research conducted:

- The study found that 56 respondents constituting 73.4% of the total sample strongly agreed with the statement that high unemployment employers may discriminate against youths, possibly because of their personal and behavioral characteristics.
- The study found that nearly 56 percent of the total sample thought that it was strongly agree with the statement that Unemployment is one of the biggest challenges facing South Africa.

## ABSTRACT

This study investigated the factors that contribute to youth unemployment in Vhembe District, Makhado Local Municipality. Unemployment which is a worldwide issue is one of the toughest challenges which the South African government is facing today. Unemployment may be seen as the consequence of practical choice rather than as something that just arrived as a result of specific circumstances into which science may be given insight". Unemployment is a significant event. In sociological and psychological research, the experience of unemployment is usually described in terms of consequences for the individual. Numerous studies report a correlation between unemployment and such outcomes as deterioration in psychological well-being, physical health and the economic situation

The study uses both quantitative and qualitative techniques for data collection and analysis. Quantitative techniques were mostly used in that they provide the researcher with an understanding of the factors that contributed to youth unemployment in Makhado Local Municipality. Purposive samplings were used for the selection of sample for the study. Both primary and secondary data were used for analysis in this study. Secondary data were obtained from government publications, research documents, and reports. Primary data were obtained through personal observation and questionnaires survey.

### Major findings pertaining to the research conducted:

- The study found that 58 respondents constituting 73.4% of the total sample strongly agreed with the statement that high unemployment employers may discriminate against youths, possibly because of their personal and behavioral characteristics
- The study found that nearly 85 percent of the total sample thought that it was strongly agree with the statement that Unemployment is one of the biggest challenges facing South Africa

- The respondents indicated that the behaviour of their children were unacceptable as they lacked discipline, proper guidance and control. Parents did not have determination to discipline their children when they misbehave.
- Respondents also mentioned that they did not have the resources to provide for their children's health and nutritional needs, due to their unemployment.

### Recommendations following the research are:

- Based on the fact that unemployment affects so many young people, it is recommended that the Youth Commission must market its services aggressively in communities and also link young unemployed people with relevant stakeholders like Makhado Youth Fund, so that they can be capacitated with various skills like entrepreneurship, life skills and parenting skills.
- It is recommended that this type of study must be conducted on a bigger population sample, in both rural and urban areas in order to generalize the findings regarding the influence of unemployment on parenting skills.
- Government and non-government organizations must initiate income generating projects. In this regard social workers should link unemployed parents with community development officers within the Department of Health and Social Development to involve them in such income generating projects.
- The Department of Public Works, as the leading department of the Expanded Public Work Programme which is a specific job creation and poverty alleviation programme of government, should primarily target the unemployed people in rural areas.

## TABLE OF CONTENTS

2.3	Consequences of youth unemployment in South Africa	17
2.4	Youth Unemployment in Makhado Local Municipality	21
<b>Contents</b>		<b>Page</b>
2.5.1	Nature of unemployment in South Africa	23
	Declaration	i
	Acknowledgement	ii
	Dedication	iii
	Abstract	iv
	Table of Contents	vi
	List of Tables	ix
	List of Abbreviations	xi
2.5.4	Frictional unemployment	37
<b>CHAPTER 1: ORIENTATION OF THE STUDY</b>		37
2.9.1	Psychological effects	37
1.1	Introduction	1
1.2	Background of the study	1
1.3	Statement of problem	4
1.4	Aim of the study	5
1.5	Specific objectives of study	5
1.6	Research Questions	6
1.7	Significance of Study	6
1.8	Limitation of the study	6
1.9	Delimitation of the study	7
1.10	Definition of operational concept	7
1.10	Organisation of the study	9
3.3	Research Methods	44
<b>CHAPTER 2: LITERATURE REVIEW</b>		44
3.3.2	Qualitative research methodology	45
2.1	Introduction	11
2.2	Legal Framework for employment	12
2.2.1	South African Constitution (Act 108 of 1996)	13
2.2.2	Skills Development Act, No 97 (1998) (SDA)	14
2.2.3	Basic Conditions of Employment Act, 75 (1997) (BCEA)	15
2.2.4	Employment Equity Act, 55 (1998)(EEA)	16

2.3	Consequences of youth unemployment	17
2.4	Youth Unemployment in Makhado Local Municipality	21
2.5	Youth Unemployment in South Africa	21
2.5.1	Nature of unemployment in South Africa	23
2.6	Youth unemployment in Africa	26
2.7	Youth Unemployment as a global problem	29
2.6.1	Youth unemployment in Britain	30
2.8	Types of unemployment	35
2.8.1	Structural unemployment	35
2.8.2	Demand-deficient/Cyclical unemployment	36
2.8.3	Seasonal unemployment	36
2.8.4	Frictional unemployment	37
2.9	Effects of unemployment on youth	37
2.9.1	Psychological effects	37
2.9.2	Health effects	38
2.9.3	Social effects	39
2.9.4	Economic effects	39
2.9.5	Unemployment and family disorganization	40
2.9.6	Effects of unemployment on society	41
2.10	Conclusion	42

## CHAPTER 3: RESEARCH DESIGN AND METHODOLOGY 75

3.1	Introduction	43
3.2	Research Design	43
3.3	Research Methods	44
3.3.1	Quantitative research methodology	44
3.3.2	Qualitative research methodology	45
3.4	The study area	45
3.5	Population of the Study	46
3.6	Sampling	46
3.7	Sampling Methods	46
3.8	Sample Size of the study	46
3.9	Methods of data collection	47

3.9.1	Questionnaire Survey	47
3.9.2	Open-ended interview	48
3.10	Data analysis	48
3.11	Ethical consideration	50
3.11.1	Protection from harm	50
3.11.2	Informed consent	50
3.11.3	Right to privacy	50
3.11.4	Honesty with professional colleagues	51
3.12	Conclusion	51

## CHAPTER 4: DATA PRESENTATION, ANALYSIS AND INTERPRETATION

4.1	Introduction	52
4.2	Analysis of data collected through questionnaires	52
4.2.1	Biographical profile of respondents	53
4.2.2	Factors that contribute to youth unemployment	55
4.3	Analysis of data collected through interview	70
4.4	Conclusion	75

## CHAPTER 5: FINDINGS, CONCLUSION AND RECOMMENDATION

5.1	Introduction	76
5.2	Major findings of the study	76
5.3	Conclusion	78
5.4	Recommendations of the study	81

List of references	83
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APPENDIX A: QUESTIONNAIRES	89
----------------------------	----

APPENDIX B: INTERVIEW SCHEDULE	92
--------------------------------	----

## LIST OF TABLES

- Table 4.1: Distribution of respondents by gender
- Table 4.2: The frequencies and percentage of respondents by parents' education level
- Table 4.3: Frequency distribution of subjects by age groups
- Table 4.4: Respondents income
- Table 4.5: Unemployment is one of the biggest challenges facing South Africa
- Table 4.6: High rate of unemployment in South Africa is one of the most pressing socio-economic challenges facing government
- Table 4.7: Unemployment is associated with social problems such as poverty, crime, violence, a loss of morale, social degradation and political disengagement
- Table 4.8: Employment is not only about earning an income it also promotes dignity, independence, achievement and innovation
- Table 4.9: Young people are particularly disadvantaged in the labour market
- Table 4.10: The problem of youth unemployment in South Africa is acute and has worsened significantly over the last two years as a result of the recession
- Table 4.11: Unemployed young people tend to be unskilled and inexperienced.
- Table 4.12: Inexperience is a particular drag on employment prospects
- Table 4.13: Unemployment is a significant event
- Table 4.14: Unemployment and its negative effects on families is a worldwide problem
- Table 4.15: South African unemployment is highly concentrated among the youth
- Table 4.16: Successful job search through such social networks requires good-quality networks
- Table 4.17: The effects of unemployment on the community headed by unemployed youth result in high rates of child neglect, domestic violence, and teenage pregnancy
- Table 4.18: Social problems are conditions which are not wanted in communities, such as the prevalence of unemployment
- Table 4.19: Unemployment experiences are less difficult for unskilled people
- Table 4.20: High unemployment employers may discriminate against youths, possibly because of their personal and behavioral characteristics
- Table 4.21: Unemployment rates are higher for women blacks and youth
- Table 4.22: Most of unemployed people have already been adversely affected

Table 4.23: White community is dominated by skilled people who are marketable because of their literacy level

Table 4.24: The consequences of unemployment are often much more social than economic deprivation

Table 4.25: The rural areas are the most affected by unemployment and poverty

EPWP Expanded Public Work Programme

NGO Non-Governmental Organizations

STI Sexual Transmitted Infection

ISDM Integrated Service Delivery Model

NPA National Prosecuting Authority

SAPS South African Police Services

SPSS Statistical Package Social Sciences

## LIST OF ABBREVIATIONS

EEA	Employment Equity Act
EE	Employment Equity
EPWP	Expanded Public Work Programme
NGO	Non- Governmental Organizations
STI	Sexual Transmitted Infection
ISDM	Integrated Service Delivery Model
NPA	National Prosecuting Authority
SAPS	South African Police Services
SPSS	Statistical Package Social Sciences

## CHAPTER 1

### ORIENTATION OF THE STUDY

#### 1.1 Introduction

In this chapter the researcher introduces the motivation behind, as well as the purpose of, the study. Globally youth unemployment has increased dramatically during the recent financial crisis (Verick, 2011). South Africa is no exception with youth unemployment increasing to over 50% by early 2010. Africans youth has been the most affected, experiencing an increase in youth unemployment to almost 60%. Not only do the youth constitute the largest group of the unemployed in South Africa, but acquiring the first job is crucial in a workers' employment trajectory.

#### 1.2 Background of the study

The persistently high rate of unemployment in South Africa is one of the most pressing socio-economic challenges facing government. Only two in five working age adults in South Africa (those aged 15 to 64 years old) have a job and more than 4 million people 24 per cent of the workforce are currently unemployed (Warr, Jackson & Banks, 2010:55). For South Africa to become more inclusive, many more people need to be provided with the opportunity to work and make a productive contribution to the economy and society. Unemployment not only represents foregone output today and a waste of potentially productive resources, but it can also have a negative effect on future output.

Employment is not only about earning an income; it also promotes dignity, independence, achievement and innovation. The unemployed do not acquire the skills or experience needed to drive the economy forward, which in turn inhibits the country's economic development and imposes a larger burden on the state to provide social

assistance. In addition, unemployment is associated with social problems such as poverty, crime, violence, a loss of morale, social degradation and political disengagement (Levinsohn, 2008:32).

No single policy offers the solution; what is needed are a sustained period of accelerated and inclusive economic growth and a comprehensive set of short-term and long-term policy reforms and initiatives. Young people are particularly disadvantaged in the labour market. The problem of youth unemployment in South Africa is acute and has worsened significantly over the last two years as a result of the recession. Employment of 18 to 24 year olds fell by more than 20 per cent (320 000) between December 2008 and December 2010, compared with an overall decline of 6.4 per cent. The unemployment rate among those under the age of 25 years old is about 50 per cent, accounting for 30 per cent of total unemployment. Including those aged 25 to 29 years old adds another million to the unemployed. Unemployed young people tend to be unskilled and inexperienced. Almost 86 per cent of unemployed youths did not stay in school beyond Grade 12, while two-thirds have never worked. Inexperience is a particular drag on employment prospects and can explain some of the implicit age discrimination in the labour market (Whiteford, Van Zyl, Simkins, and Hall, 2008:42).

A better educated and more highly skilled workforce is the most pressing long-term priority for the economy. Government is implementing a number of interventions to improve the quality of education, reduce the number of drop-outs, and expand further education and training. These include measures to improve literacy and numeracy (including the introduction of national assessments at Grades 3 and 6), increase the number of quality passes in maths and science, and encourage the National Curriculum to offer vocational education options for young South Africans in order to reduce drop-out rates after Grade 9. These interventions will be critical for improved education and skills development and will need to be evaluated to ensure they are having the desired impact (Yankelovich, 2011:19).

Education interventions to rectify skills shortages require time to implement and even longer to have an effect, particularly given the large number of young South Africans who start school but fail to complete Grade 12. Until these improvements are made, those that drop out from school and school leavers who do not pursue further education and training will struggle to be absorbed into the labour market. In response, South Africa needs to introduce labour market policies, initiatives and incentives that strengthen demand for young workers as soon as possible. This discussion paper outlines a number of policy options and interventions aimed at confronting the challenge of high youth unemployment (Zunker, 1994:551).

Unemployment which is a worldwide issue is one of the toughest challenges which the South African government is facing today. Verhaar and Jasma (1992:13) indicate that “unemployment may be seen as the consequence of practical choice rather than as something that just arrived as a result of specific circumstances into which science may be given insight”. Unemployment is a significant event. In sociological and psychological research, the experience of unemployment is usually described in terms of consequences for the individual. Numerous studies report a correlation between unemployment and such outcomes as deterioration in psychological well-being, physical health and the economic situation (Hakim, 2003:91).

Unemployment has a serious impact on parent’s dignity and affects his/her emotional and socio-economic status, as he/she cannot function effectively. Maslow’s hierarchy of needs states that people have to satisfy their most basic needs such as food, clothing and shelter before they can satisfy other needs such as security and self-actualization (Voster, 1992:15). It is thus usually difficult for unemployed parents to satisfy their own basic needs and those of their children, and as a result, this has an impact upon their parenting skills. According to Voster (1992:30) “poor parenting imposes stress upon families and communities because it continues to produce large numbers of future adults who are not socio-economically, psychologically, emotionally and culturally prepared to manage families of their own.

Despite the provision of the legislations cited above unemployment is highly Children reared in families headed by unemployed parents often experience a variety of social problems, such as teenage pregnancy, back-street abortion, school dropouts, violence, prostitution, as well as drug and alcohol abuse". Social work practitioners who are working with unemployed families need to be equipped with the relevant knowledge and skills in order to guide those families effectively. It implies that they require a detailed understanding of how families are composed, how they function, and how unemployment impacts upon their normal functioning and more specifically how unemployment influences parenting skills. This chapter will thus focus on the following: motivation for the choice of the study, problem formulation, goal and objectives of the study, the research question and approach, type of research, research design and research procedures, pilot study, a description of the population, sample and sampling methods, definition of main concepts as well as ethical aspects (Super, 2007:18).

### 1.3 Statement of problem

The Bill of Rights entrenched in the Republic of South Africa constitution, 1996 has been declared a cornerstone of democracy in South Africa. It enshrines the fundamental rights of all people and affirms the democratic values of human dignity, equality and freedom. South African labour laws conform to the Constitution of Republic of South Africa, 1996, which is the supreme law of the country; this means that any law or organisational policies and procedures inconsistent with it are invalid. The government promulgated the Skills Development Act No 97 of 1998 immediately after the Employment Equity Act, No 55 of 1998, where its focus was on addressing historical skills and educational disparities. The Employment Equity Act, No 55 of 1998 emphasises the need to identify and implement affirmative action measures in order to realise these objectives. Section 9 of the Constitution, 1996 promotes non-discriminatory and fair discriminatory practices.

Despite the provision of the legislations cited above unemployment is highly concentrated among the youth in Vhembe District, which is indicative of a general reluctance among firms to employ youth labour market participants. According to Statistics South Africa, (2014), there were 632 961 unemployed people in the Limpopo Province from which 256 860 were unemployed males and 376 101 females. Within the context of structural shifts and skill-biased technical change, the high rate of youth unemployment is closely associated with educational attainment and poor economy (both the quantity of education and the quality or appropriateness of qualifications are concerns), skills, and work experience among the youth. A supply side factor is the effectiveness of job search strategies among the Makhado Local Municipality youth. Many youth may have insufficient education, due to either early exit from the schooling system and coverage of instruction in basic literacy and numeracy in Vhembe District. The effects of unemployment on the community headed by unemployed youth result in high rates of child neglect, domestic violence, teenage pregnancy, underage alcohol and drug abuse, crime and other related youth problems. It has also been noted from the existing caseloads of social workers in the Makhado Local Municipality that the majority of juveniles were from community affected by youth unemployment.

#### **1.4 Aim of the study**

The overall aim of the study is to investigate factors that contribute to youth unemployment in Makhado local Municipality of Vhembe District.

#### **1.5 Specific objectives of study**

- To determine the factors contributing to the high level of youth unemployment in Makhado local Municipality
- To investigate the consequences of youth unemployment in Makhado Local Municipality and management thereof

- To determine the challenges faced by the youth with regard to the lack of job opportunity in Makhado Local Municipality
- To determine the strategies which will assist youth to be employable

## 1.6 Research Questions

- What are the factors contributing to the high level of youth unemployment in Makhado Local Municipality?
- What are the consequences of youth unemployment in Makhado Local Municipality?
- What are the challenges faced by the youth with regard to the lack of job opportunity in Makhado Local Municipality?
- What are the strategies which would assist youth to be employed?

## 1.7 Significance of Study

This research seeks to assist the youth and the departments to understand the factors contribute to the youth unemployment in Makhado Local Municipality and the management. The significance of this study dwells solely in the fact that its findings will undoubtedly assist the youth, department's and other employers on the issue to address youth unemployment. And therefore this study will investigate all factors contribute to the youth unemployment and consequences of youth unemployment in entire community and solution will help to address the problem

## 1.8 Limitation of the study

Funds are a limiting factor as the study required a lot of funds for travelling, typing, binding and photocopying. Due to the sensitivity of the topic, some people may feel uncomfortable to answer research questions because they are not sure where the information will be taken to. There were potential threats pertaining to this study. The

possibility of the factors contributing to youth unemployment in the wrong interpretation of questions, in case of primary sources could not be ruled out, particularly with the collection of primary data through questionnaire. The use of secondary sources in this study could create a very serious problem as the credibility of these sources was highly questionable due to limited scope of the study; the researcher was likely to make generalization and that can also create a serious problem in the process of assessment are willing to work, qualified to work and yet they cannot find the jobs (Lange 1998:106)

## 1.9 Delimitation of the study

### • Employment Equity

The study focuses on investigating factors that contribute to the youth unemployment in Makhado Local Municipality of Vhembe District, Limpopo province: A Case study of Makhado Local Municipality. The purpose of demarcating a study is to make it more manageable and to this end, the proposed research was limited to youth unemployment in Makhado local Municipality. Makhado Local Municipality is found in the Limpopo province. The study area forms part of the far north region of the province. The coordinates of the study area are 23°30`S and 29°30`S latitude and 30°30`E and 22°30`E longitude.

## 1.10 Definition of operational concept

Royce (1991:150) indicates that the word conceptualization refers to the definition of concepts.

### • Unemployment

The term designated group has been defined in the Employment Equity Act of 1998 to refer to women and people with disabilities. Black people has been used as a generic word to include Africans, Coloureds, Indians and Chinese. In the Unemployment is "a state of not being employed in a paid work, or self-employed, even though the person is available for such activity" (Lange, 1998:106). Lange (1998:106) states that unemployment is a "state where a work seeker between 15 and 64 years of age is without work or income, but who is actively seeking employment". In the context

of this study unemployment refers to the state where a person is without work or income due to a lack of opportunities, although he/she is capable and willing to work.

## • Youth unemployment

Youth unemployment is defined here as a situation where youths of the age of 18-30 are willing to work, qualified to work and yet they cannot find the jobs (Lange 1998:106)

## • Employment Equity

Employment Equity is defined as a policy that gives preference of employment opportunities to qualified people that were previously discriminated against in the work environment. Employment Equity involves efforts to achieve equity and fairness throughout the elimination of structural and attitudinal discrimination, as fine as a work situation that promotes diversity management. According to Smith and Roodt (2003:32) the objectives of Employment Equity as to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment through the elimination of unfair discrimination and to implement affirmative action measures to equalize the difficulty in the workplace experienced by designated groups.

## • Designated Group

The term designated group has been defined in the Employment Equity Act of 1998 to refer to black people, women and people with disabilities. 'Black people' has been used as a generic word to include Africans, Coloureds, Indians and Chinese. In the descriptive communication on the Employment Equity Amendment Bill, 2010, the definition of 'designated group' was amended to ensure that beneficiaries of affirmative action, in terms of Chapter III of the Employment Equity Act, are limited to persons who were citizens of the Republic of South Africa before the democratic government, or

those who would have been entitled to citizenship but due to Apartheid policies were not granted it.

## 1.10 ORGANISATION OF THE STUDY

The chapters of the dissertation are as follows:

### CHAPTER 1: ORIENTATION OF THE STUDY:

In this chapter, a high level background will be provided of the scope of the research to be undertaken. Specific focus will be levelled at aspects such the research process, background to the research problem, (the research question & investigative questions), research assumptions, research constraints, an overview of the organization of the study, chapter and content analysis, key research objectives, and the significance of the proposed research.

### CHAPTER 2: LITERATURE REVIEW:

In this chapter, a literature review will be provided on the concept of youth unemployment and empirical evidence on the factors contribution to the youth unemployment in general. A literature review will be undertaken to identify specific methods or strategies to be followed for the successful consequences of youth unemployment in rural areas.

### CHAPTER 3: RESEARCH DESIGN AND METHODOLOGY:

Chapter 3 provides the overall research design which outlines research methodology and methods of data collection and analysis. In this chapter the survey design and methodology will be addressed. Specific focus will be levelled at aspects such as types of research, aspects impacting on the survey, data collection, and the target population,

the choice of sampling method, measurement scales, survey design, and ethical consideration.

## LITERATURE REVIEW

### CHAPTER 4: DATA ANALYSIS, PRESENTATION AND INTERPRETATION

#### 2.1 Introduction

In this chapter, data analysis and interpretation of results will be conducted on the data gleaned from the research survey to be conducted within the ambit of this research. Specific focus will be levelled at aspects such as descriptive survey analysis and key research findings.

### CHAPTER 5: FINDINGS, CONCLUSION AND RECOMMENDATION:

This chapter presents the findings, recommendations and conclusion based on the research findings presented in the preceding discussion. These findings demonstrate factors that contribute to youth unemployment in Makhado local Municipality of Vhembe District

For example, Lohana and van Rhye (2003:27) have noted that "teenage pregnancy is increasing and qualifies to be regarded as a social problem". Freeman and Eickels (1993:1) also stated that "an increase in the size of the phenomenon is a measuring device for determining its classification as a social problem". Social problems are conditions which are not wanted in communities, such as the prevalence of unemployment, teenage pregnancies, crime and substance abuse. In this regard, Lancaster and Hamburg (1986:8) contend that social problems are by definition behaviours that are viewed as violating social norms and are seen as negative.

The level of unemployment in South Africa has increased considerably in the last two decades. Unemployment has become a social problem because it has an impact on a large number of people. Unemployment needs collective solutions and it can be a negative factor in both developed and developing countries. In South Africa, one of the

## CHAPTER 2

### LITERATURE REVIEW

#### 2.1 Introduction

The literature review factors that contribute to youth unemployment in Makhado local Municipality of Vhembe District. "When a condition affects a large number of people, families and or a community, that condition is viewed as a social problem. In this regard, social problems are a phenomenon which requires the intervention of government, nongovernmental organizations and other institutions rather than individuals and their own families, to redress for the improvement of the quality of lives of the people (Holland, 2004:90). Social problems are public issues which have an impact on a large number of people and are matters of public debate and collective solutions. A condition is classified as social problem if it is observed to be on the increase.

For example, Lehana and van Rhyn (2003:27) have noted that "teenage pregnancy is increasing and qualifies to be regarded as a social problem". Freeman and Rickels (1993:1) also stated that "an increase in the size of the phenomenon is a measuring device for determining its classification as a social problem. Social problems are conditions which are not wanted in communities, such as the prevalence of unemployment, teenage pregnancies, crime and substance abuse. In this regard Lancaster and Hamburg (1986:8) contend that social problems are by definition behaviours that are viewed as violating social norms and are seen as negative.

The level of unemployment in South Africa has increased considerably in the last two decades. Unemployment has become a social problem because it has an impact on a large number of people. Unemployment needs collective solutions and it can be a negative factor in both developed and developing countries. In South Africa, one of the

most serious social problems is unemployment. Erasmus (1999:13) postulates that unemployment has assumed catastrophic proportions in South Africa hence Makhado. Cawker and Whiteford (1993:3) explain in this regard that people cannot be considered unemployed if they only satisfy the first criterion, namely being without employment, without satisfying one or the others. If people are without employment but do not desire employment or take reasonable steps to find employment, they should be considered to be voluntarily unemployed which means that they are unemployed by choice. People who are unemployed by choice cannot be included in the data base of the unemployed, as these comprise of the lazy, drug addicts, alcoholics, and so on. Moller (1992:23) attempted to obtain definitions of unemployment from a sample of African unemployed people in three South African cities in what she terms the "self-defined" unemployed.

The majority of the respondents in this study defined themselves as unemployed in terms of the conventional criteria such as persons income, without jobs seeking work, willing and able to work in a job as well as having been retrenchment, dismissed, resigned or work seekers. Moller (1992:23) maintains that unemployment can be a state in which a work seeker, particularly the work seeker whose efforts to find a job or employment are continually thwarted by the lack of job opportunities. This definition fits well with the condition of unemployment in South Africa. That is, there are large numbers job seekers who cannot be absorbed by the job market at present because of a lack of job opportunities.

This condition exposes large numbers of people to the effects of poverty. In the South African context unemployment is mostly found among the people in previously disadvantaged groups, such as blacks, women, and the disabled. In order to report the real prevalence of unemployment in South Africa, the researcher will discuss its extent and nature in the succeeding sections.

## 2.2 Legal Framework for employment

In 1994 the new democratic government had to actively intervene in order to promote social justice and eradicate inequalities in the work environment. Coetzee and Vermeulen (2003:17) refer to the need for government intervention in bringing strong measures against discriminatory practices for the realisation of true equality and equity. Zulu and Parumasur (2009:1) agree about the importance of enhancing legislative institutional and policy instruments for correcting the historical injustices perpetuated against black people, Indians, Coloured and Chinese people, women and people with disabilities. Patel (2007:88) asserts that the policy and legislation in South Africa have been formulated to be in line with the Constitution. It is worth noting that due to the multiple factors that play a role in street children's lives and the multiple deprivations they experience, there is a wide range of legislation relevant to them. Constitutional rights for protecting human rights, including children's rights, have so far been established for Africa, Latin America and the Caribbean, and Europe. Ray et al. (2011:21) argue that the children's rights do not make specific reference to street children; and their rights and issues are not specifically addressed except in some national pieces of legislation.

### 2.2.1 The constitution of Republic of South Africa, 1996

The constitution of Republic of South Africa, 1996, is regarded as the supreme law of the country and all its obligations must be fulfilled and fully complied with. It forms the basis of all legislation and policies. Leonard and Grobler (2006:3) provide a brief background on the policies of the apartheid government in terms of social segregation by race, where white people held a privileged place in the workplace as well as in the general society.

The constitution of Republic of South Africa, 1996 requires measures to be put in place to affirm the previously disadvantaged. Section 9(2) of the Constitution, 1996 stipulates

that “equality includes the full and equal enjoyment of all rights and freedoms”. It is thus critical that organisational policies and practices are developed in terms of ensuring the practical application of equal rights and freedoms. While most organisations do indeed have policies that include Employment Equity in compliance with Constitutional requirements, the greatest challenges often lie in the implementation. The realisation of these rights is the duty of the state, which has an obligation to respect, protect, promote and fulfil the rights listed in the Bill of Rights (South Africa 1996:6).

### 2.2.2 Skills Development Act, No 97 (1998) (SDA)

The government promulgated the Skills Development Act No 97 of 1998 immediately after the Employment Equity Act, No 55 of 1998, where its focus was on addressing historical skills and educational disparities. Ajani (2005:73) provides a reminder that the institutional cultures of historically black and white higher education institutions are frequently cited as the main obstacles to increased diversity, which further contributed to educational imbalances. Section 2 (1) of the Act outlined its purpose as:

- To develop the skills of the South African workforce by improving the quality of life, as well as ensuring prospects of workers in order to enhance labour mobility. These are based on improving employee performance and enhancing service delivery;
- To encourage employers to use the workplace as an active learning environment where employees are provided opportunities to acquire new skills. The Act recognises the need to ‘go the extra mile’ in accommodating designated groups in assisting new entrants and the people who find it difficult to be employed; and
- To encourage workers to participate in leadership and other training programmes to empower the designated group to manage and execute their functions
- To improve the employment prospects of persons previously disadvantaged by unfair discrimination, and to redress those disadvantages through training and education

According to Groenewald (2006:42) skills development of employees is a key driver to the achievement of employment equity objectives. The EEA regards skills development of designated groups as an affirmative action measure, where development and training are key to enabling designated groups to advance to equitable representation in all occupational categories. This is to ensure a better quality of education and training within the workplace that is related to skills and competencies relevant to the jobs. Based on this it can be deduced that the SDA forms part of transformational legislation that enhances implementation of EEA in order to eliminate lowering of individual performance standards. The integration of EEP and Skills Development Programme (SDP) is essential to service delivery.

#### 2.2.4 Employment Equity Act, 95 (1998) (EEA)

#### 2.2.3 Basic Conditions of Employment Act, 75 (1997) (BCEA)

The purpose of this Act is to advance economic development and social justice by giving effect to the right to fair labour practices conferred in Section 23(1) of the Constitution. This Act acknowledges the discriminatory practices previously endured by employees in the work environment, hence the enhancement and enforcement of basic conditions of employment. Zondi (2009:48) concurs, emphasising the necessity of legislation that supports the conduciveness of the work environment to ensure fair labour practices by making provision for the regulation of basic conditions of employment.

The Act forms part of transformational processes where provision is made for reasonable accommodation for designated groups, with specific reference to maternity leave for working women. Section 25(1) provides for maternity leave where the health of pregnant women is taken into account. Section 26(2) requires the employer to offer pregnant women "suitable alternative employment on terms and conditions that are no less favourable than her ordinary terms and conditions of employment." Jongens (2006:9) refers to discriminatory practices that still prevail in some organisations, where there is no flexibility in accommodating women with regard to their family roles and

needs. Another basic provision of the BCEA relates to cultural and diversity issues, where reasonable accommodation is provided for family responsibility leave.

Section 79(2)(c) stipulates clearly that employees should not be prejudiced based on “past, present or anticipated”. This Section enforces equal treatment of employees and negates any decisions that are based on historical background that may disadvantage a designated group. This is based on the impact of decisions which may create animosity to an extent where the work environment may not be conducive for designated groups to realise individual performance.

#### **2.2.4 Employment Equity Act, 55 (1998)(EEA)**

In the overview of the EEA in relation to legislative requirements from the designated employers, Chapter 1 of the Act outlines the purpose; Chapter 2 sets forth the prohibition of unfair discrimination; Chapter 3 addresses the duties of designated employers in terms of workplace analysis, consultation, compilation of an EE Plan and the annual progress report submitted to Department of Labour.

The objectives of EEA are related in Chapter 1, where the emphasis is on promotion of equal opportunities and fair treatment in the workplace. Human, Blues and Davies (1999:30) support this, stating that equal employment opportunity is the provision of an environment which enables all individuals to realise their full potential.

The second important objective is based on equitable representation of designated groups in all occupational levels and categories. The Act emphasises the need to identify and implement affirmative action measures in order to realise these objectives. This highlights the importance of providing support to EE appointees through implementation of AA measures. The objectives of EEA are based on the principles of the Constitution and compliance with International Labour Organisation Convention (No. 111) regarding discrimination in respect of employment and occupation. From this it can

be deduced that for the work environment to be declared conducive, a critical principle is for it to be non-discriminatory, fair and equitable.

### 2.3 Consequences of youth unemployment

There is nothing new about unemployment, or about the economic, social and psychological consequences of it. The unemployed have been recognized for centuries. From an economic perspective the loss of output to the economy and the loss of income to the families of the unemployed are some of the most important issues at stake. So is the duration of unemployment. Economists would for example analyze the difference in the duration of unemployment for youths and adults. They would calculate the impairment of an unemployed individual's productive potential. If supportive facilities for the unemployed are considered, it will be normal to assume that the principal agencies for welfare will be concerned about the material needs of these unprivileged individuals; they need jobs and they need money.

However, this economic analysis of the consequences of unemployment does not eliminate the social and psychological consequences they might experience during their unemployment. The depression experienced at that time gave researchers opportunities to investigate the consequences of unemployment. However, Erasmus (2002:61) warns that those studies differ considerably from present-day unemployment studies. The profile of the unemployed during those years was predominantly adult males, while presents a considerable number of youth and women are unemployed. The literature covering this topic has since expanded substantially. Erasmus, Steyn and Mentz (2003:45) ask the humane question: What is the point of social-psychological research on unemployment? There should be no doubt about the undisputed hardship of the great majority of unemployed. Kelvin and Jarret warn that the idea of essentially academic research into their condition may appear almost indecent.

The motivation and purpose of social-psychological research on unemployment should unequivocally aim at helping this destitute group of human beings. Although there is a school of thought that suggests that research on the psychosocial effects of unemployment might be of little or no direct help to the unemployed, the possibility exists that it might create awareness and helps other people to be sensitive and understand the problems of the unemployed. It can also provide the unemployed with ways to cope with the implications of their status, although this might only be on a diminutive scale of solutions (Holland, 2002:66). In societies whose socio-economic structure is mainly defined on its importance and division of labor, unemployed people are defined by what they are not. According to this definition they are not part of the structure that enables people to earn a living, feel productive and part of a structure of economic development, and/or experience positive feelings about being engaged in activities that they enjoy; i.e. living out vocational interests. Whether the causes of their unemployment are at the macro-economic level (some unemployment can be due to structural problems in an economy), or at the micro-economic level of the individual (e.g. lack of appropriate qualifications or skills), it would be normal to expect that unemployment would affect the individual and his or her behavior to a certain extent (Hartley and Freyer, 2009:51).

Recent research acknowledges the complexity of studying the problems of the unemployed. It is clear that modern studies do not always allow clear inferences about the relative importance of job loss and economic loss, or the importance of personality and past experiences that can have an influence on the behavior of the unemployed (Hartley & Freyer, 2009:61). Many studies try to measure indicators of psychological well-being and mental health, ranging from simple statements of life satisfaction and self-esteem to multidimensional measures of states of mind these are then statistically analyzed in relation to labor market status i.e. employment and unemployment (Axelson & Ejlertson, 2002:332). Most of them confirm the relationship between unemployment and psychosocial distress. Some of the studies (Klasen and Woolard, 2003:90) conclude that unemployment experiences are less difficult for unskilled people because

they have learnt to expect less of life than people who are better skilled. It is also speculated that youth would be more vulnerable and, therefore, much more affected than adults. Klasen, and Woolard, (2003:56) showed in a study with young unemployed people the importance of psychosocial support.

The overall conclusion was that of relative financial and psychological deprivation. Although quality of life was undoubtedly deprived, there was evidence that feelings of self-esteem and personal competence were not permanently harmed. The question arises as to whether many participants in the study did not expect less of life from having known only poverty and hardship. It was found that although the unemployed suffered from a lack of time structure, variety of social contacts, participation in a collective purpose, and lack of recognized social status and identity, consciously or unconsciously they made efforts to compensate for these shortcomings in their lives. It was also evident that unemployed adults experienced greater difficulties in retaining their social identity than did the youth. One of the more positive outcomes of Moller's (1992:88) study was the demonstration of self-reliance in many cases. This is an extremely important aspect and can be applied with great success in support circumstances. Disappointingly, it is reported in the next section that the Employment Services of the Department of Labour assist the unemployed youth in so far as registering them for unemployed benefits, if applicable, and placing them in skills programs for temporary periods of time.

The services do not offer any counseling support. Since the completion of the 1987-1988 survey South Africa has undergone a major socio-political transformation. No in-depth research on the unemployed youth has been conducted on this scale in the meantime. It is therefore important to plan a study of this nature again against the background of transformation and the rising levels of unemployment. Drug abuse and crime are major consequences that are mentioned in many studies of the unemployed. Conflicting views on the rates of drug abuse among the unemployed and employed exist. Many studies have major methodological flaws and make it difficult for

conclusions to be reached. Kandel (1980:341) indicated that the unemployed have the highest rates of use of most drugs, while Winton wrote that there is little evidence to support this view (Janlert & Hammerstrom, 1992:45). Interestingly enough Peck and Plant (1986:34) found no significant association between unemployment and alcohol consumption in youth, although there was a correlation between illegal drug use and unemployment. Janlert & Hammerstrom (1992:123) found a reciprocal relationship between unemployment and alcohol consumption in their study of unemployed youths. It would be noteworthy to try and determine what the relationship is between crime and unemployment in South Africa.

Although no in-depth studies have been conducted to determine this hypothesis, the speculation is that in a country with such high unemployment rates the correlation would be obvious. Information on the prison population as of 28 February 2001 showed that nearly a third (31%) of prisoners were under the age of 26 (South Africa Survey 2001/2002). However, Schonteich (In: South Africa Survey 2001/2002) stated categorically that there is no link between poverty or unemployment and crime levels. The researcher explains his statement through the example of the province of Gauteng, which has low unemployment yet one of the highest crime levels in the country.

#### **2.4. Youth Unemployment in Makhado Local Municipality**

According to Statistics South Africa, (2001), there were 632 961 unemployed people in the Limpopo Province from which 256 860 were unemployed males and 376 101 females. This census presented the ages of those unemployed as falling between 15 and 65 years. Recently the unemployment rate has decreased, as per the definition of unemployment in the Labour Force Survey (2006), from 34% to 32% of the population. As this research study was conducted in the Vhembe District, the researcher felt that it would be relevant to also highlight the state of unemployment in the Vhembe District. Vhembe District is one of the five districts in the Limpopo Province and has four municipalities, namely, Makhado, Thulamela, Messina and Mutale Local Municipalities.

The unemployment rate in these municipalities is although the Makhado Municipality is also predominately rural its unemployment rate is lower than that of the Mutale municipality. This is due to the dominance of rural areas and lack of facilities in the area. This is due to the fact that most of the inhabitants in the Makhado municipality are migrant workers who tend to look for employment in Limpopo Province and other parts of the country. From the statistics it is thus clear that there is a high prevalence of unemployment in the Vhembe District of the Limpopo Province.

## 2.5. Youth Unemployment in South Africa

According to the findings of the population census of 2001 published by Statistics South Africa, there were 6 824 075 unemployed females and males in the country on that stage. It was further indicated by Statistics South Africa (2001) that from these unemployed people a total number of 1 180 402 were youth distributed as follows: between the ages of 20-24 years there were 164 542 (13.9%) unemployed youth, between the ages of 25-29 years there were 130 996 (11.1%) unemployed youth and between 30-34 years there were 884 862 (75.0%) unemployed people. The majority of unemployed youth during 2001 were thus between the ages of 30 – 34 years. According to Triegaardt (2007:22) the March 2003 Labour Force (StatsSA, 2003) indicates that although the economy continues to create jobs at a modest pace, securing jobs for the rapidly increasing economically active population remains a policy challenge. Between February 2002 and March 2003, employment rose from 11.4 million to 11.6 million; at the same time the number of people seeking work rose from 16.1 million to 16.8 million. As a consequence, the unemployment rate (according to the strict definition of unemployment) reached 31.2 % in March 2003 which numbered over 5 million people (StatsSA, 2005). The strict definition of unemployment does not take discouraged work seekers into account. Using the expanded definition of unemployment [iii], the rate was 42.5 % which translated into 8.4 million people.

The economy is not creating sufficient jobs for work seekers. In any job market, there is both the “supply” side and the “demand” side. The job market requires skilled jobs, and the figures suggest that unskilled jobs are being shed. Seventy percent of South Africa’s unemployed youth are unskilled (Triegaardt, 2007:22). According to the Labour Force Survey (2006) there is however a decrease of unemployment from 29.4% in 2001 to 25.5% in 2006 as per definition of unemployment within the labour force context. The rate of unemployment amongst the youth, especially those who are educated have been addressed through the introduction of internship programmes within various government departments and young unemployed graduates are also given opportunities to gain more experience in their professions while also being given other incentives.

The census conducted by Statistics South Africa (2001) indicates that Africans are the Therefore their economic and social needs are indirectly addressed. Jones (1992:21) regards unemployment as “a chronic economic phenomenon which has been encountered in South Africa especially in the rural areas with factors such as poor educational status, lack of facilities, infra-structure and skills. Rural marginalization has impacted negatively on many people who are living below the breadline”. It seems thus as if the rate of unemployment is closely related to whether the population is situated either in, urban or rural areas. Perhaps this aspect can also be linked to the high rate of unemployment in the Limpopo Province and specifically the Vhembe District.

### 2.5.1 Nature of unemployment in South Africa

In order to understand the nature of unemployment in the South African context it is important to critically discuss a number of different variables which are closely related to this phenomenon. The most relevant variables in the context of unemployment that will be discussed are age, race, gender, and urban/rural distribution. 2.4.1 Age and unemployment Although unemployment is distributed over the whole age range, it seems as if “young people are more likely to be unemployed than older people” (Layard & Jackman, 1995:10). This statement is confirmed by the SSA census (2001), which

also maintains that the youth are more likely to be affected by unemployment than any other age group in the country.

The effect of unemployment on the youth is clearly stated by Haralambus and Holborn (2000:190) who mention that “unemployment disrupts the normal transition to adulthood. The young unemployed are denied the opportunity to become independent from parents and often experience long periods of poverty. They are denied the opportunity to take on family responsibility and planning for marriage is postponed”.

#### **2.5.1.1 Race and unemployment**

The census conducted by Statistics South Africa (2001) indicates that Africans are the racial group that was the most seriously affected by unemployment. According to Triegaardt (2007:22) most of the job losses are borne by African workers, and then by coloured workers. Borat (1999) as quoted by Triegaardt (2007:22) suggested that Africans and coloured workers' services are not in demand, but in contrast white and Asians workers are more likely to being demand due to their skills profile. Erasmus (1999:25) has the same viewpoint by stating that the reason of overrepresentation of the Africans and the under representation of others groups in the unemployment rates is due to a lack of knowledge and skills because “the White community is dominated by skilled people who are marketable because of their literacy level”. The other reason why Africans are the most severely affected by unemployment is because their population rate is higher than those of other racial groups.

#### **2.5.1.2 Gender and unemployment**

The unemployment rates among gender groups differ considerably. According to the census conducted by Statistics South Africa (2001), unemployment affects females more than males. Statistics showed that there were 3 703 933 (54.3%) unemployed females and 3 120 142 (45.7%) unemployed males. In South Africa in March 2005 the

unemployment rate for women was 31.4 % in contrast to men, which was 22.4% (StatsSA, 2006). If one looks at the unemployment rate in Limpopo Province, there were 376 101 (59.4%) unemployed females and 256 860 (40.6%) unemployed males during 2001 (Statistics South Africa, 2001). It is thus clear that there is an unequal distribution of unemployment between males and females in South Africa.

### **2.5.1.3 Education and unemployment**

According to the Statistics South African census (2001) most people who are unskilled have a lower chance of being employed compared to skilled ones, while unemployed job seekers largely stay unemployed because the unfilled vacancies often require certain skills. Klaasen and Wooland (1998:82) postulate that there are six categories of unemployment related to education, namely: Group A: Poorly educated rural unemployed (28%); Group B: Poorly educated unemployed (13%); Group C: Young unemployed with no labour market experience (36%); Group D: Long-term unemployed with no labour market experience (5%); Group E: Those with labour market experience and some education (15%); and Group F: Highly educated unemployed poor (1%). The linkage between unemployment and poor education is thus clear. It is difficult for South Africa to overcome unemployment as opportunities are only available in scarce skills professions, like civil engineering, nurses, accountants, etc. It is therefore important for the Department of Education and parents to encourage learners to enroll in careers that will make them marketable after completion of their studies. In conclusion, it is clear that the consequences of unemployment are often much more social than economic deprivation.

### **2.5.1.4 Urban/rural distribution of unemployment**

According to Erasmus (1999:27) provinces which are predominately rural are more affected by unemployment than those which are urban ones. Provinces like Kwazulu Natal with 1 523 214 unemployed people, the Eastern Cape with 907 984 unemployed

people, Limpopo with 632 961 unemployed people, Mpumalanga with 430 425 unemployed people and North West Province with 3583 035 unemployed people, are the worst affected by unemployment. This is confirmed by StatsSA (2007) which postulate that the highest rate of unemployment was found to be in Kwazulu-Natal, Eastern Cape, Free State and Limpopo with the lowest rate in the Western Cape. In the provinces such as Gauteng and North West, there has been a steady decline in the unemployment rate since 2003 (Triegaardt, 2002:23). The researcher contends that unemployment is a social problem which is closely related to the nature of the area where communities are situated.

The rural areas are the most affected by unemployment and poverty because they are situated far away from infra-structure such as good roads, telecommunication facilities, buildings and others which make development more easily achievable. In this regard Erasmus (1999:52) states that: Rural unemployment rates are higher than urban rates, in contrast to the pattern in most developing countries. This is due to the segregation policies of the apartheid era which consigned millions of Africans to live in "homelands", predominantly rural areas of poor land quality and little employment opportunity.

These homelands effectively became labour reserves from which permanent and even temporary movement to non-homeland areas was impeded by legislative and administrative rules. Thus high unemployment in much of rural South Africa took the form of waiting in the homelands for a formal sector job opportunity to arise outside. The types of unemployment will be discussed in the next section. This is important because types of unemployment guide social work practitioners when they engage in the development of programmes required to eliminate unemployment.

## 2.6 Youth unemployment in Africa

Kaufman, (1989:609) states that the process of job' search provides an important theoretical explanations for the existence of unemployment. He further states that regardless of whether the person seeking a job is a new entrant to the labour force, a

victim of a plant closing or a worker who wants to change jobs, imperfect information forces the job seekers to go from firm to firm in search of job openings and information regarding the rates of pay, working conditions and so on. For workers who are already employed, the search for better job involves a spell of unemployment only about 50% of the time.

seasonal fluctuations or offer few opportunities for upward mobility. The structural component of unemployment may also be important for younger workers and

In this situation the worker is usually able to search for a new job during off-work hours and after finding a satisfactory job, make the switch with no intervening spell of joblessness for workers who are laid off or just entering the labour market, however, the process of job search usually involves periods of unemployment as it takes time to fill out application forms at personnel offices, and interview with employers. Hutt, (1980:60) cited in Carline 1985] pointed out that 'imperfect knowledge about alternative job opportunities may lead worker to reject immediately available work, in the hope of finding a better job somewhere else.

According to Levitan, (1981:33) some unemployment and some shortages are to be expected in any dynamic economy, regardless of the level of labour demand. Job changes, plant shutdowns, the search for a first job, and seasonal swings all cause some temporary joblessness and underemployment, innovations or extremely large changes in demand may result in temporary shortages or surpluses of skilled personnel. Furthermore Levitan, (1981) states that discrimination also plays a role in the higher jobless rates of women and teenagers. A woman or teenager is more likely to be laid off than a man, more likely to be working part-time for economic reasons, and less likely to be in a high-income, high-status occupation. Higher unemployment among women and younger workers is expected because they are given lack of seniority, initial entry in the labour force, tendency to seek new jobs, or relative lack of experience. The incidence of unemployment is higher among women and is particularly severe for young workers even when high employment prevails. Frictional unemployment is higher for women and teenagers than for adult men, reflecting their greater likelihood of entering or leaving the

labour market. Most evidence for young people suggests that the young people are

labour force and the demands of school, marriage and childbearing. These frictions are not the only explanations, however.

Young workers and women are often restricted to entry-level job hat are frequently sensitive to seasonal fluctuations or offer few opportunities for upward mobility. The structural component of unemployment may also be important for younger workers and women; Mature women re-entering the labour force after raising children may find their skills outmoded. Among young workers the steady erosion of unskilled entry level jobs probably has been very important, especially for school dropouts whose unemployment rates may be more than twice those of their peers who graduated from high school (Levitan 1981:35). Perry, (1974:36) in his research findings for African Secondary school leavers states that many African secondary and nigh school leavers experience difficulty in finding employment above the level of unskilled and semi-skilled occupations.

Furthermore, Perry, (1974) stated that most of youth who were unemployed did not seek work immediately after they left school. He also viewed that youth delayed seeking employment because they did not yet have work seeker permits. Perry, (1974) in his research findings also stated that they (youth) delayed looking for work because they were uncertain as to what sort of work to apply for. Some youths appear after an initial period of actively seeking employment to have become disillusioned. They resort to 'waiting for tips' from friends or relatives who are in employment and who, youths hope, will be able to inform them of vacancies when they occur at their places of employment.

According to Moore, (1983:120) young people, women, and non white workers tend to be disproportionately unemployed, and unemployment picture for these groups has worsened somewhat in the last 20-30 years, particularly for teenage workers. Furthermore, More (1983) views that these young people are simple not provided with equal employment opportunities, particularly in the more pleasant and secure primary labour markets. Most evidence for young people suggests that the young people are

more likely to be unemployed because young workers, the post-war baby boom led to a flood of new labour market entrants in the 1960's and 1970's. Those with few skills were forced more and more into the intermittent employment situations of the secondary labour market, where non whites already predominated. Young workers particularly are in and out of the labour market more frequently as they shop around for jobs, and women as a group tend to move in and out of the market more often for personal and family reasons. When viewing unemployment, the neoclassical theory of unemployment state that at root, the cause of unemployment in this model is a wage rate that is too high to clear the market for labour. This disequilibria in the labour market arises because the wage rate being paid to labour exceeds the market-clearing equilibrium wage. Keynes's work in the mid 1930's provided an alternative explanation for the cause of unemployment and a different set of 'policy prescriptions.

According to the job search theory, most unemployment is voluntary and occurs because the returns to job search exceed the returns to remaining employed, accepting a new job, or dropping out of the labour force. When an unemployed, individual continue to engage in job search until they receive an employment offer whose compensation exceeds the returns to continued search. The prediction from this model is that the duration of unemployment will increase as the public part of the wage increase (Watchel;1988:263) In the late 1960's and early 1970's a new theory of the labour market arose that extends this insight further : the dual-labour-market theory. The unemployment problem that the dual-labour-market analysis seeks to explain is similar to the one that structural theorists tackled. The dual-labour-market theory posits the existence of two separate labour markets, there is mobility within each market but restricted mobility between the markets.

## 2.7 Youth Unemployment as a global problem

Unemployment must not be viewed as only a South African issue as it is a problem in other countries throughout the world as well. According to the International Labour

Organization's Yearbook of Labour Statistics (1996) of the 30 countries with an unemployment definition similar to South Africa's, 17% have an employment rate higher than 24%. In Europe countries like Spain, Finland, Norway, Sweden and Germany all experienced increases in unemployment rates of 3% to 13% between 1986 and 1995. According to Triegaardt (2007:24), at present, the United States has a very low unemployment rate in contrast to South Africa.

The unemployment rate for June 2005, was in the single digit figures, that is, 5 percent, according to the US Bureau of Labor Statistics, 2005. She further notes that these unemployment rates do not take into consideration the people who have given up seeking employment, and those who operate in the informal sector, or are under-employed. Apparently the number of job opportunities is decreasing not only in specific countries but also globally. In this regard Voster (1992:27) states that "unemployment is a world-wide phenomenon experienced lately also by the newly converted previously socialist or communist countries. The developing world always had to contend with the problem".

Coles, (1985) is of the view that there are many factors that can contribute to the high rate of youth unemployment. Beside these types or reasons of unemployment that have been mentioned above, various scholars who have conducted research on youth unemployment viewed several factors.

### 2.7.1 Youth unemployment in Britain

In view of the causes of youth unemployment Coles (1988:54) states that youth unemployment can be influenced by segmentation of labour market. He viewed this segmentation of labour market in terms of local labour market and national labour market. For jobs at lower levels, recruitment is confined to the local area, and jobs at high level which require skills and qualifications, recruitment is confined to the national labour market. Furthermore, Coles, (1985) pointed out that this distinction between local

and national labour market can limit the choice of young people in getting jobs. According to Allen, (1986:45) youth unemployment is caused by jobs that demand workers with skills or other attributes not usually possessed by young people, and that young people have failed to adapt to this situation.

Ashton, (1990:135) also pointed out that recruitment of youth in the labour market is first considered as part time jobs or workers, and youth can be retrenched at any time. Ashton and Maguire state that labour market segmentation provides a very different conceptualisation of the labour market. There is competition between young people and adults restrict their chances of being employed. The above mentioned authors identified three possible modes of competition:

- Where competition is restricted to young people. As adults are excluded from competing this provides young people with a sheltered point of entry. For Example, apprenticeship has age restrictions on entry. In 1985 these accounted for approximately 20% of the jobs entered by young people, although these are not the only jobs with age restrictions on entry;
- Where competition is restricted to adults. At the point of entry to the organisation such jobs are closed to young people. This is often the case with respect to semi-skilled and unskilled jobs in manufacturing industry where employers seek to recruit married adult with family responsibilities. Estimates suggest that over 50% of such jobs are closed to young people.
- Where young people compete directly with adults.

Furthermore, Banks, (1988:16) pointed out that another major socio-demographic This creates exposed points of entry to the labour market for young people. It has been most clearly articulated in the work a sociologist, David Raffe, (1987:24). He argues that young people are broadly in the same labour market(s) as adults. Age discrimination and where employers do discriminate in terms of age they do so flexibly. Raffe specifies three factors which affect employers decision in this respect. These are:

- The training costs associated with recruiting inexperienced young people.
- Young people's personal and behavioural characteristics, which are often regarded as undesirable in comparison with those of adults.
- The relative wage costs of young people.

For those reasons, young workers are regarded as less employable than adults and hence occupy the rear of the job queue. In times of high unemployment employers may discriminate against youths, possibly because of their personal and behavioural characteristics, as a plentiful supply of experienced adults is available. Indeed, Robert et al. (1986) found that during the recession, in those jobs where youths and adults competed employers opted for the experienced adults.

However, at group level, the underlying sources of age segmentation continue to operate, leading employers to exclude youths from many jobs and preferring them for others. By comparison, United Kingdom as compared to France and Germany, youth unemployment increased by 21.5% in 1985. It is also revealed that the youth unemployment rate is higher than adults unemployment rate because it takes time to find the most suitable job. The number of young people aged 15-19 increased between 1970 and 1982, exacerbating the problem of rising youth unemployment. According to Banks and Hinahp, (1980), the unemployment in youth is exacerbated by the lack of qualification, the unemployed young people spent about 60% of their time since they left school.

Furthermore, Banks, (1988:16) pointed out that another major socio-demographic category influencing youth's entry into the labour market is ethnicity. Discrimination combined with the concentration of ethnic minorities in economically run-down areas means that coloured youth enter inferior quality jobs and experience more unemployment than their white counterparts. Roberts, (1984:47) pointed out that recession has victimized young people in three ways. First, when firms trim workforces, recruitment are reduced or halted, which is particularly frustrating for newcomers to the

labour market, like school leavers. Second, when profit margins are squeezed, training is often one of the luxuries to be pruned.

Firms realize that this economy threatens their long term prospects, but when short-term survival is at risk all possible cutbacks are considered. Third, when general unemployment is high, young job seekers face strong competition from older experienced workers. Some school-leavers' jobs, including apprenticeship, are sheltered because adults are ineligible. Furthermore, Roberts states that other jobs are closed to young people who are considered immature and irresponsible, unsuited to heavy work, excluded by health, safety and other protective legislation, or because alcohol, driving and/or shifts are involved. The majority of jobs open to young people are also open to adults, and the latter often win the favour of employers, many of whom have become highly critical of school-leavers. White and McRae, (1989:59) state that young unemployment is highly influenced by the lack of qualifications. They further pointed out that different kinds of selection in selection process are involved; that is:

- When leaving school (or a period of post-school training) qualifications may affect the chances of going into employment as opposed to going into employment.
- Qualifications may influence the type of employment entered; and different types of employment may be prone to different risks of unemployment.
- Within all or most types of employment, those young people with less qualifications may be more at risk of becoming unemployed than those with more qualifications.
- Within unemployment, those with qualifications may have high chances of being selected into new jobs than those without qualifications.

There have been a variety of studies which have attempted to determine those factors which influence youth unemployment in Britain. The descriptive study by Casson, (1979), and the econometric analysis using time series data by Layard, (1982), Makeham, (1980), and Metcalf, (1979) stress the importance of demand conditions as a

primary determinant of youth unemployment. They argue that young workers are particularly hard hit by cyclical changes in the economy because of their concentration in low skill groups.

There studies have also shown that while the increase in the youth population due to the 'baby boom' [has had some impact on their current high rates of unemployment, this effect has been minimal. In addition to these factors, recent studies by Lynch and Richardson, (1982:67) and Wells, (1983:12) have pointed out the potential importance of relative employment costs of young workers to adults-workers. Studies such as Daniel and Stilgoe (1977:45), Jones (1983:55), and Macleod, Main and Raffe, (1983:124) have concentrated on analysing the characteristics of unemployed young people using survey data. Some of these studies have found that educational qualifications and part-time work experience prior to leaving school are important determinates of the probability of being unemployed.

They also find a high degree of labour market segregation in young male and female employment. Lynch, (2012:77) identified some of the relevant variables which may influence the probability of a young person being unemployed. He grouped these variables into three broad categories that is; individual characteristics, local environmental conditions, and work history. Lynch further states six variables which fall into individual characteristics category that is ethnicity, appearance, extent of education, comprehension, ability to express oneself and health. If there is discrimination in the labour market non-whites may experience both high incidence and longer duration of unemployment they are therefore more likely to be found in the stock of the unemployed. Those young people who do not take any exams before leaving school may have greater difficulty in obtaining their first and subsequent employment, especially if employers use exams as a signa) of potential productivity.

This type of statistical discrimination could also be relevant for the interpretation of the appearance, expression and comprehension variables. Finally poor health could have

an influence on the probability of being unemployed for at least two reasons. First, illness after leaving school will mean that the young person has not accumulated as much valuable work experience. Second, employers may be concerned about hiring and training an individual with a poor health record since this could imply a high absentee rate and consequently lower productivity. The second category stated by Lynch is environment. This category contains three variables that is the borough of residence, the occupation of the head of the household and unemployment amongst other members of the respondent's household.

The municipality of residence may affect the ability to find a job for several reasons. If an individual is living in a borough which has a depressed local labour market and high transport costs to those areas with more opportunities he or she may be unwilling (or unable) to look for employment in other areas. Also, it may be more difficult to obtain information about potential employment possibilities outside the local labour market. Furthermore, Lynch stated that those young people living in areas within a borough with limited transport are much more constrained in their employment opportunities than those living in areas with excellent transport.

Another reason why the borough of residence may be significant is that it proxies for poor quality education, poor housing, or lack of community services, all of which contribute to a general alienation from society and the world of work.

A second variable which may affect the motivation of the young person is the presence of unemployment amongst other members of the household. This may make the young person feel more discouraged about his or her own chances of finding employment.

## 2.8 Types of unemployment

In order to categorize the different types of unemployment the researcher used Voster's (1992:5-14) categorization of types of unemployment namely, structural unemployment,

demand-deficient/ cyclical unemployment and seasonal unemployment. Each category will be briefly discussed.

Voster (1992:7) explains that seasonal unemployment is caused by a decline or

### 2.8.1 Structural unemployment

Structural unemployment exists “when there is a mismatch between the skills demanded and supplied in a given area or imbalance between the supplies and demands for workers across areas” (Voster,1992:7). This refers to the fact that unemployment has a pattern or structure, arises due to lack of certain skills or and is distributed in certain areas, regions and/or localities. According to Halambos and Holborn (2000:743) structural unemployment occurs when “jobs are available and there are workers seeking employment, but the workers do not match the jobs”. Unemployed job seekers thus stay unemployed because the unfilled vacancies require skills they do not have or are needed.

### 2.8.2 Demand-deficient/Cyclical unemployment

Demand deficient or cyclical unemployment exists because there is a deficiency i.e. there is no growth either in supply or demand (Voster, 1992:8). Haralambos and Holborn (2000:743) explain this type of unemployment by saying that it occurs when “the number of unemployed far exceeds the number of vacancies: the supply of labour exceeds the demand for workers by employers”. This is pertinent to South Africa where many people who are looking for jobs are shocked to experience that there are no vacancies. This may be ascribed to the fact that the products that are being produced are not in demand. This means that the industrial society cannot increase its supply due to a decline in growth. This indirectly affects the growth in supply as people are denied opportunities to be in the workplace as there is no demand from consumers. Voster (1992:13) concludes that this condition reflects a particular rapid increase in the labour supply which cannot be absorbed in the short term by the market.

### 2.8.3 Seasonal unemployment

Voster (1992:7) explains that seasonal unemployment is caused by a decline or deficiency of demand for labour. The deficiency is, however of relatively short duration and is predictable. It is also limited to work in certain industries. Agriculture is the most familiar example. Farmers employing labour will often employ regular or permanent workers for the full year and casual or seasonal workers at times of the year when there is a peak in a certain activity. Moller (1992:30) defines seasonal unemployment as "joblessness resulting from seasonal fluctuations in production and unemployment in fields such as recreation, tourism and construction". The major cause of unemployment in South Africa has been the inability of the economy to grow at a rate required to absorb a burgeoning labour force. In this regard Moller (1992:30) emphasizes that "seasonal stress" is an important dimension of poverty and inequality and has long been recognized as a feature of the livelihood of the rural poor in many contexts. For example, poor women who rely on agriculture in KwaZulu-Natal indicated that the months they struggled the most" were September, October, August and July. Although seasonal workers would prefer to work for longer periods of the year, unfortunately work is not always available. As such they are seasonally unemployed and this causes seasonal stress.

### 2.8.4 Frictional unemployment

Moller (1992:30) defines frictional unemployment as joblessness resulting from a time lag between the end of one job and the start of a new one. Voster (1992:5) states that frictional unemployment results from a matching process that takes place over time, as firms and would-be workers search for each other in labour markets where information is not easily available and in which individuals and firms are free to make their own best decision. People move as they wish and they quit their jobs for better wages. Firms on the other hand hire and retrenched as they wish and in this process there will always be

unemployed people for a certain period. The final section of this chapter discusses the effects of unemployment.

## 2.9 Effects of unemployment on youth

The impact of unemployment on the individual and family system is tremendous. In this regard the psychological, health, economic and social effects as well as the direct effects on the family and broader society will be briefly discussed.

### 2.9.1 Psychological effects

“Unemployment can be particularly stressful because it involves the loss of life in sustaining resources and losing a major social role which may affect the ability to carry out other social roles. The effects of unemployment manifest in a variety of psychological and physical symptoms such as worry, fatigue, lack of concentration, sleeplessness, feeling of loneliness and boredom amongst others” (Jones, 1992:42). Individuals who are affected by unemployment are often characterized by anger, depression and nervousness. For instance, War as cited in Winefield (1991:90) indicates that people who are from families affected by unemployment have symptoms of a low self-esteem, a higher depressive mood and greater negative mood than satisfied employed families. Moleke, (2003:715) also state that “work is not only physical and cognitive but there is also social, emotional, and motivational involvement in activities that produce. Employment provides an important base for the individual’s identity, self-esteem, and self-expression both in terms of family life and societal roles”. People work because work provides them with a sense of value and self worth as well as a purpose and direction in life. Unemployment takes away all these aspects and an individual is left with negative feelings about oneself, his or her family and the world.

### 2.9.2 Health effects

Ryan (2001:68) notes that “individuals/families affected by unemployment tend to live in unhealthy conditions and cannot afford to have the resources that are essential for good health, such as healthy food, transport, safe environment and warm clothing”.

Smith (1991) furthermore states that “people affected by unemployment tend to become less healthy in the body and mind and they are likely to die earlier through disease and suicide. There is an assumption that there is a close relationship between unemployment and physical and or mental health, which is associated with changes in blood pressure, depression, psychiatric illness and anxiety”. Unemployment impacts seriously on health when the poor cannot access proper medical services due to a lack of money or because they cannot buy nutritious food and proper clothing. Typically, people living in poor conditions, such as informal settlements, tend to be affected by illness.

### 2.9.3 Social effects

Mlatsheni and Rospabe (2002:65) argues that: Unemployment reduces social support. Social interaction, social compassion and rendering social services are often mentioned as motives for working, even if there is no financial need to work. The fact of being employed plays an important role in the individual society, the type of job, the status and lastly self-esteem. Lowered self-esteem, dependence on others and inability to provide for self and others are important negative experiences of unemployment. Smith (1991:97) indicates that: Income from work provides freedom and control outside work. In particular, it creates the possibility of engaging in social activities that cost money.

Work gives people a sense of identity of who they are and what their role in society is. It is a source of relationships outside the family. Unemployment tends to reduce social contacts. Moller (1992:81) adds that there is evidence that unemployed people tend to withdraw from community activities. For the jobless there is no longer any need to

participate in the regular round of activities and social relationships attached to the work role. Owing to financial constraints activities outside work are often curtailed as well. A vicious cycle occurs when the unemployed become depressed as a result of the shrinkage of their social world. Their low spirit prevents them from actively seeking to enlarge their circle of friends and re-engage in new activities to improve their morale. Haralambos and Holborn (2000:751) note that the longer the person is out of work, the greater his/her financial hardship is likely to be, as savings are eaten up and financial problems mount so that the person often ends up withdrawing him/herself from the social mainstream of the society.

#### 2.9.4 Economic effects

Regarding the economic effect of unemployment Voster (1992:64) mentions that: Financial reward not only provides for physical needs but also helps to satisfy higher-order needs such as status, acceptance and promotion. A basic striving in people is to live meaningful lives and to realize their goals, especially the purpose of being part of the industrial society. Work is central to these aspirations and expectations. Unemployment thus not only impacts negatively on the above-mentioned aspects but individuals who do not earn an income due to unemployment cannot provide for their physical needs and necessities. It contributes to poverty as May (2000:5) confirms by stating that: Lack of employment is a significant contributor to poverty. There is a strong link between unemployment and poverty. Living in poverty exposes individuals and families to high levels of stress. Poverty is viewed as one factor having a negative influence on the upbringing and education of children. Children from families affected by unemployment suffer from low self-esteem and self-actualization. The stress of poverty leads to physical and mental illness, as well as shaping negative behavioural choices.

### 2.9.5 Unemployment and family disorganization

Describing the effects of unemployment, Voster (1992:64) says: Unemployment and poverty have been contributory factors in family disorganization. The head of the family due to unemployment leaves the family to seek a job far from his/her family. The children are left without supervision or care of an elderly person. As a result, school bunking, and ultimate desertion, child abuse and drug abuse are the consequences these families experience. Several studies have shown that unemployment and various hardships resulting from loss of income can affect the stress felt by individual family members". Additionally Blackburn (1992:101) notes that: Majority of men, especially those with traditional values, view their roles as providers of the family. Loss of a job thus may mean the loss of a socially desirable role for that person.

Children with fathers affected by unemployment are more likely to perceive their fathers as less powerful, less supportive and less attractive figures when compared to their mothers who provide for the family". Unemployment also has a negative impact on marriage life. In this regard Voster (1992:64) notes that financial problems have been ranked as some of the highest contributors to conflict within a marriage. Unemployed individuals tend to be irritable, and when they experience difficulties within their poor relationships, they often select divorce, and/or separation as a solution. This however does not mean that individuals who are unemployed are more likely to separate than those who are employed.

There are individuals who were unemployed for periods of time who still lived happily with their loved ones. However, Moller (1992:82) states that "certainly unemployment and economic deprivation put family relationships to the test". The researcher wants to emphasize that family situations vary and the nature of family relationships prior to unemployment are often the decisive factor. Where domestic circumstances were positive from the onset, the family may continue to provide loving support for all its

members regardless of economic problems. For unhealthy family relations the situation may be far worse.

Unemployment is one of the biggest challenges facing South Africa. Apart from the economic crisis, it poses a serious threat to the political and social stability of the country. Individuals or families affected by unemployment

### **2.9.6 Effects of unemployment on society**

Mike (1995:251) mentions that a high rate of unemployment in a society leads to high rates of crime, alcohol and drug abuse and child abuse. It is possible that poverty rather than unemployment is responsible for increased delinquency. Individuals from families affected by unemployment experience a higher victimization rate than the employed in areas such as theft, breaking and entering, as well robbery with violence and assault. Unemployment is one indicator of generally negative economic conditions, since it increases in times of depression and decreases in times of prosperity.

Poor families often have a prevalence of domestic violence which includes spousal and children physical, emotional and sexual abuse. Belsky (1996:46) states that most abused children become abusive parents. Unemployment may be one of many conditions that increase the potential for abuse by increasing stress in risk families. That is, families suffering from a range of difficulties prior to job loss find that the changes caused by unemployment further reduce the parents' ability to cope with their children. In a nutshell it seems thus as if the effects of unemployment on individuals, families and societies are enormous.

It is crippling the economy of South Africa, not to mention the stability of families, especially in the rural areas. Unemployment is exacerbated by factors such as poor educational status, lack of facilities, infrastructure and skills. Unemployment also brings about deterioration in families. Unemployment can be considered particularly stressful because it involves the loss of life, sustaining resources and losing a major social role which may affect the ability to carry out other roles (Jones, 1992:98).

## 2.10 Conclusion

## CHAPTER 3

Unemployment is one of the biggest challenges facing South Africa. Apart from the personal suffering caused by unemployment, it poses a serious threat to the political and social stability of the country. Individuals or families affected by unemployment experience high levels of depression, anxiety other psychological difficulties and suffering from low self-esteem. Individuals affected tend to become less healthy in their bodies and minds and are likely to die earlier through disease and suicide. Unemployment is a complex phenomenon, which could be addressed through the involvement of different people and organizations.

### 3.2 Research design

A research design refers to the methodologies available for researchers to study certain phenomena (Mouton, 2006:266). This study will utilize both qualitative and quantitative research designs because it is aimed at factors that contribute to youth unemployment in Makhato local Municipality of Vhembe District. According to Mouton (2006:272), a case study aims at the exploration or in-depth analysis of phenomena.

An in-depth case study will be most appropriate for this project as it focuses solely on gaining better understanding of the individual case, which in this study is the factors that contribute to youth unemployment in Makhato local Municipality of Vhembe District.

## CHAPTER 3

### RESEARCH DESIGN AND METHODOLOGY

#### 3.1 Introduction

The aim of this chapter is to discuss the research design and the process of investigation based on the two research paradigms, namely the quantitative and the qualitative research paradigms (Leedy, 2001:89). A suitable research paradigm for this study was selected after the two paradigms were studied and discussed. A justification for the research paradigm chosen is provided. The data collection method including ethical measures is discussed. The procedure employed for data analysis is provided. In general, this chapter will illustrate an overall methodology together with the methods used to achieve the objectives of this research as stated in chapter one. It also describes the overall methodology adopted, population identification, sampling procedures and unit of analysis, the means to study site methods for data collection and analysis.

#### 3.2 Research design

A research design refers to the methodologies available for researchers to study certain phenomena (Mouton, 2005:268). The study will utilise both qualitative and quantitative research designs because it is aimed at factors that contribute to youth unemployment in Makhado local Municipality of Vhembe District. According to Mouton (2005:272), a case study aims at the exploration or in-depth analysis of phenomena.

An intrinsic case study will be most appropriate for this project as it focuses solely on gaining better understanding of the individual case, which in this study is the factors that contribute to youth unemployment in Makhado local Municipality of Vhembe District.

The study is based on social sciences theory because social science theories provide an explanation, a prediction and generalisation about how the world operates (Babbie and Murlton 2009:263) which in the study would be the factors that contribute to youth unemployment in Makhado local Municipality of Vhembe District.

### 3.3 Research Methods

Research methodology refer to the rationale and the philosophical assumptions that underlie a particular study (Babbie and Murlton, 2009:898). This is therefore, informed by both quantitative and qualitative approaches. Philosophically this study is influenced; its arguments are underlined by factors contribution to youth unemployment in rural areas of Vhembe District, Limpopo province: A Case study of Makhado Local Municipality..

#### 3.3.1 Quantitative research methodology

Quantitative research tends to be associated with measuring (Barnes, 1992:108). According to Bless, Smith and Kagee (2006:279), quantitative studies emphasise the use of numerical measures to arrive at specific findings. Data collection in quantitative research is accumulated by means of inanimate instruments such as scales, tests, surveys, questionnaires and computers (Babbie and Baxter, 2004:73). Creswell (1994:4) is of the opinion that because quantitative research is impersonal and experimental it is not suitable to study human phenomenon.

Quantitative research methods include the implementation of statistics to measure data. Statistics, according to Creswell (2008:244), are a very simple matter but are a powerful tool in the hands of the researcher who is able to view their nature and interrelationships more understandably. Through statistics, therefore the researcher is able to conceptualize what otherwise might be incomprehensible (Creswell, 2008:244) hence

the advantages of this study. The facts gathered from questionnaires were translated into tabular form. This was done so that the facts (statistics) would speak more clearly.

### 3.3.2 Qualitative research methodology

According to Creswell (2008:34) the qualitative methods advocate an approach to examining the empirical world, which requires the researcher to interpret the real world from the perspective of the subject of this investigation. Qualitative methods seek to understand phenomena in their entirety in order to develop a complete understanding of a person, programme or situation. Creswell (2008:16), states that qualitative research occurs in natural settings where human behaviour and events normally occur. Denzin, & Lincoln (2005:12), state that in qualitative research, the researcher tends to become involved with the phenomenon.

### 3.4 The study area

This study was conducted at Makhado Local Municipality. Makhado Local municipality is found in the Limpopo province. Its coordinates are 22°30`S and 29°30`S latitude and 30°30`E and 24°30`E longitude. Makhado Local municipality is situated at the foot of the densely forested Soutpansberg mountain range near the Zimbabwean, Botswana and Mozambique borders.

### 3.4 Population of the Study

Before the researcher conducts the study empirically, the researcher should identify and describe the group of people who have the characteristics relevant to the problem under investigation. Denzin & Lincoln (2005:116) describe the target population as the group of subjects to whom the findings of a given study will be generalized. Leedy, & Ormond (2010:103) also view population as the group of people the researcher would use to generalize the results of the study. The target population was unemployed youth

graduates, Department of Labour and youth councils (N = 2800) in Makhado Local Municipality.

### 3.6 Sampling

Leedy & Ormond (2010:42) mentions that the aim of sampling is to produce representative's selection of population elements. With regards to presentation, Mouton (2009:58) mention that a sample that is not representative of population, regardless of its size, is inadequate for testing purposes. In general, sampling makes it possible to estimate characteristics of a large group by examining the characteristics of smaller groups. The larger group is referred to as a population. The smaller group drawn from the population is called sample. This study was sampled the unemployed youth graduates, Department of Labour and youth councils in Makhado Local Municipality.

### 3.7 Sampling Methods

According to Mouton (2009:150), sampling method provide a wide range of methods that enable the researcher to reduce the amount of data needed to collect by considering only the data from sub-group rather than all possible cases. A purposive sample will be used for selection of a sample population. In this study purposeful method of sampling will be used so that individuals are selected because they have experienced of the central phenomenon. A purposive sampling technique was employed in selecting study participants. All participants in this study already meet the requirements and characteristics that the researcher needs as they are serving in different structures.

### 3.8 Sample Size of the study

Denzin and Lincoln (2005:68) state that a primary consideration in determining sample size is the methodology to be used. In some cases (for example focus group interviews

as was the case in this research) a sample of six or twelve subjects is adequate if they are representative of the population under study. Mouton (2009:60) concludes by stating that generally speaking, the larger the sample used the better. However a large un-representative sample is as meaningless as a small un-representative sample.

**Table 3.1: Population size of the study**

TARGET	STUDY POPULATION	STUDY SAMPLE
Unemployed youth graduates	1200	19
Youth councils	900	20
Department of Labour staff	25	40
<b>Total</b>	<b>2130</b>	<b>79</b>

### 3.9 Methods of data collection

Both primary and secondary data were used for this study. Secondary data was obtained from government publications, research publications and reports. Secondary data was collected through literature reviews aimed at identifying attributes. Primary data was obtained through questionnaires. Researchers usually utilize various methods to amass information about factors contributing to the youth unemployment in Makhado Local Municipality.

#### 3.9.1 Questionnaire Survey

A questionnaire is a document containing questions and other types of items designed to solicit information appropriate for analysis. Questionnaires are used primarily in survey research, but also in experiments, field research, and other modes of observation (Denzin and Lincoln, 2005: 258). During the field research for the study, a semi-structured questionnaire was used during interviews. Structured interviews improve the quality of the data by minimising measurement error, although respondents sometimes feel irritated by the unilateral nature of a structured questionnaire. The

questions for questionnaires consisted of close-ended questions such as scale questions, the unemployed youth, Department of Labour and youth organisation in Makhado Local Municipality had to mark their responses in the appropriate blocks, e. g.

- A = Strongly Agree
- B = Agree
- C = Uncertain
- D = Disagree
- E = Strongly Disagree

### 3.9.2 Open-ended interview

De Vos, Strydom, Fouché, and Delport (2002:34) defines an interview as a joint product of what interviewees and interviewers talk about together and how they talk with each other. Denzin and Lincoln (2005:60) contend that the purpose of conducting an interview is to probe beneath the surface of events, such as the behaviour of an individual, in order to explore the underlying process from which these events arise. Face to face individual interviews were conducted with individual the unemployed youth, Department of Labour and youth organisations in Makhado Local Municipality. This brought in-depth knowledge and information on the challenges and factors that contribute to youth unemployment in Makhado Local Municipality.

### 3.10 Data analysis

Mouton (2009:161) points out that the term 'analysis' basically means the resolution of a complex whole into the parts. It involves reducing to manageable proportions, the wealth of data that one has collected or is available. According to Denzin and Lincoln (2005:47), data analysis is the process of simplifying data in order to make it comprehensible. Earlandson, Harris, Skipper and Allen (1993:111) define data analysis as the process of bringing order, structure and meaning to a mass of collected data.

Paul and Jeanne (2010:101) say most ethical issues in research fall into one of four

The interview data was analyzed using content analysis which according to Creswell, (2008:394) is comparing of the words used in the answers of the respondents. Initially, the researcher studied the field notes, reduced the tapes into transcripts and carefully read through them. This was done to look for themes and similar ideas or responses to the questions posed to the respondents of which the respondent's information or speeches were translated into specific categories for the purposes of analysis. Steps on how to process and analyse qualitative data are documented by several authors who wrote on research methods. Firstly all the data must be transcribed. It must be read and re-read for the researcher to become familiar with the data, and notes must be made to capture recurring concepts, common themes, events and other patterns in the data. These are then labeled and referred to as open coding. Next the coded data must be sorted and categorized. Then the analyzed categories are ready to be written up in a report, or as in this case, a minor research project.

Statistical Product and Service Solution (SPSS) version 22.0 was used to analyse the questionnaires which were used to interview unemployed Parents, Youth, Department of Labour and children in Makhado Local Municipality. Quantitative studies emphasise the use of numerical measures to arrive at specific findings. The obtained information from questionnaires and interviews was first coded for each and every question and then entered in the Microsoft excel spreadsheet in words and number. Data from questionnaires was analysed by means of using tables and figures. The entered data from the spreadsheet was exported to the SPSS so that it could be analysed to yield the results.

Paul and Jeanne (2010:102) further say that any research study involving human beings should respect participants' right to privacy. Under no circumstances should a researcher report, either oral or written, be presented in such a way that one can become aware of how a particular participant has responded or behaved. In general, a researcher should ensure that the nature and quality of participants' performance strictly confidential.

### 3.11 Ethical consideration

Paul and Jeanne (2010:101) say most ethical issues in research fall into one of four categories which as the researcher will consider while conducting my research, these are as follows:

### 3.11.1 Protection from harm

A researcher should not expose research participants to unnecessary physical or psychological harm. Participants should not risk losing life or limb, nor should they be subjected to unusual stress, embarrassment, or loss of self-esteem. In cases where the nature of study involves creating a small amount of psychological discomfort, participants should know this ahead of time, and any necessary debriefing or counseling should follow immediately after the participation.

### 3.11.2 Informed consent

According to Paul and Jeanne (2010:101) when people are intentionally recruited for participation in a research study, they should be told the nature of the study to be conducted and given the choice of either participating or not participating. Furthermore, they should be told that, if they agree to participate, they should have the right to withdraw from the study at any time. Any participation in a study should be strictly voluntary.

### 3.11.3 Right to privacy

Paul and Jeanne (2010:102) further say that any research study involving human beings should be respect participants' right to privacy. Under no circumstances should a researcher report, either oral or written, be presented in such a way that others become aware of how a particular participant has responded or behaved. In generally, a researcher must keep the nature and quality of participants' performance strictly confidential.

## CHAPTER 4

### 3.11.4 Honesty with professional colleagues

#### DATA PRESENTATION, INTERPRETATION AND ANALYSIS

Researchers must report their findings in a complete and honest fashion, without misrepresenting what they have done or intentionally misleading others about the nature of their findings. And under no circumstances should a researcher fabricate data to support a particular conclusion, no matter how seemingly “noble” that conclusion may be. In this study, respondents were assured of anonymity and the information provided by the participants would be regarded as confidential unless agreed upon by the participant and the researcher.

### 3.12 Conclusion

This chapter has covered all issues concerning the overall research methodology adopted, population identification, sampling procedures and units of analysis, the means of access to study sites and methods for data collection and analysis. The issue of how data were collected and analysed were dealt with in this chapter. The next chapter deals with the interpretation and analysis of the collected data.

## 4.2 Analysis of data collected through questionnaires

The obtained information from questionnaires was first coded for each and every question and then entered in the Microsoft excel spreadsheet in words and number. Data from questionnaires was analysed by means of using tables. The entered data from the spreadsheet was exported to the SPSS so that it could be analysed to yield the results.

## CHAPTER 4

### DATA PRESENTATION, INTERPRETATION AND ANALYSIS

#### 4.1 Introduction

Chapter four begins with an explanation of how the ordinal data in the survey was displayed and analysed. The “Strongly Disagree” and “Disagree” number of responses for each question was added together; likewise with the “Agree” and “Strongly Agree” sub-continuum. The total average of all the responses in the survey for the disagree and agree number of responses were calculated. The resulting averages were then taken as a standard response, against which, all the survey responses (for all question responses and sub-category averages) are displayed for comparison purposes.

The interpretation and discussion of results was supported by tables, which clearly display the survey data that was being analysed within each sub-category. Specific explanations with regards to the validity test. For analysis purposes, all questionnaire responses were found to be reliable. The chapter concludes with a summary of all the discussions regarding retention issues in tabular form, indicating which of the responses reflected are below.

#### 4.2 Analysis of data collected through questionnaires

The obtained information from questionnaires was first coded for each and every question and then entered in the Microsoft excel spreadsheet in words and number. Data from questionnaires was analysed by means of using tables. The entered data from the spreadsheet was exported to the SPSS so that it could be analysed to yield the results.

#### 4.2.1 Biographical profile of respondents

One of the questions articulated in the questionnaire was to determine the demographic profile of the respondents; this was presented in a manner in which the percentages of males could be compared to the percentages of females. In doing so, the gender in the majority could easily be identified, as well as generally determining the sum total of the whole population.

**Table 4.1: Distribution of respondents by gender**

SEX	Frequency	Percentage
Male	36	46.2
Female	43	53.8
<b>Total</b>	<b>79</b>	<b>100%</b>

Table 4.1 reflects that out of the 79 questionnaires which were distributed. The table shows that (54.2%) were females while (45.8%) were males; hence the majority of respondents were females. This shows that females were more responsive to meetings than males. Females show concern to the future of their children than males. Again it shows that men are less concerned about education due to the security which they have in their families and at their work places. When the security declines, they will start to realize the value of education for themselves and for their children.

**Table 4.2: The frequencies and percentage of respondents by parents' education level**

level	Frequency	Percentages
University	1	1.1
College	5	6.7
Secondary school	38	47.8
Primary school	26	33.3
Do not go to school	9	11.1
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.2 shows the frequencies and percentage of respondents by parents' education level. Almost half of their parents had their education up to secondary level, which was 47.8 percent followed by primary school with 33.3 percent. While, 11.1% had their parents' did not attend school, 6.7 percent (5 respondents) and 1.1 % had their parent' education level at colleges and universities.

**Table 4.3: Frequency distribution of subjects by age groups**

	Frequency	percentage
15-25	32	40
26-35	24	30
26-45	20	26
46 and above	3	4
<b>Total</b>	<b>79</b>	<b>100</b>

Most respondents in the study sample fell within 15-25 years age range. They made 40% of the sample. Only 30 percent of the sample was between 26-35 years of age. Respondents of various ages were well distributed in the final study sample.

**Table 4.4: Respondents income**

	Frequency	Percentage distribution (%)
Strongly agreed	29	40
R100-R1000	32	10
R1000-R2000	8	36
R2000-R5000	28	10
R5000-R10 000	8	4
R10 000 Plus	3	
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.4 shows that the participants' income varied with income source. A significant part of participants with the lowest income (50%) depended on piece job whilst 14% of this income category depended on remittances and 11% depended on child grant. Most of the high income participants depended on monthly salaries.

This study found out that the majority of participants had an income in the range of R100-R2000 (Table 4.4). This shows a high degree of income inequity where very few people have high incomes while many are poor. Of those who were formally employed, the highest incomes were for those who work in the public sectors representing only 50% of the total population.

#### 4.2.2 Factors that contribute to youth unemployment

The table below were discussed the data interpretation collected during questionnaire interview with the factors that contributed to youth unemployment in Makhado Local Municipality.

**Table 4.5: Unemployment is one of the biggest challenges facing South Africa**

	Frequency	Percentage
Strongly agreed	29	36.7
Agreed	37	46.8
Neutral	6	7.6
Disagreed	5	6.3
Strongly disagreed	2	2.5
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.5 indicates that 6 respondents which constituting 7.6 percent of the total sampled did not answer the question it is Neutral. The respondent may not have seen this question, been uncomfortable answering the question or be unsure if unemployment is one of the biggest challenges facing South Africa. Nearly 85 percent of the total sample thought that it was strongly agree with the statement that Unemployment is one of the biggest challenges facing South Africa while just over 8.8 percent thought this disagreed with the statement. This means that 7 participants are not aware that unemployment is one of the biggest challenges facing South Africa which again, given the educational demographic of the sample is quite worrying.

**Table 4.6: High rate of unemployment in South Africa is one of the most pressing socio-economic challenges facing government**

	Frequency	Percentage
Strongly agreed	22	27.8
Agreed	29	36.7
Neutral	9	11.4
Disagreed	14	17.7
Strongly disagreed	5	6.3
<b>Total</b>	<b>79</b>	<b>100</b>

Unemployment is one of the biggest challenges facing South Africa. Table 4.6 also support this idea as 51 respondents constituting 63.8% of the total sample is strongly agree with the statement that High rate of unemployment in South Africa is one of the most pressing socio-economic challenges facing government. This idea is not supported by all as 19 respondents constituting 24% of the total sample disagreed with the statement while 9 respondents constituting 11.4% were neutral the statement due to the lack of the information. And therefore majority of the respondents (63.8%) agreed with the statement that high rate of unemployment in South Africa is one of the pressing socio-economic challenges facing government.

**Table 4.7: Unemployment is associated with social problems such as poverty, crime, violence, a loss of morale, social degradation and political disengagement**

	Frequency	Percentage
Strongly agreed	28	35.4
Agreed	26	32.9
Neutral	10	12.7
Disagreed	11	13.9
Strongly disagreed	4	5.1
<b>Total</b>	<b>79</b>	<b>100</b>

There are various problems caused by high unemployment rate. Table 4.7 also indicate that 54 respondents constituting 68.3 % of the total sample agreed with the statement that unemployment is associated with social problems such as poverty, crime, violence, a loss of morale, social degradation and political disengagement while only 10 respondents constituting 12.7% were neutral with the statement due to the lack of the information. And again 15 respondents constituting 19% of the total sample strongly disagreed with the statement the statement that unemployment is associated with social problems such as poverty, crime, violence, a loss of morale, social degradation and political disengagement and it was a clear demonstration of lack of information of how is unemployment is associated with social problems.

**Table 4.8: Employment is not only about earning an income it also promotes dignity, independence, achievement and innovation**

	Frequency	Percentage
Strongly agreed	23	29.1
Agreed	23	29.1
Neutral	2	2.5
Disagreed	10	12.7
Strongly disagreed	21	26.6
<b>Total</b>	<b>79</b>	<b>100</b>

As pointed previously unemployment is associated with social problems such as poverty, crime, violence, a loss of morale, social degradation and political disengagement. Table 4.8 also support this idea as 46 respondents constituting 58.2 % of the total sample strongly agreed with the statement that employment is not only about earning an income it also promotes dignity, independence, achievement and innovation while 2 respondents constituting 2.5% of the total sample were neutral. And again this idea is not supported by all as 31 respondents constituting 39.3% of the total sample strongly disagreed with the statement that employment is not only about earning an income it also promotes dignity, independence, achievement and innovation something which could have been influenced by lack of knowledge with regard to the importance of employment.

**Table 4.9: Young people are particularly disadvantaged in the labour market**

	Frequency	Percentage
Strongly agreed	21	26.6
Agreed	40	50.6
Neutral	4	5.1
Disagreed	10	12.7
Strongly disagreed	4	5.1
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.9 shows that 61 respondents constituting 77.2% of the total sample strongly agreed with the statement that young people are particularly disadvantaged in the labour market while 4 respondents constituting 5.1% percent were neutral it was a clear demonstration of lack of information of how young people are particularly disadvantaged in the labour market. Only 14 respondents constituting 17.8% of the total sample strongly disagreed with the statement that young people are particularly disadvantaged in the labour market. And therefore majority of respondents (77.2%) was agreed with young people are particularly disadvantaged in the labour market.

**Table 4.10: The problem of youth unemployment in South Africa is acute and has worsened significantly over the last two years as a result of the recession**

	Frequency	Percentage
Strongly agreed	18	22.8
Agreed	38	48.1
Neutral	8	10.1
Disagreed	9	11.4
Strongly disagreed	6	7.6
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.10 also support this idea as 56 respondents constituting 70.9% of the total sample strongly agreed with the statement that the problem of youth unemployment in South Africa is acute and has worsened significantly over the last two years as a result of the recession while 8 respondents constituting 10.1% were neutral the statement due to the lack of the information. Contrary to that 15 respondents constituting 19% of the total sample strongly disagreed with the statement that the problem of youth unemployment in South Africa is acute and has worsened significantly over the last two years as a result of the recession and this is a clear indication of the lack of knowledge by a certain group of people.

**Table 4.11: Unemployed young people tend to be unskilled and inexperienced.**

	Frequency	Percentage
Strongly agreed	28	35.4
Agreed	21	26.6
Neutral	11	13.9
Disagreed	8	10.1
Strongly disagreed	11	13.9
<b>Total</b>	<b>79</b>	<b>100</b>

As pointed previously young people are particularly disadvantaged in the labour market. Table 4.11 also support this idea as 54 respondents constituting 62% of the total sample strongly agreed with the statement that Unemployed young people tend to be unskilled and inexperienced while 11 respondents constituting 13.9% were neutral due to the lack of the information. And again this idea is not supported by all as 18 respondents constituting 24% of the total sample strongly disagreed with the statement that Unemployed young people tend to be unskilled and inexperienced and this is a clear indication of the lack of knowledge by a certain group of people.

**Table 4.12: Inexperience is a particular drag on employment prospects**

	Frequency	Percentage
Strongly agreed	11	13.9
Agreed	26	32.9
Neutral	16	20.3
Disagreed	19	24.1
Strongly disagreed	7	8.9
<b>Total</b>	<b>79</b>	<b>100</b>

As it was indicated previously unemployed young people tend to be unskilled and inexperienced. Tables 4.12 also support this idea as 37 respondents constituting 46.8% of the total sample strongly agreed with the statement that inexperience is a particular

drag on employment prospects. This idea is not supported by all as 26 respondents constituting 33% of the total sample strongly disagreed with the statement that inexperience is a particular drag on employment prospects while 16 respondents constituting 20.3% were neutral and it is therefore due to lack of information about the importance of employment experience.

**Table 4.13: Unemployment is a significant event**

	Frequency	Percentage
Strongly agreed	22	27.8
Agreed	28	35.4
Neutral	13	16.5
Disagreed	13	16.5
Strongly disagreed	3	3.8
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.13 also supports this idea as 50 respondents constituting 63.2% of the total sample strongly agreed with the statement that unemployment is a significant event. This idea is not support by all as 16 respondents constituting 33% of the total sample strongly disagreed with the statement that unemployment is a significant event while the neutrality demonstrated by 13 respondents who constituted 16.5 % of the total sample reveals confusion by the respondents who were in the minority.

**Table 4.14: Unemployment and its negative effects on families is a worldwide problem**

	Frequency	Percentage
Strongly agreed	13	16.5
Agreed	29	36.7
Neutral	10	12.7
Disagreed	16	20.3
Strongly disagreed	11	13.9
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.14 also supports this idea as 42 respondents constituting 53.2% of the total sample strongly agreed with the statement that unemployment and its negative effects on families is a worldwide problem. This idea is not support by all as 27 respondents constituting 34.2% of the total sample strongly disagreed with the statement that unemployment and its negative effects on families is a worldwide problem while 10 respondents constituting 12.7% were neutral and this could be necessitated by lack of knowledge and misconception by a group of people in the community.

**Table 4.15: South African unemployment is highly concentrated among the youth**

	Frequency	Percentage
Strongly agreed	17	21.5
Agreed	39	49.4
Neutral	13	16.5
Disagreed	9	11.4
Strongly disagreed	1	1.3
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.15 also supports this idea as 56 respondents constituting 70.9% of the total sample strongly agreed with the statement that South African unemployment is highly concentrated among the youth. This idea is not support by all as 10 respondents

constituting 12.7% of the total sample strongly disagreed with the statement that South African unemployment is highly concentrated among the youth while 13 respondents constituting 16.5% were neutral this could be necessitated by lack of knowledge in the community.

**Table 4.16: Successful job search through such social networks requires good-quality networks**

	Frequency	Percentage
Strongly agreed	22	27.8
Agreed	34	43.0
Neutral	8	10.1
Disagreed	12	15.2
Strongly disagreed	3	3.8
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.16 also support this idea as 56 respondents constituting 70.8% of the total sample strongly agreed with the statement that Successful job search through such social networks requires good-quality networks while 8 respondents constituting 10.1% were neutral. This idea is not supported by all as 15 respondents constituting 19% of the total sample strongly disagreed with the statement that Successful job search through such social networks requires good-quality networks and this is a clear indication of the lack of knowledge by a certain group of people.

**Table 4.17: The effects of unemployment on the community headed by unemployed youth result in high rates of child neglect, domestic violence, and teenage pregnancy**

	Frequency	Percentage
Strongly agreed	31	39.2
Agreed	35	44.3
Neutral	7	8.9
Disagreed	3	3.8
Strongly disagreed	3	3.8
<b>Total</b>	<b>79</b>	<b>100</b>

The effects of unemployment on the community headed by unemployed youth result in high rates of child neglect, domestic violence, and teenage pregnancy. Table 4.17 also support this idea as 66 respondents constituting 83.5% of the total sample strongly agreed with the statement that the effects of unemployment on the community headed by unemployed youth result in high rates of child neglect, domestic violence, and teenage pregnancy while 7 respondents constituting 8.9% were neutral due to lack of information. And again this idea is not supported by all as 6 respondents constituting 7.6% of the total sample strongly disagreed with the statement that the effects of unemployment on the community headed by unemployed youth result in high rates of child neglect, domestic violence, and teenage pregnancy

	Frequency	Percentage
Strongly agreed	18	22.8
Agreed	35	44.3
Neutral	11	13.9
Disagreed	12	15.2
Strongly disagreed	3	3.8
<b>Total</b>	<b>79</b>	<b>100</b>

As pointed previously high unemployment rate is the most serious socioeconomic challenges facing South African government. Table 4.17 also support this idea as 66

**Table 4.18: Social problems are conditions which are not wanted in communities, such as the prevalence of unemployment**

	Frequency	Percentage
Strongly agreed	20	25.3
Agreed	25	31.6
Neutral	11	13.9
Disagreed	14	17.7
Strongly disagreed	9	11.4
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.18 also support this idea as 45 respondents constituting 56.9% of the total sample strongly agreed with the statement that Social problems are conditions which are not wanted in communities, such as the prevalence of unemployment. This idea is not support by all as 23 respondents constituting 29.1% of the total sample strongly disagreed with the statement that while 11 respondents constituting 13.9% were neutral something which could have been influenced by lack of knowledge with regard to what Social problems are conditions which are not wanted in communities, such as the prevalence of unemployment.

**Table 4.19: Unemployment experiences are less difficult for unskilled people**

	Frequency	Percentage
Strongly agreed	18	22.8
Agreed	35	44.3
Neutral	11	13.9
Disagreed	12	15.2
Strongly disagreed	3	3.8
<b>Total</b>	<b>79</b>	<b>100</b>

As pointed previously high unemployment rate is the most pressing socio-economic challenges facing South African government. Table 4.19 also supports this idea as 53

respondents constituting 67.1% of the total sample strongly agreed with the statement that unemployment experiences are less difficult for unskilled people. This idea is not supported by all as 15 respondents constituting 19% of the total sample strongly disagreed with the statement that unemployment experiences are less difficult for unskilled people while 11 respondents constituting 13.9% were neutral and it is a clear demonstration of lack of information the lack of knowledge by a certain group of people.

Strongly disagreed

**.Table 4.20: High unemployment employers may discriminate against youths, possibly because of their personal and behavioral characteristics**

	Frequency	Percentage
Strongly agreed	28	35.4
Agreed	30	38.0
Neutral	10	12.7
Disagreed	8	10.1
Strongly disagreed	3	3.8
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.20 also support this idea as 58 respondents constituting 73.4% of the total sample strongly agreed with the statement that High unemployment employers may discriminate against youths, possibly because of their personal and behavioral characteristics while 10 respondents constituting 12.7% were neutral. This idea is not supported by all as 11 respondents constituting 13.9% of the total sample strongly disagreed with the statement that High unemployment employers may discriminate against youths, possibly because of their personal and behavioral characteristics and it is a clear demonstration of lack of knowledge by a group of people in the community.

Table 4.22 also supports this idea as 52 respondents constituting 65.9% of the total sample strongly agreed with the statement that unemployment experiences are less difficult for unskilled people. This idea is not supported by all as 15 respondents constituting 19.2% of the total sample strongly disagreed with the statement that unemployment experiences are less difficult for unskilled people while 11 respondents constituting 13.9% were neutral and it is a clear demonstration of lack of information the lack of knowledge by a certain group of people.

**Table 4.21: Unemployment rates are higher for women blacks and youth**

	Frequency	Percentage
Strongly agreed	19	24.1
Agreed	45	57.0
Neutral	4	5.1
Disagreed	10	12.7
Strongly disagreed	1	1.3
<b>Total</b>	<b>79</b>	<b>100</b>

Unemployment rates are higher for women blacks and youth. Tables 4.21 indicate that 64 respondents constituting 81.1% of the total sample strongly agreed with the statement that unemployment rates are higher for women blacks and youth. Due to lack of knowledge by a group of people in a community this idea is not supported by all as 11 respondents constituting 15% of the total sample strongly disagreed with statement *that unemployment rates are higher for women blacks and youth* while 4 respondents constituting 5.1% were neutral.

**Table 4.22: Most of unemployed people have already been adversely affected**

	Frequency	Percentage
Strongly agreed	23	29.1
Agreed	39	49.4
Neutral	5	6.3
Disagreed	8	10.1
Strongly disagreed	4	5.1
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.22 also supports this idea as 62 respondents constituting 78.5% of the total sample strongly agreed with the statement that most of unemployed people have already been adversely affected. This idea is not supported by all as 12 respondents constituting 15.2% of the total sample strongly disagreed with the statement that most of

unemployed people have already been adversely affected while 5 respondents constituting 6.3% were neutral and this could be necessitated by lack of knowledge and misconception by a group of people in the community.

**Table 4.23: White community is dominated by skilled people who are marketable because of their literacy level**

	Frequency	Percentage
Strongly agreed	29	36.7
Agreed	33	41.8
Neutral	6	7.6
Disagreed	7	8.9
Strongly disagreed	4	5.1
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.23 also supports this idea as 62 respondents constituting 78.5% of the total sample strongly agreed that White community is dominated by skilled people who are marketable because of their literacy level while 6 respondents constituting 7.6% were neutral. And again this idea is not supported by all as 11 respondents constituting 14% of the total sample strongly disagreed with the statement that White community is dominated by skilled people who are marketable because of their literacy level and this a clear indication of the lack of knowledge by a certain group of people.

**Table 4.24: The consequences of unemployment are often much more social than economic deprivation**

	Frequency	Percentage
Strongly agreed	27	34.2
Agreed	30	38.0
Neutral	11	13.9
Disagreed	8	10.1
Strongly disagreed	3	3.8
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.24 also support this idea as 57 respondents constituting 72.2% of the total sample agreed that the consequences of unemployment are often much more social than economic deprivation while 11 respondents constituting 13.9% were neutral due to the lack of the information. Contrary 11 respondents constituting 13.9% of the total sample disagreed with the statement that the consequences of unemployment are often much more social than economic deprivation and this could have its basis on the lack of information about the extent of consequences of unemployment.

**Table 4.25: The rural areas are the most affected by unemployment and poverty**

	Frequency	Percentage
Strongly agreed	18	22.8
Agreed	30	38.0
Neutral	12	15.2
Disagreed	13	16.5
Strongly disagreed	6	7.6
<b>Total</b>	<b>79</b>	<b>100</b>

Table 4.11 also support this idea as 48 respondents constituting 60.8% of the total sample strongly agreed with the statement that the rural areas are the most affected by unemployment and poverty while 12 respondents constituting 15.2% were neutral. And

again this idea is not supported by all as 19 respondents constituting 24.1% of the total sample strongly disagreed with the statement that the rural areas are the most affected by unemployment and poverty and this is a clear indication of the lack of knowledge by a certain group of people.

#### 4.3 Analysis of data collected through interview

This data collection procedure was preceded by an introduction of myself, followed by a comprehensive explanation of the purpose of the meeting. The importance of free participation and contribution was also highlighted. The researcher asked for participants' consent to participate in the study and for interviews to be written. The researcher promised the participants confidentiality and anonymity and further indicated that a copy of the interview transcript may be available for them if they so deem necessary. A face-to-face in-depth interview was held with 05 selected respondents.

##### **Question 1: What are the Causes of Youth Unemployment in Makhado Local Municipality?**

Respondents indicated that during the last two decades, there has been a growing concern over youth unemployment and the transition from school to work as more and more young people are likely to experience a period of unemployment when first looking for work.

Broadly speaking, the results on youth unemployment indicated nature, causes and consequences, often following a macroeconomic perspective whereas, the literature on transition from school to work adopts generally a microeconomic and longitudinal approach to study the individual process of finding a job. Respondents revealed that the main causes of youth unemployment have been widely studied in the economic literature and can be classified in two groups: whether they are analysed from a macroeconomic or microeconomic point of view. Following the former approach, the

determinants of youth unemployment more often quoted are aggregate demand; youth wages the size of the youth labour force and the lack of skills among youth.

Two respondents revealed that indeed, unemployment of young people seems to be more sensitive to changes in aggregate demand than adult unemployment, as young people are more likely than older workers to leave their jobs voluntary and to do so, albeit to a lesser extent, during a recession. On the demand side, it is likely that the first reaction of firms to a recession is to stop recruitment, and this affects young people more strongly. Furthermore, when firms start redundancy procedures, it is cheaper for them to fire young workers rather than older workers.

Participants turning to the argument of wages, the evidence seems to suggest that, in industrialised countries the young are not being priced out of jobs by wages that are too high. However, the effect of minimum wages on youth employment is often found to be significant. The microeconomic theory puts forward other explanations to youth unemployment, however, not specific to the young generation

Unemployment may also result from imperfect information on the labour market. Indeed, following this assumption, the participants explains the different strategies of job seeking and durations of unemployment by the youth preferences and constraints (reflected in the reservation wage).

In order to shed some light on the causes of youth unemployment in Makhado Local Municipality today, this section investigates the microeconomic determinants of youth employment. Finding out which individual characteristics have the greatest influence on the probability of the young finding employment is a decisive step in the understanding of the youth joblessness issue.

## Question 2: What are the reasons for employed of youth higher than adults?

One respondent indicated that the main causes of youth unemployment have been widely analyzed at different levels; i.e. looking firstly at characteristics of youth labor markets and the young population as a whole and secondly at the behavioural and demographic traits of individuals that might have an influence on their opportunities in the world of work. The first level of analysis usually looks at the following determinants of youth unemployment: aggregate demand, youth wages, size of the youth labor force, **and lack of skills**. Although lack of demand is the major cause for adult unemployment

Two respondents argue that the changes in aggregate demand have higher consequences for youth unemployment. General human resource practice in recession times is usually to discontinue recruitment, which affects young entrants to the labor market and makes younger workers rather than older workers redundant. Youth are separated from jobs through lay-offs more than older workers are mainly because it is cheaper and also because they are less experienced than older workers. Respondent-3 found that one of the most obvious differences causing higher unemployment for youth than adults was the level of experience. It is also often found that younger workers are more likely than older workers to leave their jobs as they might have shorter goals and are still discovering what they want in life. As part of the debate on wages it is argued that if youth wages are not flexible downward, the effect of minimum wages on youth unemployment is often found to be significant.

Three respondents indicated that the lack of education and job-related skills is another reason provided to explain high levels of youth unemployment. The second level of analysis generally concentrates on regional disparities, age categories, gender and ethnic determinants, as well as educational attainments. Unemployment is not evenly spread, although the groups that are vulnerable will vary according to different conditions and circumstances. Participant-4 indicated that the general trend is that unemployment rates tend to decrease with age. The picture for young women has been

starker than that for young men; it is generally found that employment opportunities for young women are more limited than those for young men, leading to slightly higher unemployment rates for young women.

Dominant ethnic groups are usually worse off than minority groups, except in a country like South Africa, for example, with its legacy of discrimination against the majority. Research has shown that unemployment rates fall when the level of education improves. However, in Limpopo province it is often found that youth unemployment is also high among the better educated. The relevance of the analysis of the above-mentioned determinants is of great importance if employment policies developed to combat unemployment in general and, specifically, youth unemployment. Beyond the orthodox analysis of causal factors is a range of less tangible factors that influence youth unemployment. Respondents responses that these include lack of labour market information, inexperience with the processes of applying for jobs, lack of access to the main information networks in the labour market, and social deprivation (i.e. factors such as joblessness of other household members and residence in low-income areas).

### **Question 3: What are the consequences of youth unemployment in Makhado Local Municipality?**

Three of the respondents provided that there is nothing new about unemployment, or about the economic, social and psychological consequences of it. The unemployed have been recognized for centuries. From an economic perspective the loss of output to the economy and the loss of income to the families of the unemployed are some of the most important issues at stake. So is the duration of unemployment. Economists would for example analyze the difference in the duration of unemployment for youths and adults. They would calculate the impairment of an unemployed individual's productive potential. If supportive facilities for the unemployed are considered, it will be normal to assume that the principal agencies for welfare will be concerned about the material needs of these unprivileged individuals; they need jobs and they need money. However,

this economic analysis of the consequences of unemployment does not eliminate the social and psychological consequences they might experience during their unemployment.

Respondent-3 revealed that the profile of the unemployed during those years was predominantly adult males, while today a considerable number of youth and women are unemployed. Two of the respondents provided that they plead that the motivation and purpose of social-psychological research on unemployment should unequivocally aim at helping this destitute group of human beings. Although there is a school of thought that suggests that research on the psychosocial effects of unemployment might be of little or no direct help to the unemployed, the possibility exists that it might create awareness and helps other people to be sensitive and understand the problems of the unemployed. It can also provide the unemployed with ways to cope with the implications of their status, although this might only be on a diminutive scale of solutions.

#### 4.6 Conclusion

Of the five respondents, two respondents provided that in societies whose socio-economic structure is mainly defined on its importance and division of labour, unemployed people are defined by what they are not. Of the five respondents, two respondents provided that enables people to earn a living, feel productive and part of a structure of economic development, and/or experience positive feelings about being engaged in activities that they enjoy; i.e. living out vocational interests.

From the above response, two respondents provided whether the causes of their unemployment are at the macro-economic level (some unemployment can be due to structural problems in an economy), or at the micro-economic level of the individual (e.g. lack of appropriate qualifications or skills), it would be normal to expect that unemployment would affect the individual and his or her behavior to a certain extent. The researcher acknowledges the complexity of studying the problems of the unemployed. It is clear that modern studies do not always allow clear inferences about the relative importance of job loss and economic loss, or the importance of personality

and past experiences that can have an influence on the behavior of the unemployed anyway

Respondent-4 revealed that unemployment experiences are less difficult for unskilled people because they have learnt to expect less of life than people who are better skilled. It is also speculated that youth would be more vulnerable and, therefore, much more affected than adults. Two respondents showed in a study with young unemployed people the importance of psychosocial support. They found that those young individuals, who had a low self-image and believed that they had restricted access to supportive psychosocial resources, were much more disposed to suffer and not enjoy well-being. Three respondents they suggested that efficient techniques of job search, vocational training, and vocational counseling be offered as coping strategies for this disadvantaged group.

#### 4.5 Conclusion

From the above results young people face numerous challenges in accessing jobs in South Africa. They have productivity signals which are uncertain. They may not have access to the types of networks which many firms use to recruit unskilled workers. Realised transition rates into wage employment are low and there is a large amount of 'churn' as individuals seem to exit employment after relatively short spells. One proposed policy to overcome this is a targeted wage subsidy or hiring voucher for firms that hire young people. The results presented in this paper suggest that this is likely to benefit firms that are younger, smaller and already employ young people. Responses by firms indicate that young and older workers are not close substitutes due to the experience that older workers have. Thus, it is unlikely that older workers currently employed in firms will be retrenched in favour of younger subsidised workers. If substitution takes place, it would happen at the hiring stage should firms have to choose between workers of different ages but with similar other characteristics.

## CHAPTER 5

### FINDINGS, CONCLUSION AND RECOMMENDATIONS

#### 5.1 Introduction

The previous chapter discussed the findings and analysis of the data obtained through various methods including a semi-structured questionnaire, official departmental documents and questionnaires. The purpose of this chapter of the study is to provide *concluding remarks on the research problem raised. Useful recommendations based on the data analysed in the previous chapter will be provided in order to assist the management of the Makhado Local Municipality in the improvement of unemployment. A summary of the preceding chapters is given.*

#### 5.2 Major findings of the study

The following conclusions are drawn from the empirical research findings:

- The study found that nearly 85 percent of the total sample thought that it was strongly agree with the statement that Unemployment is one of the biggest challenges facing South Africa
- The study found that 58 respondents constituting 73.4% of the total sample strongly agreed with the statement that high unemployment employers may discriminate against youths, possibly because of their personal and behavioral characteristics

- All youth (respondents) experienced intense feelings concerning the effect of unemployment on their parenthood. They felt frustrated, worthless, hopeless and degraded.
- From the empirical findings, it was clear that parents lack the necessary information regarding the following parenting skills: communication, decision making, problem solving and conflict management.
- Respondents indicated that their unemployment had affected their children's performance at school negatively; children drop out of school and some repeated grades due to circumstances at their home.
- Respondents did not have the skills to guide their children successfully in the process of socialization. It seems as if the respondents' children lack a positive orientation towards others and towards themselves and as a result, they isolate themselves and have no sense of value or self-worth.
- Respondents also mentioned that they did not have the resources to provide for their children's health and nutritional needs, due to their unemployment.
- From the interviews, it was emerged that the respondents reacted negatively towards their children. Due to their feelings of frustration, hopelessness, failure and anger they responded destructively.
- Respondents gave positive advice to other unemployed parents to enhance their family situation by being involved in self-help projects, give love and creating a welcoming home for their children.

### 5.3 Conclusion

Unemployment is a social problem which is a concern to government and nongovernmental organizations. Its effects on the family and more specifically parenting skills are so severe that they are felt by both the parents and their children. Unemployment predisposes individuals to psychological and emotional changes which are accompanied by states of withdrawal, anger, worthlessness, shyness, sleeplessness and helplessness. The biological or physical aspects of individuals who are affected by unemployment are usually observable and can be exemplified by a lack of food, clothing, shelter and money. The researcher has observed that it is the psychological and emotional aspects of an individual's life which social work practitioners must seek to address rather than the physical aspects. The reason for this is that the psychological and emotional aspects are more critical in the development of individuals as they empower them to maintain a positive life situation.

There can be no doubt that youth unemployment in South Africa is a serious cause for concern. The damaging consequences are too ghastly to contemplate. Currently, a generation of young people in South Africa is caught in an inhumane dilemma that affects all spheres of their lives. Most of them have no prospect of a decent work-life that could enable them to earn an income, choose working activities that they would like to do, and be integrate into a socio-economic system whose stated aim is to benefit the majority of the nation. Ridding the country of unemployment is one of the transformation issues that just can't wait.

Job-creation strategies need to be increased in number and pace. The past decade was marked by consistent economic growth (an average annual rate 2,4%). Manufacturing exports have been growing strongly, and the economy is well positioned. A number of institutions have been put in place to enhance skills development. This re-positioning of the economy in the global arena augurs well for higher rates of labor absorption. Maximizing the country's obvious human potential needs new and flexible thinking. This

paper investigates some aspects of youth unemployment in South Africa, attempting to analyse its main determinants and the reasons why it is so unequally spread among different population groups, notably race groups and genders.

Seen in a broader respect, the whole society may suffer from a high level of youth unemployment. First, in order to better understand the particularities of youth joblessness, the paper studies the differences in opportunities for both wage employment and self-employment between the youth and older age cohorts. The decomposition analysis indicates that large amounts of the differences in employment of youth and older participants are attributable to disparities in observable characteristics such as experience and education in the case of wage employment and family characteristics in the case of self-employment. The latter is also likely to be greatly influenced by differences in access to credit. Second, the paper focuses on differences in the incidence of unemployment within the young population, considering specifically race and gender. With regard to racial differences in employment, it is found that a significant proportion of the difference in African and White youth wage employment is unexplained by observable characteristics and is likely to reflect some hiring discrimination from the employers.

In the case of self-employment differences, it can be entirely attributed to differences in observable characteristics of the two races. The gender analysis revealed strong evidence of discrimination against women in both wage employment and self-employment. One should note that in both the race and gender cases pre-labour market discrimination is likely to have played a part in the outcomes. Education has been found to play a major role in the probability of finding a job. However, in a heterogeneous way, depending on the race considered, further analysis is conducted in this area.

It appears that the majority of youth (mostly African) either suffers from deficiencies in education because these youths have made an early exit out of the schooling system or undergo a lack of skill recognition from the employers, even if they have qualifications in the fields that are considered to be in high demand. Youth unemployment has been shown to have detrimental effects for the individual as unemployment early in

someone's career may permanently impair their future productive capacity (Blanchflower, 1999:32).

Seen in a broader respect, the whole society may suffer from a high level of youth unemployment as there is a link between youth joblessness and serious social problems such as drug abuse, vandalism and crime (Freeman, 1999:11), the latter being a problem particularly severe in South Africa. Thus, implementing policies aimed at reducing youth unemployment might have a significant impact on the society as a whole.

Leaving aside the influence that higher economic growth and lower wages could have on the reduction of the level youth unemployment, some labour market and education policies could help in coping with this huge issue. First, this paper showed that the nurturing of a vibrant informal sector and encouragement of SMMEs would go a long way towards alleviating the problem of high youth unemployment. In particular, the African youth need guidance and better access to capital in order to create booming ventures. This is one facet of the *Black Empowerment* policy. Second, the education system should be better aligned to the labour market so that employers respect qualifications held by youths. This could be achieved through students being offered internships at private companies, government bureaus and non-government organisations. As earlier analysis also revealed that the youth participants at the younger end of the scale (ages 16- 19) were severely disadvantaged on the job market by their poor educational attainment, more should be done to ensure that these youths refrain from early exit from the schooling system. The main consideration in this instance should be the provision of financial assistance to scholars, even prior to them reaching higher education.

In addition, links should be set up between secondary and higher levels of education so that secondary school leavers are better prepared to enter into higher learning. This would most likely lead to higher numbers of graduates in the required fields.

Furthermore, the historically black institutions that are struggling should be attended to with great haste because they are currently perpetuating inequality in South Africa, especially racial inequality in education. This is a serious concern considering that education is seen as one of the surest ways to reduce the disparities existing on many fronts.

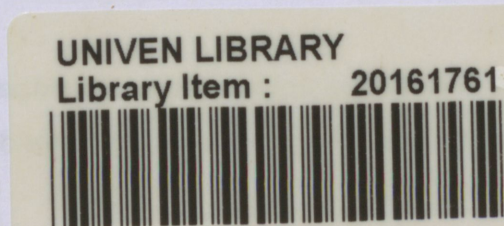
#### 5.4 Recommendations of the study

The researcher's recommendations are community and government oriented in order to enhance the alleviation of unemployment and the negative impact thereof on parenting skills. They are:

- It is recommended that this type of study must be conducted on a bigger scale.
- Social workers as experts in group work should establish educational and task oriented groups for unemployed parents, whereby members can be empowered with parenting skills such as, communication; discipline; decision-making and conflict management.
- Government and non-government organizations must initiate income generating projects. In this regard social workers should link unemployed parents with community development officers within the Department of Health and Social Development to involve them in such income generating projects.
- The Department of Public Works, (DHSD) as the leading department of the Expanded Public Work Programme (EPWP), which is a specific job creation and poverty alleviation programme of government, should target primarily the unemployed people in rural areas.
- The department should ensure that the programme is effectively implemented by partner departments such as, Department of Labour, the Department of Local Government and the Department of Health and Social Development. This

programme involves creating temporary work opportunities for the unemployed while ensuring that workers gain skills and training on the job, and so increase their capacity to earn an income. This will address the problem of unemployment faced by the nation.

- Based on the fact that unemployment affects so many young people, it is recommended that the Youth Commission must market its services aggressively in communities and also link young unemployed people with relevant stakeholders like Makhado Youth Fund, so that they can be capacitated with various skills like entrepreneurship, life skills and parenting skills.
- It is recommended that this type of study must be conducted on a bigger population sample, in both rural and urban areas in order to generalize the findings regarding the influence of unemployment on parenting skills.



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#### Section A: Biographical information

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Table 4.2: The frequencies and percentage of respondents by parents' education level

University	
College	
Secondary school	
Primary school	
Do not go to school	

Table 4.3: Frequency distribution of subjects by age groups

15-25	
26-35	
36-45	
46 and above	

Table 4.4: Respondents' income generation

R100-R1000	
R1000-R2000	
R2000-R5000	
R5000-R10 000	
R10 000 Plus	

## APPENDIXE A: QUESTIONNAIRES

### Section A: Biographical information

**Table 4.1: Distribution of respondents by gender**

SEX	
Male	
Female	

**Table 4.2: The frequencies and percentage of respondents by parents' education level**

University	
College	
Secondary school	
Primary school	
Do not go to school	

**Table 4.3: Frequency distribution of subjects by age groups**

15-25	
26-35	
36-45	
46 and above	

**Table 4.4: Respondents income generation**

R100-R1000	
R1000-R2000	
R2000-R5000	
R5000-R10 000	
R10 000 Plus	

**Section B: the factors contribution to youth unemployment in rural areas of**

**Vhembe District**

Item no		Place an X in the box that applies to you				
		Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
5	Unemployment is one of the biggest challenges facing South Africa					
6	High rate of unemployment in South Africa is one of the most pressing socio-economic challenges facing government.					
7	Unemployment is associated with social problems such as poverty, crime, violence, a loss of morale, social degradation and political disengagement					
8	Employment is not only about earning an income it also promotes dignity, independence, achievement and innovation					
9	Young people are particularly disadvantaged in the labour market					
10	The problem of youth unemployment in South Africa is acute and has worsened significantly over the last two years as a result of the recession					
11	Unemployed young people tend to be unskilled and inexperienced					

12	Inexperience is a particular drag on employment prospects				
13	Unemployment is a significant event.				
14	Unemployment and its negative effects on families is a worldwide problem				
15	South African unemployment is highly concentrated among the youth				
16	Successful job search through such social networks requires good-quality networks				
17	The effects of unemployment on the community headed by unemployed youth result in high rates of child neglect, domestic violence, and teenage pregnancy				
18	Social problems are conditions which are not wanted in communities, such as the prevalence of unemployment				
19	Unemployment experiences are less difficult for unskilled people				
20	High unemployment employers may discriminate against youths, possibly because of their personal and behavioral characteristics				
21	Unemployment rates are higher for women blacks and youth				
22	Most of unemployed people have already been adversely affected				
23	White community is dominated by skilled people who are marketable because of their literacy level				
24	The consequences of unemployment are often much more social than economic deprivation				
25	The rural areas are the most affected by unemployment and poverty				

## APPENDIX B: INTERVIEW SCHEDULE

**Question 1: What are the factors of Youth Unemployment in Makhado Local Municipality?**

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**Question 2: What are the reasons unemployment is higher for youths than adults?**

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**Question 3: What are the consequences of youth unemployment in Makhado Local Municipality?**

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Thank you very much for your time and contribution.