

“Potential Solutions to Economic Exclusion of the Youth, particularly Women in South Africa”

By: Mr Sabelo Mgotywa

NUMYF

The Outline

- ▶ **Definition of Economic Exclusion (EE)**
- ▶ **Extent of the Problem**
- ▶ **Proposed Potential Solutions to EE:**
 - **Legislative Solution**
 - **Economic Solution (Economic and Industrial Policies)**
 - **Political Solution**
 - **Societal Value System**
- ▶ **NUM Experience on EE**
- ▶ **Concluding Remarks**

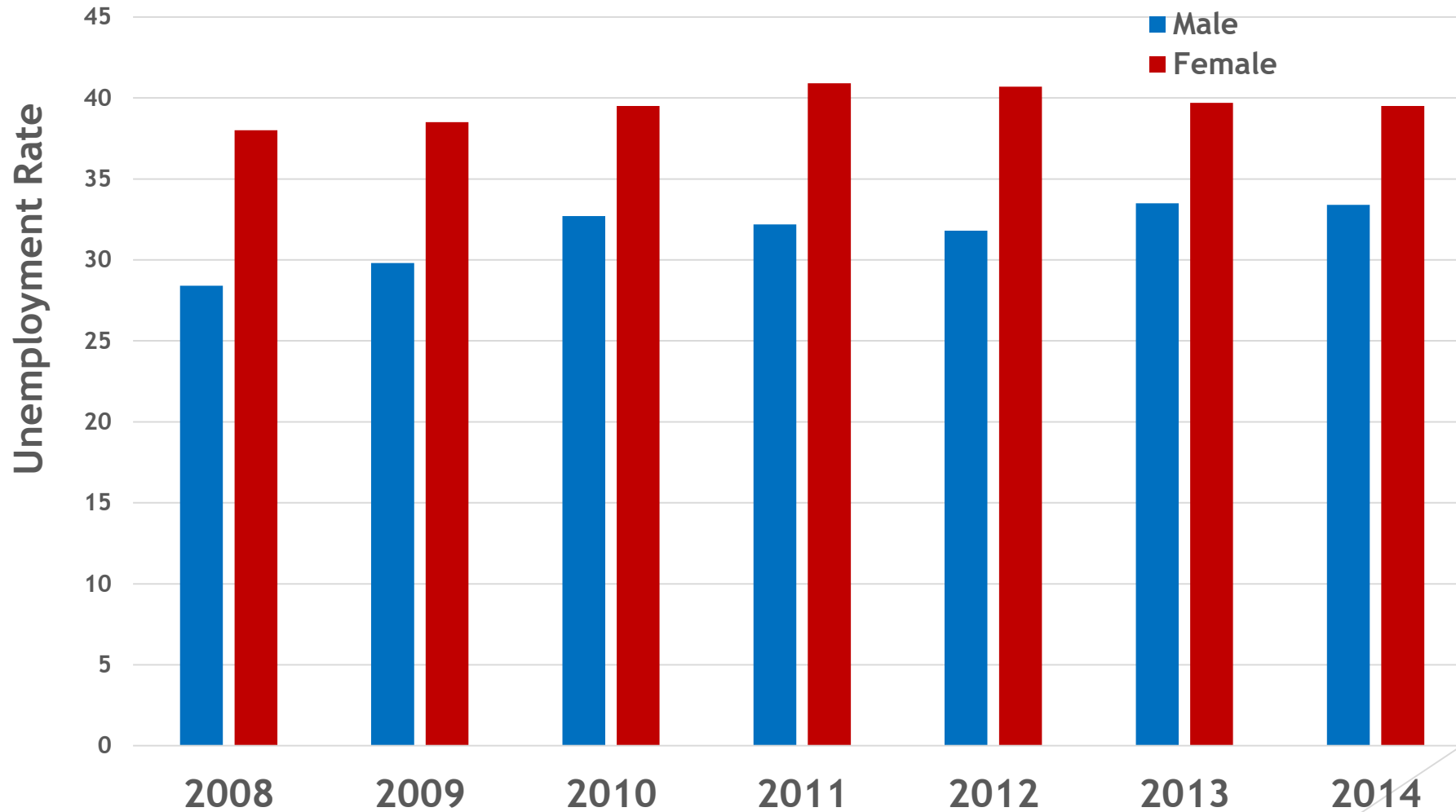
Definition of Economic Exclusion

- ▶ EE - Exclusion or discrimination affecting individuals in a society, denying them access to employment, economic benefits, education, resources and services, denies them empowerment
- ▶ Youth - People aged between 14-35 years in South Africa
- ▶ EE exists in many forms in the society
- ▶ In SA EE has been responsible to poverty trap and inequalities and social discontentment

Extent of the Problem

- ▶ Youth Unemployment is a key indicator of EE
- ▶ Youth unemployment remain unacceptably high in SA. More female youth are unemployed than male - 39% female; 33% male in 2014
- ▶ Youth Not in Education, Employment or Training (NEET) rate for youth aged 15-24 years in 2014 was 34,2%, but was higher for women (36,1%) compared to men (32,3%) (StatsSA, 2014)

Extent of youth Unemployment (Male & Female)



EE Factors For Female Youth

- ▶ **Shortage of Skills:** many young women do not possess required skills that makes them employable
- ▶ **Health and Pregnancy:** Among the HIV positive 15 - 24 age group, 77% of them are female. This limit them from participating in the mainstream economy (Lovelife Research Findings)
- ▶ **Cultural Practices:** E.g. Ukwendiswa make you women vulnerability to EE
- ▶ **Workplace Discrimination:** Male preferences in certain economic sectors
- ▶ **Exploitation:** Employing women in low paying work

Potential Solutions: Legislative

- ▶ Supportive Legislation and institutions are place:
 - The Gender Equality Bill (2013): aimed at enforcing 50/50 gender parity in both the public and private sector.
 - Employment Equity Act: aimed at eliminating discriminatory employment policies at the workplace, and supporting equal opportunities across genders
 - Department for Women, Children and People with Disabilities: aiming at advancing women empowerment
- ▶ **Legislative solution:** Effective enforcement of existing legislations by government. Employers and trade unions could play a supportive role.

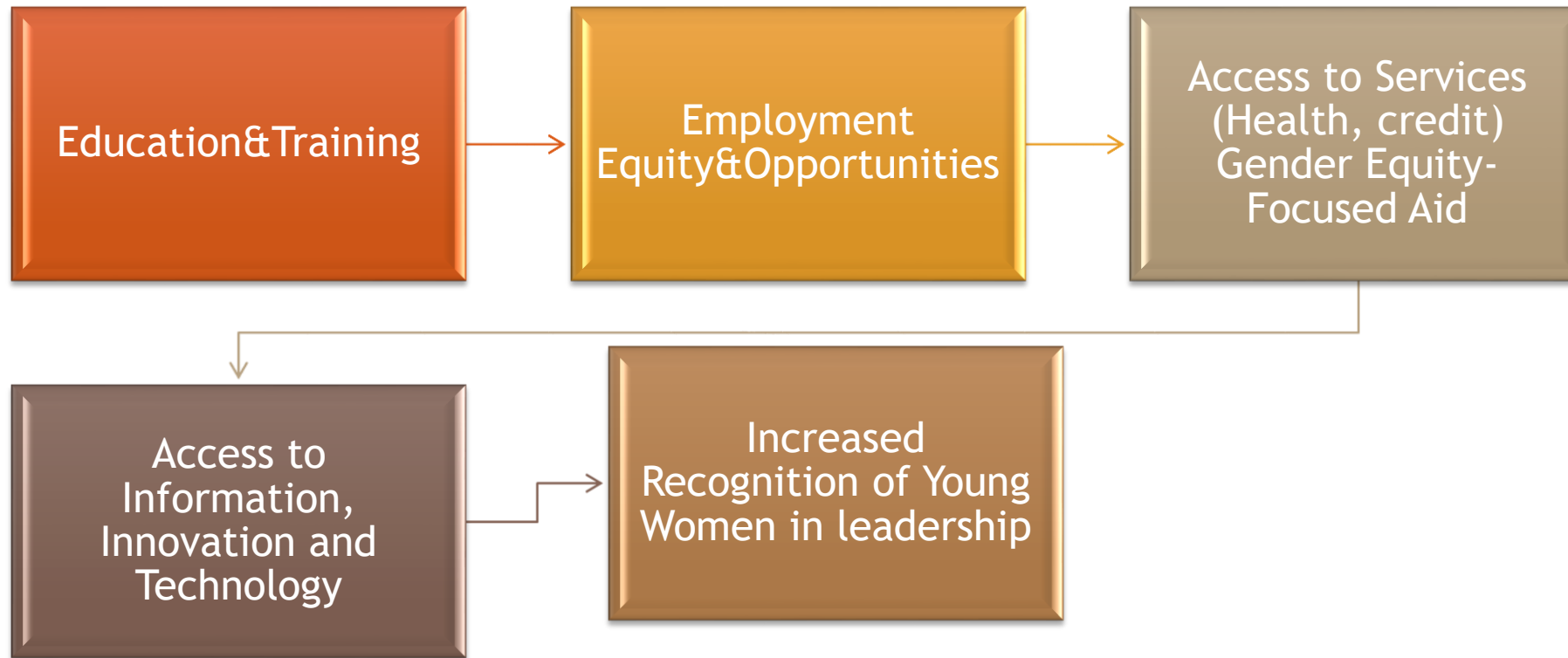
Potential Solutions: Economic

- ▶ Accelerate Women Economic Empowerment Initiatives:
 - Training and entrepreneurship skills in running small business
 - Ease access to business finance for young women projects
 - Establish business management support structures for women
 - Frequent and targeted career advancement expos for young women
 - Youth Women Focused Education

Potential Solutions: Political

- ▶ Get all spheres of government to implement applicable legislations
- ▶ Female youth empowerment be part of political parties manifestos
- ▶ Gender representation quotas be actively persuade by government

Breaking the Cycle of EE Young Women - the Education and Training



Breaking the Cycle of EE Young Women - the Societal Value Systems role

Family Support and
Guidance

Morality and Ethical
Behaviour

Self
Motivation & Willingness
to Better oneself

Societal Support for
Education

Breaking Patriarchal
System and its
stereotypes

NUM Experience on EE

Concluding Remarks and Recommendations

- ▶ **EE of young women remains the problem in country: Some of the solutions going forward**
- ▶ **Enforcement of applicable Legislation**
- ▶ **Create awareness amongst the female youth about legislation that support young women empowerment**
- ▶ **Increase stakeholders involvement in female youth empowerment initiative (Include trade unions)**
- ▶ **National Youth Development Agency (NYDA): should have special department and programmes for female youth empowerment**
- ▶ **National support for initiatives aimed at supporting young women to make inroads into male-dominated sectors such as mining**

THANK YOU

The background features a series of overlapping, semi-transparent triangles in various shades of brown, tan, and orange. These shapes are arranged in a way that creates a sense of depth and movement, primarily concentrated on the right side of the frame. The overall aesthetic is clean and modern.