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YOUTH PROGRESS INDEX

YPI

TOWARDS REALISING THE YOUTH DIVIDEND: SOWING THE SEEDS FOR IMPROVED YOUTH OUTCOMES 2030



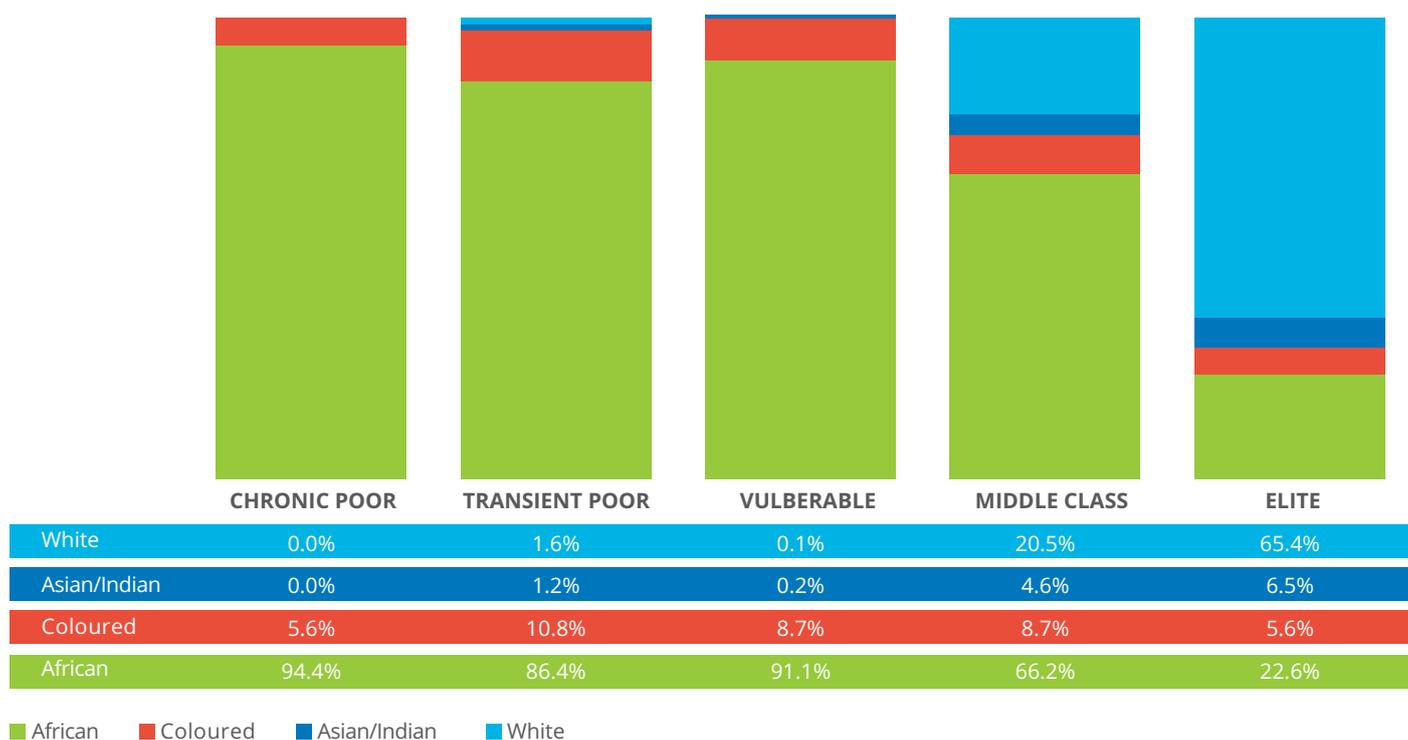
**SOCIAL
PROGRESS
IMPERATIVE**

FOREWORD

The COVID-19 pandemic has hit South Africa at a time when we are already reeling from a number of ongoing crises in our country, particularly in the spheres of education, employment, the economic and youth. Much has been said about the need to pay particular attention to the youth crisis in all its dimensions: social, economic and structural. Stats SA's employment figures show a higher level of unemployment among young people in the country - across all levels of education - at a rate of 58.1% for youth aged 15 - 24 and 35.6% for those aged 25 - 34. In the same vein, Zoch (2016) in his paper Measuring Social and Economic Mobility in South Africa:

New Approaches to Well-Known Survey Data Concerns, finds that the time it would take for income gaps to be eliminated (half-life gap) is approximately 22.7 years. This means that unless aggressive and targeted interventions are put in place to address the opportunity deficiencies for young people in the economy, inequality and chronic levels of poverty will continue to plague South Africa, particularly for black South Africans (Figure 1). This chart suggests that we cannot take a race and gender agnostic view in our approach to problem solving for South Africa's youth, otherwise we risk missing a real opportunity to bridge the inequality divide.

Figure 1: Proportion of Households by Social Class and Population Group of Household Head (2008-2017)



Source: Zizzamia et al. (2019)

Some of the social dynamics that lend themselves to regressive outcomes for youth include spatial issues, crime, education and access. To illustrate this, in 2017, 11% of registered births were from the ages 15 – 19, with teenage pregnancies also subject to disproportionately higher hypertensive disorder mortality rates. There clearly are issues of sexual crime, lack of education, lack of prevention and limited access to quality health facilities for these vulnerable groups of girls and young women. Teen pregnancies have other negative externalities like the discontinuation of their studies, a rise in child grant provision and given the prevalent vulnerability to poverty incidence, we are also likely to see a growth in malnutrition, orphaned children and those with psychosocial disorders.

Kingdon and Knight (2006), in their paper *Subjective Well-being Poverty versus Income Poverty and Capabilities Poverty*, found a number of differences between discouraged work-seekers and actively seeking unemployed individuals. Broadly, they found that the discouraged work-seekers exhibited lower household incomes, higher unemployment rates per household member and poorer sanitation and water facilities when compared to the active seekers. In addition, the discouraged work-seekers generally lived in areas on the urban fringe with little to no access to amenities and services, such as banks, post offices, schools and shops.

The youth problem and its multidimensions can be likened to the following idioms about a slice of bread:

- If addressed well, we get to say it's **the best thing since sliced bread**.
- Bread is also used as a metaphor for income / sustenance, often addressed as **bread and butter**.
- Sharing is also often referred to as **breaking bread**.
- While the flip side talks to challenges to **buttering both sides of the bread**.
- Also addressing issues of the "missing middle": **a slice off a cut loaf is never missed**.
- And when things go bad, they really go bad: **bread falls on the buttered side**.

Any of these idioms can be used to shine the spotlight on

the challenges and opportunities of dealing with the youth problem. What is clear is that the challenges facing young people in South Africa are multifaceted and complex and the **Youth Progress Index** aims to take the first step at quantifying the deficiencies and successes at a sub-national level to ensure that all the interventions and programmes are targeted, appropriate, impactful and successful. It ensures that we have a quantitative and qualitative monitoring and evaluation tool that we can use to measure our own effort towards the betterment of youth outcomes in the decade ahead of us.

We would like to thank the valuable contributions from our partners **The Social Progress Imperative and SAS South Africa, together with input from the Southern Africa Labour and Development Research Unit, University of Witwatersrand, University of Cape Town, Centre for Social Development in Africa, University of Johannesburg, Harambee, YES 4 Youth and the Bureau of Market Research**. A collaborative effort towards positively engaging the challenges facing the youth in South Africa is not only necessary, but emphatically urgent.

The demographic dividend can only be realised if young people grow to become prosperous and productive members of society. It is upon us all to ensure we plant the right seeds today, to ensure we reap the rewards in the medium and long term.

As my fellow youthful compatriots would say, to sum it up the challenge ahead of us: "Its Liiittttt!! Tough times never last, only tough people do..."



Sifiso Skenjana
Chief Economist, IQbusiness

THE YOUTH CHALLENGE THROUGH A STAKEHOLDER LENS

We have invited some of the key stakeholders in the country to contribute some insights regarding the youth challenge... below are some excerpts from their submissions.

"In the South African labour market young women are more constrained than men in securing employment and pay a penalty for being a woman. Young men are 8% more likely than young women to be employed. However, once in employment young women perform at the same level."



"South Africa has some of the highest rates of murders, assaults, rapes, and other violent crimes. Regarding murder, 21 022 cases were recorded by the SAPS in the 2018/2019 period, resulting in a murder rate of 36.4 per 100 000 population, a statistic that is staggering, considering that the global murder rate is 6.2 per 100 000 population"



"Given the multifaceted nature of youth deprivation and all the other complexities of the situation, including the impact of COVID-19, there is never going to be a silver bullet to solve the problems that the youth face. A multifaceted problem naturally requires a multifaceted response, which in turn entails collaborative efforts across all stakeholders, with each contributing their bit."



"The Covid-19 pandemic has had a substantial impact on South African citizens beyond its direct bearing on their health. Being able to understand exactly who and where priority assistance is needed will be key to truly redressing a widening inequality gap."



"The better the economy, the more there is to ensure access to better healthcare, education, and more. If there is economic growth, then that country's people must be experiencing that growth as well"



"Young people in South Africa live below the poverty line. Poverty is also about deprivation in multiple dimensions of well-being, which can include low levels of education, poor nutrition and health, a lack of employment, inadequate living standards and high exposure to violence. Evidence in the case of South African youth certainly points to deprivation that is of a multi-faceted nature."



"Women run a gamut of challenges in looking for and securing work such as safety in using public transport, violence (one in three women in South Africa have been attacked), and sexual harassment (half have been sexually harassed in the workplace.)"



"Among the 15 to 24 year olds, almost 30% live in households without an employed adult, 19% are beneficiaries of a social grant and 13% live in households that report suffering from hunger."



EXECUTIVE SUMMARY

South Africa has a relatively young population with 64% below the age of 35 years (28.8% aged 0-14 years, and 35% aged 15-34) according to Stats SA's Mid-Year Population Estimates 2019. Other data also shows that youth are disproportionately represented in the section of society that lives in poverty, are unemployed and that have a risk for sub-optimal health outcomes.

There is a lot of contemporary research that recognises the shortfalls of Gross Domestic Product (GDP) as a measure of societal welfare; measures of economic achievement, such as per capita GDP and total unemployment, are useful in providing a high-level overview of the economy, but they do not take into account the textured nature in which social development is often compromised. In the face of these shortcomings, and in order to advance social progress, we require a new model of measuring development, particularly for the youth, upon whose shoulders our hopes for a better South Africa lie.

In response to this challenge, IQbusiness has partnered with the international non-profit Social Progress Imperative to construct Africa's first sub-national Youth Progress Index (YPI). The Index provides a quantitative and qualitative

assessment of the state of youth in South Africa at a provincial level, and measures the extent to which South Africa provides for the social and environmental needs of the youth, broadly defined as persons aged 14-35. The YPI is built around a comprehensive framework that comprises three dimensions:

- Basic Human Needs considers young people's ability to survive with adequate nourishment and basic medical care, clean water, sanitation, adequate shelter, and personal safety.
- Foundations of Wellbeing captures whether a society offers building blocks for young people to improve their lives, such as gaining a basic education, obtaining information, and access to communications, benefiting from an effective healthcare system and live in a healthy environment.
- Opportunity captures whether young people have the freedom and opportunity to make their own choices. Personal rights, personal freedom and choice, tolerance and inclusion, and access to advanced education all contribute to the level of opportunity within a given society.

The results corroborate our premise that no province is dealing with the same youth challenge to the same

extent, warranting a nuanced, multipronged and targeted sub-national approach to dealing the youth challenges in the country. The YPI aims to **crowd in** the very valuable work that many organisations in the country have embarked on towards improving youth outcomes and create a basis on which true progress can be understood and measured.

Globally, young people are at risk of poverty and social exclusion; they are underrepresented in decision-making, and too often are prevented from being able to fully access their rights. In many ways, this rings true for the plight of South African youth as well, which is why we took the decision to collaborate with the Social Progress Imperative to conduct the YPI at a sub-national level for South Africa. Simply put, the rationale is that the existence of a sub-national YPI can, amongst other things:

- Help stakeholders understand and diagnose challenges that the youth face at a provincial level, which could result in optimal targeting of interventions.
- Serve as a useful tool to understand and track social progress among the youth in a manner that has not been done before (i.e. tracking social progress irrespective of hard economic indicators).

- Serve as a unifying force, bringing together the various stakeholders around a mutual diagnostic tool.

It is widely accepted that measuring development must take into consideration a variety of factors in addition to economic indicators. The Sustainable Development Goals (SDGs), for example, consist of 17 goals towards ending poverty, protecting the planet and achieving peace and prosperity (UNDP, n.d.). Importantly, the SDGs acknowledge that action and improvement in one area will impact other areas and that “development must balance social, economic and environmental sustainability” (UNDP, n.d.). Similarly, the YPI components account for at least one or more SDG goals ensuring that it’s relevant not only locally, but globally too.

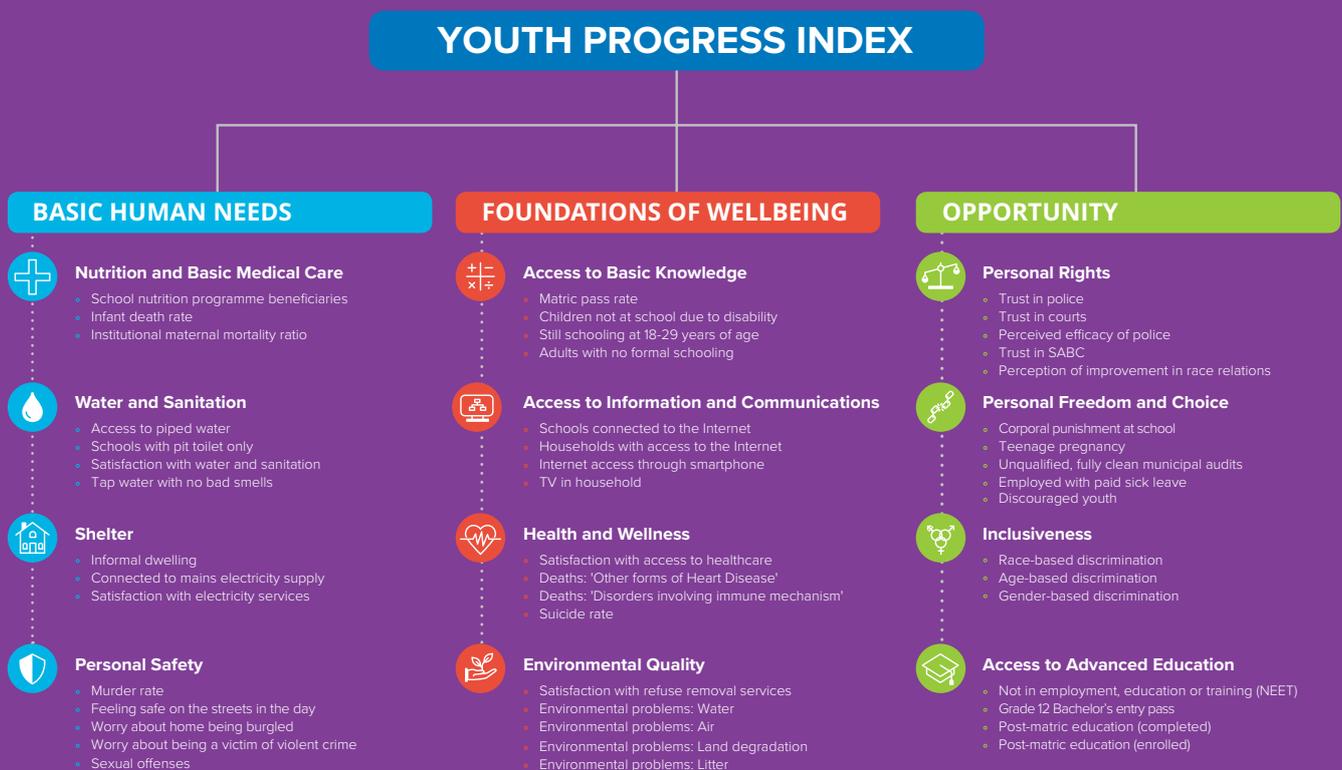
The importance of providing the youth with greater opportunities is also recognised in the National Development Plan (NDP) 2030, which is considered the leading policy document that guides much of South Africa’s efforts to eliminate poverty and reduce inequality (National Planning Commission, 2012). The NDP suggests that “South Africa can realise these goals by drawing on the energies of its people, growing an inclusive economy,

building capabilities, enhancing the capacity of the state, and promoting leadership and partnerships throughout society” (National Planning Commission, 2012). With a large youth population, it is imperative that that young South Africans be included in economic activity and access to economic opportunities must be encouraged and unlocked through effective educational, employment and social initiatives.

The indicators used in the YPI are outcomes-based, rather than input-based. So, rather than looking at how much a country is investing in something like healthcare,

the SPI measures how healthy citizens are through appropriate indicators. The YPI is based on 12 components that are spread across the three dimensions listed in Figure 2 below. In order to define each component, the researchers sourced secondary data from credible sources, which encapsulate what that component stands for. This data was then validated both conceptually as well as statistically through correlation and factor analysis to ultimately come up with a framework of 48 indicators that the YPI is based on.

Figure 2: Youth Progress Index Dimensions and Components





OVERVIEW OF RESULTS

Given the current state of youth development and youth outcomes, it is unsurprising that the **Opportunity** dimension is the one with the least level of development and progress for young people in the country, with the Eastern Cape scoring the lowest in this dimension (36.01) and Gauteng scoring the highest (56.86). Poor educational outcomes at secondary and tertiary levels has resulted in a rising proportion of young people who are not in education, employment (NEET), and largely this informs the worrying statistic of more than 91% of those

who are unemployed, having attained a matric or less as of the fourth quarter 2019. While the **Foundations of Wellbeing** dimension ranked higher across most provinces, it highlights that inequalities exist in terms of access to basic knowledge, access to information and communications, and health and wellness. Similarly, the persistence of inequality amongst youth in South Africa explains the variation in recorded index values on Table 1 for the **Basic Human Needs**.

Figure 3: Visual Depiction of YPI Results by Province

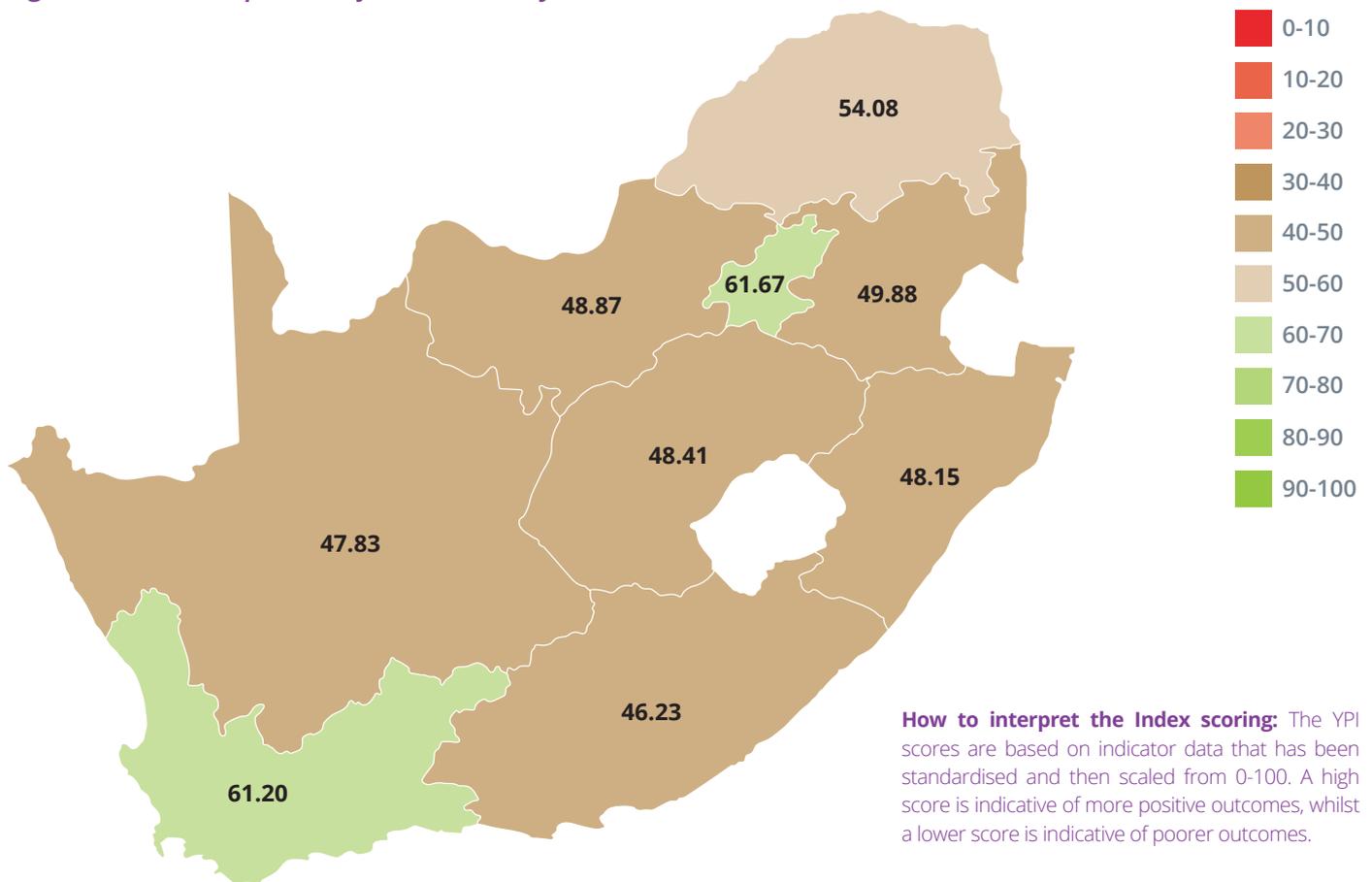


Table 1: Provincial Results by dimension and Overall YPI Scores

	Basic Human Needs	Foundations of Wellbeing	Opportunity	Overall YPI
Western Cape	55.99	77.55	50.07	61.20
Eastern Cape	49.89	52.80	36.01	46.23
Northern Cape	55.71	44.65	43.13	47.83
Free State	48.91	55.19	41.13	48.41
KwaZulu-Natal	52.84	54.74	36.87	48.15
North West	46.82	54.54	45.23	48.87
Gauteng	57.23	70.92	56.86	61.67
Mpumalanga	54.61	55.44	39.60	49.88
Limpopo	57.57	56.09	48.57	54.08

As shown in table 1, Gauteng and the Western Cape stand apart from the rest of South Africa on youth progress, with Limpopo not far behind.

Unless otherwise stated in the methodology report, these results represent 2018 indicator data (the most recent year for which data was available for most indicators at the time of this exercise)

Table 2: Provincial Results by Component

	Nutrition and Basic Medical Care	Water and Sanitation	Shelter	Personal Safety	Access to Basic Knowledge	Access to Information and Communication	Health and Wellness	Environmental Quality	Personal Rights	Personal Freedom and Choice	Inclusiveness	Access to Advanced Education
Western Cape	86.27	70.72	38.73	28.23	80.68	69.29	74.38	85.83	12.44	76.07	47.13	64.63
Eastern Cape	56.14	42.18	62.61	38.64	49.37	43.43	61.71	56.69	45.02	34.64	41.42	22.94
Northern Cape	50.39	57.79	57.59	57.05	54.61	51.78	22.02	50.18	39.49	38.61	74.73	19.70
Free State	43.35	47.39	51.11	53.79	76.61	43.92	54.96	45.27	40.20	41.90	43.43	38.98
KwaZulu-Natal	59.09	52.93	53.50	45.85	56.28	45.91	54.88	61.91	28.72	38.44	46.00	34.32
North-West	43.40	49.26	44.06	50.58	63.63	41.28	56.01	57.24	33.04	37.27	77.50	33.11
Gauteng	72.98	74.65	26.82	54.47	80.37	75.19	64.39	63.74	41.08	57.89	63.46	65.03
Mpumalanga	51.68	44.32	63.94	58.49	58.37	60.42	70.89	32.09	37.95	41.04	47.87	31.53
Limpopo	48.33	40.47	70.47	71.02	43.40	45.01	69.36	66.59	45.95	31.84	86.73	29.78

For a more visual and granular overview of the results and methodology, an online interactive dashboard is available at: <https://iqbusiness.net/ypi>

The Western Cape performs strongly on Nutrition and Basic Medical Care (86.27), driven mainly by its comparatively lower rate of maternal mortality, as well as by a lower reliance on school nutrition programmes. The province is also the strongest performer on Access to Basic Knowledge (80.68) driven partly by its relatively good matric pass rate. Finally, this province is also the strongest performer on Environmental Quality (85.83), accounted for by the relatively higher youth satisfaction rate with refuse removal, as well as the relatively lower amount of perceived environmental issues.

On the other hand, the Western Cape performs the poorest on Personal Safety and Personal Rights, with the two seemingly being linked. The poor score on Personal Safety is driven by the province's high murder rate (77 per 100 000 population) as well as data that shows that the youth in this province don't feel as safe as youth in some of the other provinces. On Personal Rights we see that, amongst other things, the youth in this province have relatively lower levels of trust in the police and in the courts.

Gauteng performs the strongest on Water and Sanitation (74.65), with no ordinary operation schools that use pit toilets, as well as relatively high youth satisfaction with the supply of water and sanitation services. Gauteng is also the strongest performer on Access to Information and Communications (75.19), with a relatively higher number of youth that have access to the internet as well as to a television set.

In spite of being the province with the highest youth progress, Gauteng is the poorest performer on the Shelter (26.82) component, driven by the high number of people that live in informal settlements, the relatively lower percentage (83%) of households that are connected to the mains electricity supply, and the relatively low youth satisfaction with electricity services.

Limpopo province comes out on top in Shelter, Personal Safety and Inclusiveness. The Inclusiveness performance is driven by the fact that fewer youth in this province

seem to experience discrimination, whether on the basis of race, age or gender.

The Northern Cape shows the lowest score on Health and Wellness, a phenomenon that is driven by low youth satisfaction with health care services, poorer health outcomes for the youth, as well as the country's highest suicide rate (6.75 per 100 000 population).

The Eastern Cape (46.23) has the lowest YPI score across all provinces, highlighting the strong need for intervention in this province.

Basic Human Needs

Inequality of access to Basic Human Needs in South Africa can also be explained by the idiom of how one cannot butter both sides of a slice of bread. On the one side of the slice, some barely have access to basic needs while on the other side of the slice, some have access to an almost endless amount of basic needs. Some youth have too little to eat and are suffering from malnutrition while others have way too much to eat and are suffering from obesity. According to Stats SA, 69.6% of young South Africans are living in poor households. Being poor is often associated with poor living conditions, which in turn is associated with a negative impact on health, education, and future employment prospects. The government implemented The Child Social Grant (CSG) to help curb the divide between the two sides of the slice. Evidence has shown that adolescents on CSG has reduced - the amount of absenteeism from school, number of sexual partners, pregnancy and alcohol and drug consumption (DSD, SASSA and UNICEF, 2012). The persistence of inequality amongst youth in South Africa explains the variation in recorded index values for the Basic Human Needs (Table 1).

Personal Safety is the lowest scoring component for the Basic Human Needs dimension for the different provinces. One of the major issues South Africa is experiencing is gender-based violence (GBV) which is recognised as a global problem. The South African Police Services (SAPS)

recorded 179,683 GBV cases in the financial year of 2018/19 – in this same year 2,771 women were murdered (Africa Check, 2020). Women are the immediate victims of GBV, but the consequences extend far beyond the victims to society as a whole. The Stats SA 2018 Crime Against Women in South Africa report shows how the fear of crime plays a limiting factor in women's ability to participate in economic activity and indicates how women felt more unsafe walking around their neighborhoods alone regardless of time of day. The report also shows how a higher number of individuals felt it was ok to hit a woman if she argues with a man compared to those who did not agree to this statement. Only 62% of females report assault crimes and only 20% of females report sexual offence crimes. Of these figures, only 56.2% of females who reported assault crimes and only 21,5% of females who reported sexual offence crime are satisfied by services rendered by police officers. These are staggering figures which need to be improved to address the fight against GBV in South Africa.

Foundations of Wellbeing

The Foundations of Wellbeing are synonymous with the foundations of social progress. The YPI looks at the Foundations of Wellbeing as being access to basic knowledge, access to information and communications, and health and wellness. It can be argued that a healthy, educated and informed youth is increasingly likely to achieve social mobility and progress. Therefore, initiatives aimed at empowering the youth should consider the Foundations of Wellbeing as the building blocks for overall youth social progress. The variation of the score achieved by the various provinces for Foundations of Wellbeing tell a vivid picture about the level of inequality, and the feasibility and opportunity for social development for youth in different areas. The Western Cape and Gauteng Provinces are the only two which scored above 70 with all the other provinces achieving a score of 55 or lower. South Africa's education system has seen improvement. The Matric class of 2019 achieved the highest pass rate in South Africa to date (Coetzee, 2020), with more urban provinces



such as the Western Cape, Free State and Gauteng ranking top three in the country, from 2013 to 2018. These three provinces have maintained a steady increase in their matric pass rate which speaks to the ease of access to basic education for learners, in comparison to those who school in Peri-Urban areas in provinces such as, Limpopo, Eastern Cape and the Northern Cape.

Information and communication are key components that help South Africans achieve strategic goals. For instance, having access to the internet enables the youth to find alternative sources of income, learning material, and current affairs at an affordable cost (StatsSA, 2019). The highest score achieved in this dimension in South Africa was 75.19 in Gauteng, with a small margin between Western Cape and Mpumalanga showing that youth who have been exposed to information and communication know how to manipulate social capital to work to their benefits; in comparison, the rest of the provinces are trailing behind by 20-30 points. Collectively South Africa has seen improvement from 8% in 2007 of households having internet access to 56% in 2017. Thus, having access to information and communication ideally should enable youth to explore different opportunities to sustain themselves and their families, with the current barriers that exist in South Africa's unique socio-economic context.

In the South African context, health is heavily impacted by lack of access to basic requirements namely: clean water, vaccinations, reasonable housing conditions and adequate nutrition (Mayosi & Benatar, 2014). All the provinces scored 54 or above in this component, except for the Northern Cape, with a score of 22.02. Once again, inequality is prevalent in the narrative of Youth Social Progress, as social structures have an impact on health and wellbeing and the possible exclusion of the youth from getting basic requirements (Unicef, 2016). The Healthcare system needs to provide services suited to the unique needs of South Africa's youth, for example, adolescent women are one of the groups most vulnerable to HIV infection (Health Systems Trust, 2019), which speaks to the level of sexual education young South Africans are exposed to. The state of the environment also poses a

threat to the well-being of young South Africans, especially in mining provinces like the Free State and Mpumalanga ranking 45.27% and 32.09% respectively. Poor environmental quality can have an impact on the health of people, and this can hinder them from being in a position to actively seek opportunities.

Opportunity

Opportunity is an important indicator of youth social progress. It refers to whether young South Africans have their personal rights protected, whether they are free to make their own choices, whether they are not excluded from the opportunity to become a contributing member of society, and whether they have access to advanced education.

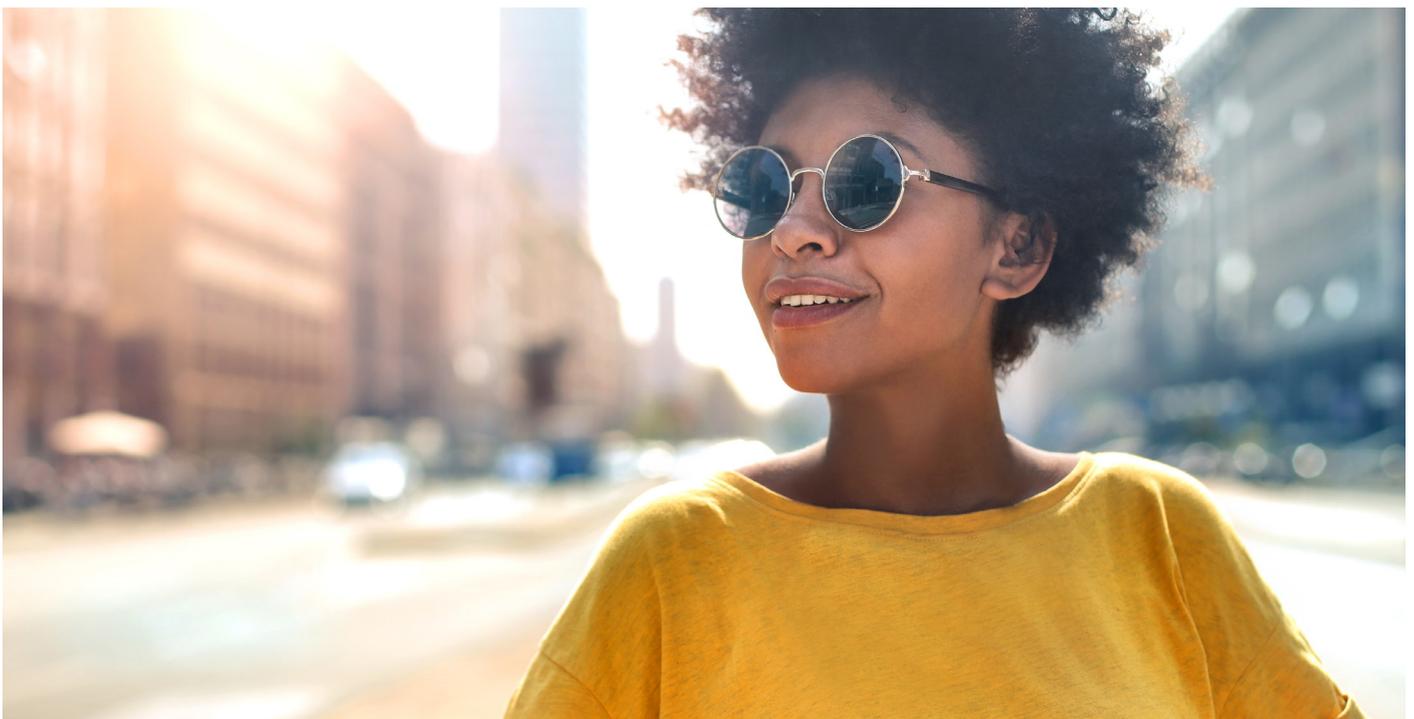
Overall, Gauteng had the highest score for Opportunity while the Eastern Cape and KZN ranked the lowest. Social progress in general, and for the youth in particular, is shaped by the degree of an individual's ability to pursue and obtain opportunity for advancement. For example, with regards to personal rights, no province achieved a score higher than 46 but the Western Cape achieved a particularly low score of 12.44. The YPI attributes personal rights to trust in the police and courts, perceived efficacy of police, trust in the SABC and perception of improvement in race relations. The Western Cape has a high prevalence of drugs and gang violence. According to the 2017/18 National Annual Crime Statistics, 83% of all gang-related murders in South Africa took place in the Western Cape (Western Cape Government, 2018). Other noteworthy crime statistics included: an average of 10 reported counts of murder per day, 10 reported counts of attempted murder per day, 116 reported counts of burglary at residential premises, and 320 reported counts of drug-related crime (Western Cape Government, 2018). The high rates of crime pose a challenge to the police and justice system and might make residents of the Western Cape, including the youth, feel unsafe. In addition to having to live in the midst of high levels of crime, young people may also engage in criminal activity and join gangs due to reasons such as growing up in poverty, tempted by money and access to weapons and drugs,

or a lack of success in other areas of their life such as school (Western cape Government, 2019). There are a number of initiatives to combat crime and gangsterism in the Western Cape but the prevalence of certain crimes could contribute to a decreased propensity for progress among the youth.

In the YPI, personal freedom and choice are characterised by, amongst others, 'discouraged youth'. It can be argued that limited access to opportunity as a result of a lower degree of personal freedom and choice can lead to discouragement and this can take many forms. With regards to employment, for example, people who do not seek employment because there are no jobs available in the area, they are unable to find work requiring their skills or they have lost hope of finding work, are considered "discouraged work-seekers" (Stats SA, n.d.). According to the Stats SA Quarterly Labour Force Survey of 2019, the number of discouraged work-seekers increased by 0.8% between Q4 2018 and Q4 2019. This against unemployment rates of 58.1% and 35.6% for the age groups 15-24 and 25-34 years respectively

(Stats SA, 2020), paints a concerning picture for the youth's access to and participation in economic activity. Access to advanced education is a significant contributor to opportunity for youth social progress. Gauteng accounts for the highest attendance of higher education institutions (8.7%) followed by 5.8% in the Western Cape (Stats SA, 2019). This can be attributed to the number of higher education institutions, such as universities, in these provinces (South African Government, 2020). Limpopo and the Northern Cape had the lowest number of individuals in higher education institutions with 1.9% each (Stats SA, 2019).

It is encouraging to see that four of the nine provinces scored above 60 in Inclusiveness. Given South Africa's history of exclusion, it is important to strive for sustainable, inclusive growth in which education and access to economic activity is not impeded by race, age or gender. Overall, Gauteng achieved the highest score and the Eastern Cape and KwaZulu-Natal scored the lowest for Opportunity.

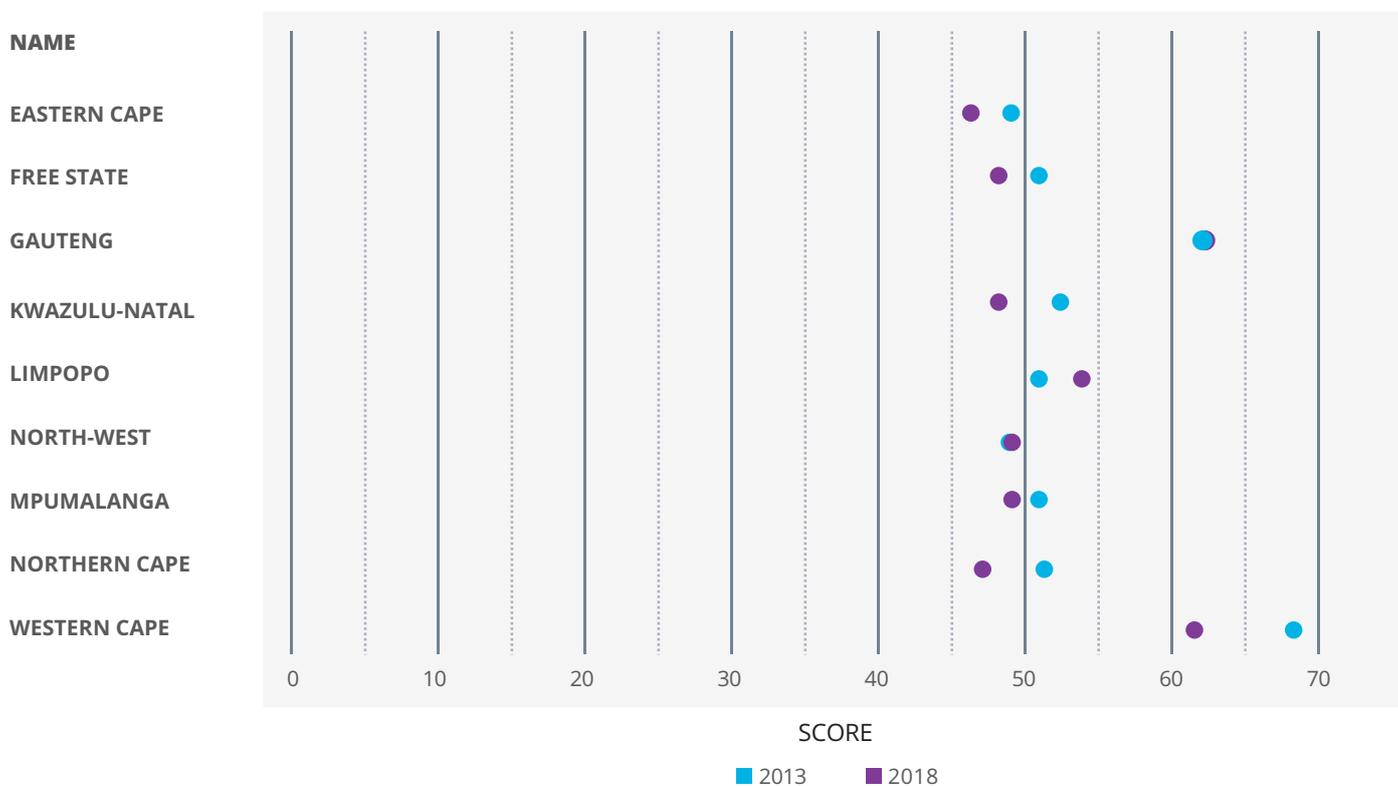


Trend Analysis: 2013 to 2018

The figures that follow depict time series dimension scores for each of the provinces, which gives us some insight into the six year trend depicted in Figure 4. The six-year trend analysis reveals that every province has gone backwards on youth progress between 2013 and 2018, with the exception of Limpopo and Gauteng. A massive contribution to this declining trend is the Opportunity dimension, which is made up of the components: Personal Rights, Personal Freedom and Choice, Inclusiveness and Access to Advanced Education. This perhaps speaks directly to the lack of economic opportunities for many of our youth. As can be seen, whilst each province has unique peaks and troughs, all provinces evidence a drop in their Opportunity score between 2017 and 2018, which significantly influences their overall YPI scores.

In many ways the negative trends we see in most provinces are unsurprising given the macro and socioeconomic data we have seen over the period that points to deteriorating outcomes for youth people in the country. However the value we derive from a disaggregated view of the deterioration enables all stakeholders to see to the right level of detail where the cracks are, and ultimately empower them to make the appropriate choices for the youth interventions they lead.

Figure 4



Western Cape

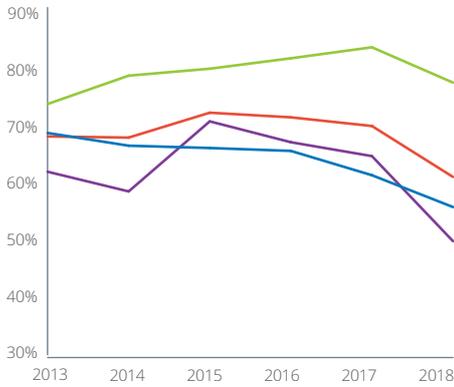


Figure 5: Dimension Scores (time series)

Eastern Cape

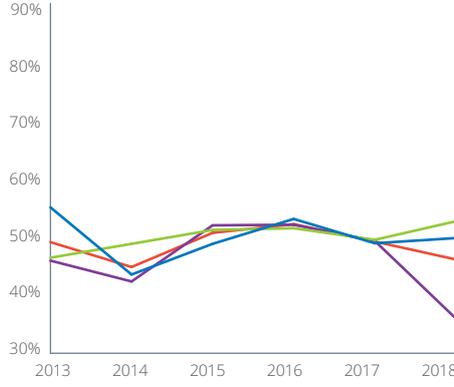


Figure 6: Dimension Scores (time series)

Northern Cape

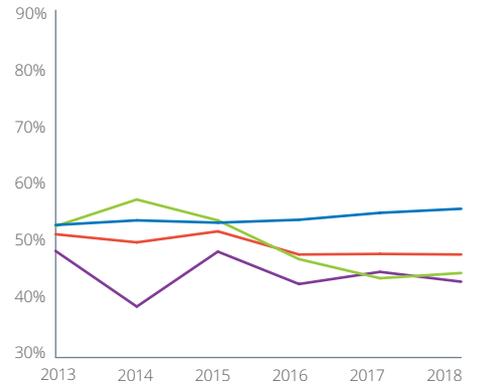


Figure 7: Dimension Scores (time series)

Free State



Figure 8: Dimension Scores (time series)

Kwazulu-Natal

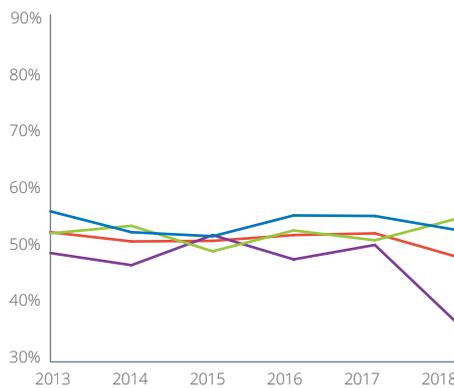


Figure 9: Dimension Scores (time series)

North-West

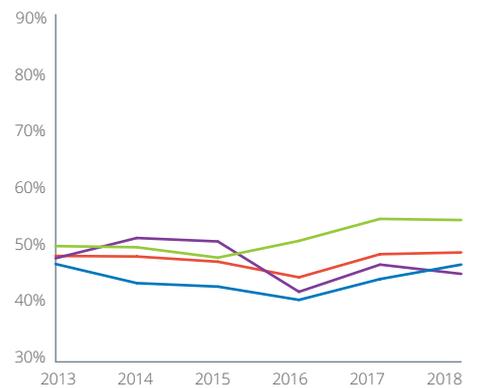


Figure 10: Dimension Scores (time series)

Gauteng

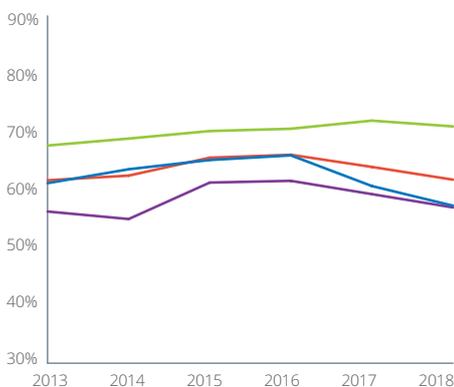


Figure 11: Dimension Scores (time series)

Mpumalanga



Figure 12: Dimension Scores (time series)

Limopo

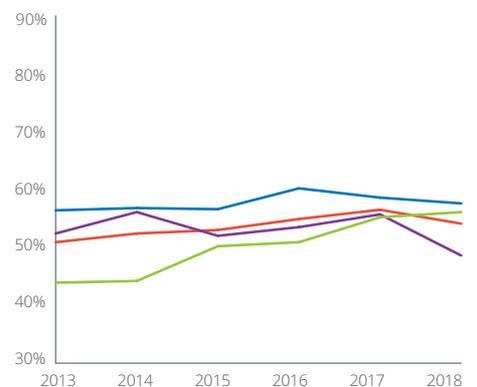


Figure 13: Dimension Scores (time series)

— Basic Human Needs — Foundations of Wellbeing — Opportunity — Overall YPI

PROPOSALS:

TOWARDS QUICK(ER) WINS AND SOWING STRATEGIC SEEDS

The COVID-19 pandemic has impacted workplaces and learning institutions in ways that ought to catalyse new and strategic thinking towards ensuring more extensive skills development and labour force participation by young people. Digital learning approaches have been accelerated and the legislation guiding qualifications frameworks in South Africa, the National Qualifications Framework (NQF) Act (2008) ought to become sufficiently agile to accommodate the SAQA accreditation / recognition needs of eLearning programmes to ensure that industry is able to continue skills development sustainably. In addition, the sector education and training authorities (SETAs) will play an important role in ensuring improved youth outcomes through their funded learnerships, funded skills programmes and funded apprenticeships, as long as these are appropriate to the skills needs of industry. And lastly, the challenges informing the poor income convergence in South Africa means that we had better define the labour mobility pathways, which would ensure more effective outcomes towards the employment equity and developmental aspirations of the country for its youth.

Digital Certificates (for education qualifications)

It is time for government to consider the establishment of a central database that allows organisations to search for candidates and see which qualifications they have digitally. There are many job seeking candidates who have been excluded from the selection process due to their inability to produce copies of their qualifications. A reprint request for a matric certificate can cost as much R380 without delivery. Many SETAs have also failed to produce the certificates of the candidates that have gone through their training programmes and therefore makes it onerous for applicants to provide proof of competence. Not only would this centralised database ensure that

there is a fast and cost effective way of accessing one's qualifications, but it would also serve as a deterrent for employment candidates who have the temptation to forge or produce fake qualifications.

Defining Labour Mobility Pathways – An Andragogical Approach

“Along with the Self-Directed Learning Theory and the Transformative Learning Theory, Andragogy is one of the components that underlie adult education and it is treated by some educational establishments as a subject matter per se. Malcolm Knowles (1913-1997) who developed the concept into a theory of education defined it as “the art and science of helping adults learn”

– Codreanu & Vasilescu (2013): **E-Learning Behaviours and the Impact on Andragogy.**

If we are to truly progress towards solving the income convergence challenge in South Africa we ought to do better in the art and science of helping adults learn and grow. Upward mobility is critical in ensuring long term viability of human capital and additional work is required for a more detailed definition of labour mobility pathways, that could ultimately serve a development toolkit used by employers to ensure that young people are capacitated with the appropriate level of support at entry (into the labour force) and along their economic activity journey.

Building Digital Intensity Data Sources

Research suggests that the propensity of despondence in job search increases as young people approach the age of 35, emphasising the need to absorb youth while they are still enthusiastic in their job search. In addition, it finds that majority both employed and unemployed youth did their job search through non-ICT means, and find that of those who used job portals, employed youth found them more valuable than unemployed youth (Twinomurinzi and Magundini, 2019).

As such there is a growing need for the collection and preparation of digital intensity data collection for households in South Africa. This would inform a more nuanced understanding of how individuals usage, engagement and cost frictions with digital tools, devices and processes and would provide very useful insights for job portals and other ICT led initiatives on design and packaging of such interventions to ensure appropriateness, effectiveness and impact.

Reducing Cost Frictions to Job Searching

There is sufficient evidence to show that young people discontinue job searching largely because of costs associated with the search process, Diagne (2010) found that “policies that reduce search costs (through information provision) or alleviate credit constraints (for example, social grants) can raise labour market participation and search intensity”. Graham et al. (2019) In their report *Siyakha Youth Assets Study – Developing Youth Assets for Employability* found that the monthly cost of job seeking for unemployed youth was an average R280 for transport costs and R325 per month for other costs including data and printing costs funded largely (47%) by loans from household members. What happens when household incomes come under more pressure? How does this translate to active job seeking by young people?

FINAL REMARKS

The YPI aims to form a basis on which youth interventions are designed to the right level of specificity given the multidimensions of the challenge. The IQbusiness partnership with the **Social Progress Imperative** and **SAS South Africa** ensures that we keep not only a local lens to the challenge facing the youth, but also a global one supported by our leading partners. The theme **“Towards Realising the Youth Dividend: Sowing the Seeds for Improved Youth Outcomes in 2030”** shows

our acknowledgement that the youth dividend cannot be realised if the youth remain economically inactive and excluded. Ours today, is to ensure that we give ourselves a time frame (2030) against which will measure our collective progress towards achieving better outcomes for the youth; and ensure that all our collective efforts today truly are sowing the right seeds for the improved outcomes we wish for in 2030.



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About The Social Progress Imperative

The Social Progress Imperative is a global nonprofit based in Washington, DC, providing decision-makers and everyday citizens with the very best data on the social and environmental health of their societies and helping them prioritize actions that accelerate social progress.

Since it first launched in 2014, the Social Progress Index has been embraced by innovative leaders from London to India to the rainforests of Brazil. They are applying its rigorous framework to navigate today's social challenges and accelerate efforts to drive equitable, inclusive and thriving societies.

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