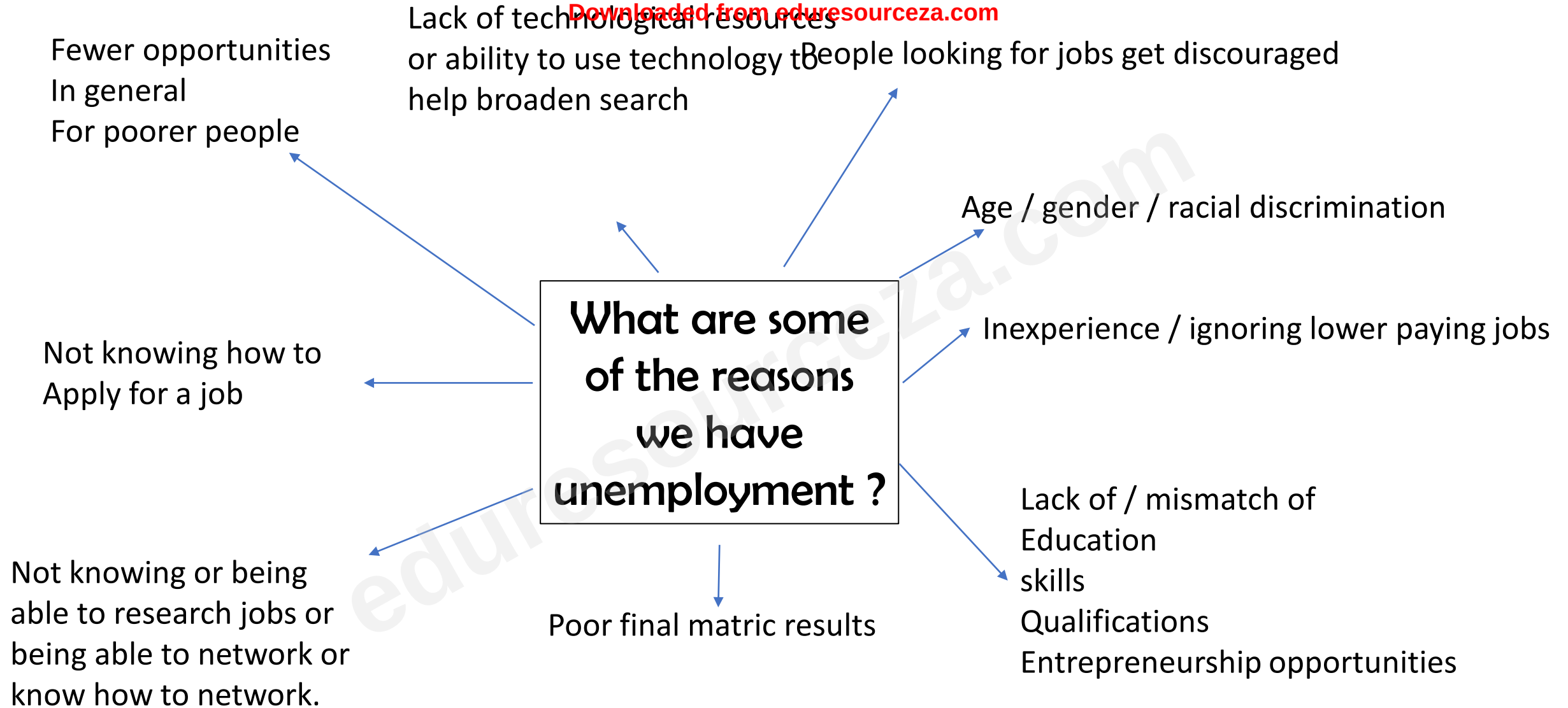








Unemployment

Downloaded from eduresourceza.com

No work, no income

Youth unemployment is a big problem

In RSA between 15 – 35 years of age

Does not include students or stay-at-home parents/individuals who choose not to work

Unemployment causes poverty and poverty lead to unemployment

Fewer goods produced and fewer services provided

Less money to spend so less support to the economy which results in retrenchments and fewer jobs

Investors scared to invest

Downloaded from eduresourceza.com

Impact of unemployment

Poverty

Substance abuse

Homelessness

Crime

Child abuse

Human trafficking

Exclusion and loneliness

Lack of education and training

Hunger

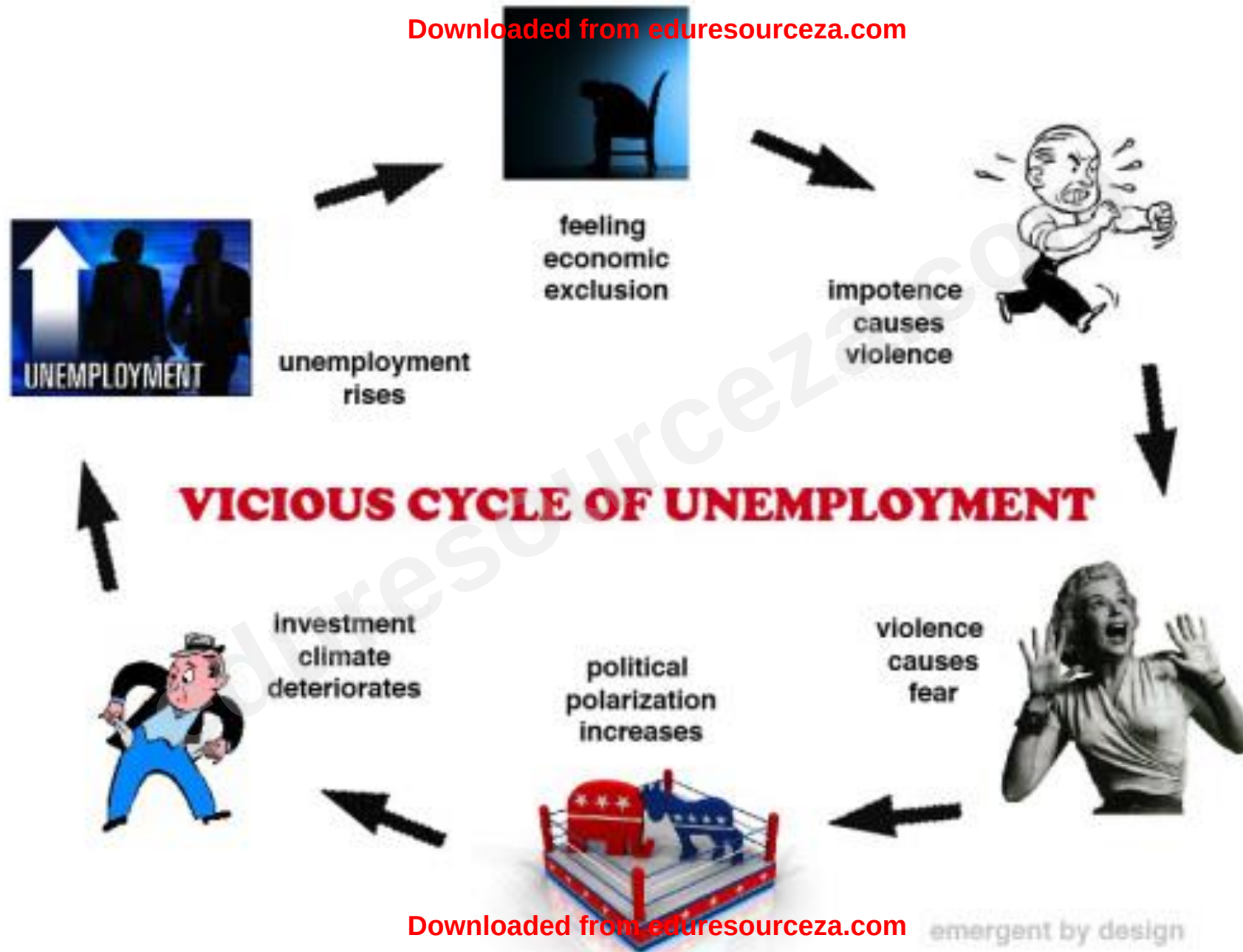
HIV / AIDS

Not feeling like a citizen of RSA

exploitation

Physical and mental health suffers

Lack of self esteem



The Truth About Unemployment



Those who receive unemployment benefits spend more time actively searching for work than those who are ineligible.



Looking for a job on the Internet can cut back the amount of time you're unemployed by 25%.

Unemployment at a young age may lead to employment and financial problems in the future.



Unemployment can cause an immediate drop in earning power by 30%.



Unemployment increases your risk for premature death by 63%.

72% of those who are unemployed skip needed health care, preventative care, and filling prescriptions.



43% of those who were unemployed for 6+ months said they lost contact with close friends

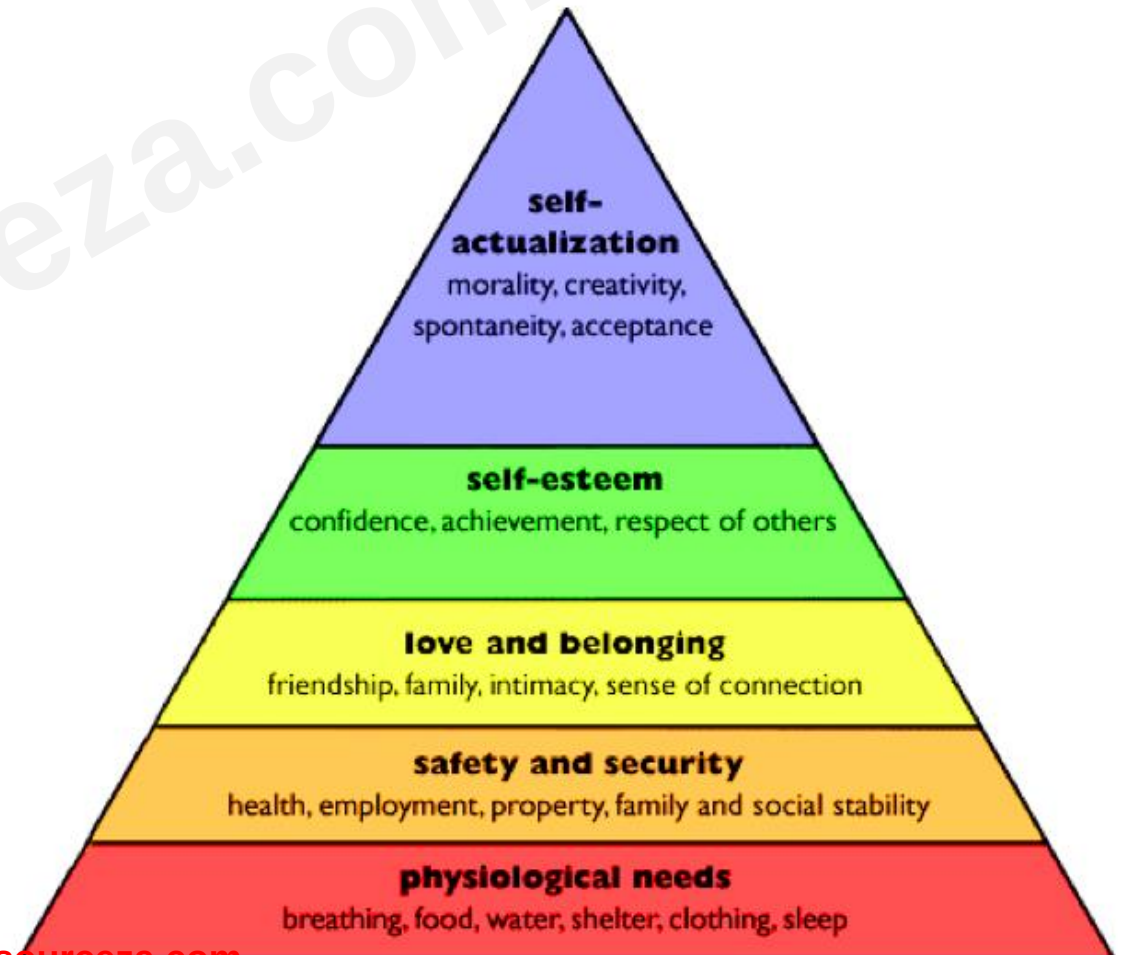


As state-level unemployment rates rise, so does binge drinking.



Considering the previous slide, employment could minimise emotional stress factors by:

- ✓ Eliminating worry, anxiety and uncertainty about the future, resulting in a better sense of well-being.
- ✓ Adds meaning, significance to your life bringing some happiness / fulfilment.
- ✓ Gives you a sense of purpose allowing you to be emotionally happier and healthier.
- ✓ Feel more empowered or enabled fulfilling the basic needs (remember Maslow's hierarchy of needs...?)
- ✓ Giving you a sense of worth thereby lessening risk of unhealthy life practices (drinking etc)
- ✓ Can you think of any others?



Resulting in:

Being able to support yourself gives you a sense of = Financial independence

Keeping or having a sense of pride and identity enhancing your self-esteem.

Being productive which will add meaning to your life.

Being able to develop yourself and grow as a person preparing you for other opportunities.

Giving you an opportunity to improve your quality of life = a sense of achievement



Discrimination is the unjust or prejudicial treatment of different categories of people, especially on the grounds of race, age or sex.

In terms of the law and the Employment Equity act prohibits unfair **discrimination** against an **employee** on arbitrary grounds, including race, sex, disability, age and many others. ... :

However, grounds for discrimination are allowed when:

- ☐ Discrimination is based on affirmative action.
- ☐ Discrimination is based on the inherent requirements of the job
- ☐ Compulsory discrimination by law
- ☐ Discrimination for employment equity purposes.

Affirmative action measures are designed to promote employment equity (fairness in favour of the designated groups — blacks, women and disabled persons). Affirmative action aims to achieve equality at work without lowering standards and without unduly limiting the prospects of existing employees, for example by getting rid of discrimination in company policies, procedures and practices. Its main aim is generally to ensure that the previously disadvantaged groups are fairly represented in the workforce of a particular employer.

Any discrimination based on the **inherent requirement of the particular job** does not constitute unfair discrimination. An inherent requirement of a job depends on the nature of the job and required qualifications. If such requirements can be shown, discrimination will be fair, for example a person with extremely poor eyesight cannot be employed as an airline pilot.

In terms of **compulsory discrimination**...The law does not allow the employer to employ children under the age of 15 years, or pregnant women four weeks before confinement and six weeks after giving birth.

The purpose of the **Employment Equity** Act, No 55 of 1998 is to achieve equity in the workplace by promoting equal opportunity and fair treatment in employment through elimination of unfair discrimination and implementing affirmative action measures to redress the disadvantages in employment experienced by designated groups, in order to ensure equitable representation in all occupational categories and levels in the workforce.

So how can we counteract unemployment?

VOLUNTEERING

PART-TIME JOBS

COMMUNITY WORK

ENTREPRENEURSHIP

INFORMAL JOBS

Businesses can help with unemployment by:

Helping to support schools / DBE to adapt curriculum to be more relevant to what jobs are evolving out there.

This will mean learners leave school ready and equipped for the current and future working world with the skills necessary to get a job.

Do regular projections on what skills will be needed in the near future so learners are able to equip themselves.

Partner with schools on programmes to teach and share skills relevant for the work force that learners will enter in to.

SARS Tax obligations

Downloaded from eduresourceza.com

Income tax is the government's main source of income.

Income tax is a tax levied on all income and profits received by a taxpayer.

Individuals + Companies + Trusts

**Every
citizen's duty
to pay tax**



**Roads
Hospitals
Schools
Government services**

You contribute to unemployment if you don't pay tax.

Downloaded from eduresourceza.com

Our taxes pay for social grants for the unemployed however while it truly assists those in need it can also:

Myth / Fact???

Contribute to the unemployment rate? **WHY?**

Because it can encourage dependency on grants instead of motivating people to look for or creative job opportunities.

Contribute to the rise in teen pregnancies. **WHY?**

Less money available for essential goods on the grants so having another/ more children allows them to get more money from the social grants.

Data from Stats SA's latest *Financial statistics of national government* report¹ provides some insights into government spending on social grants. Below are just two examples about the grant spending social welfare system in South Africa.

Fact 1: For every R100 national government spends on social grants, R42 goes to family and children grants; R41 goes to old age grants; and R16 goes to sickness and disability grants. The remaining R1 of the R100 consists of grants such as social relief-of-distress grants (for example, food parcels in the event of natural disasters).

It is possible that some individuals get more than one grant. For example, an individual who requires medical care and has a disability will receive both sickness and disability grants. If that same person is older than 60, she/he will also qualify for an old age grant

Fact 2: The number of households receiving at least one form of social grant rose from 29,9% (of the population) in 2003 to 44,3% in 2010, according to the latest *General Household Survey* report² from Stats SA. This rose to 45,5% in 2015. Further details and analysis on the issue of the growing social welfare net are available from Stats SA's *Poverty Trends in South Africa* report³.

Government has increased spending on social protection by 39% over a five-year period, from about R87 billion in 2010/11 to about R121 billion in 2014/15, according to data from Stats SA's latest *Financial statistics of national government* report.

R' million	2010/11	2011/12	2012/13	2013/14	2014/15
<i>Family and children*</i>	36 476	41 067	45 400	46 939	51 349
<i>Old age**</i>	33 764	37 132	40 793	44 072	50 336
<i>Sickness and disability</i>	16 840	17 256	17 240	17 769	18 743
<i>Social protection n.e.c***</i>	412	509	456	807	827
Total	87 492	95 964	103 889	109 587	121 255

* Family and children includes child support, foster care and care dependency grants.

** Old age includes war veterans' grants.

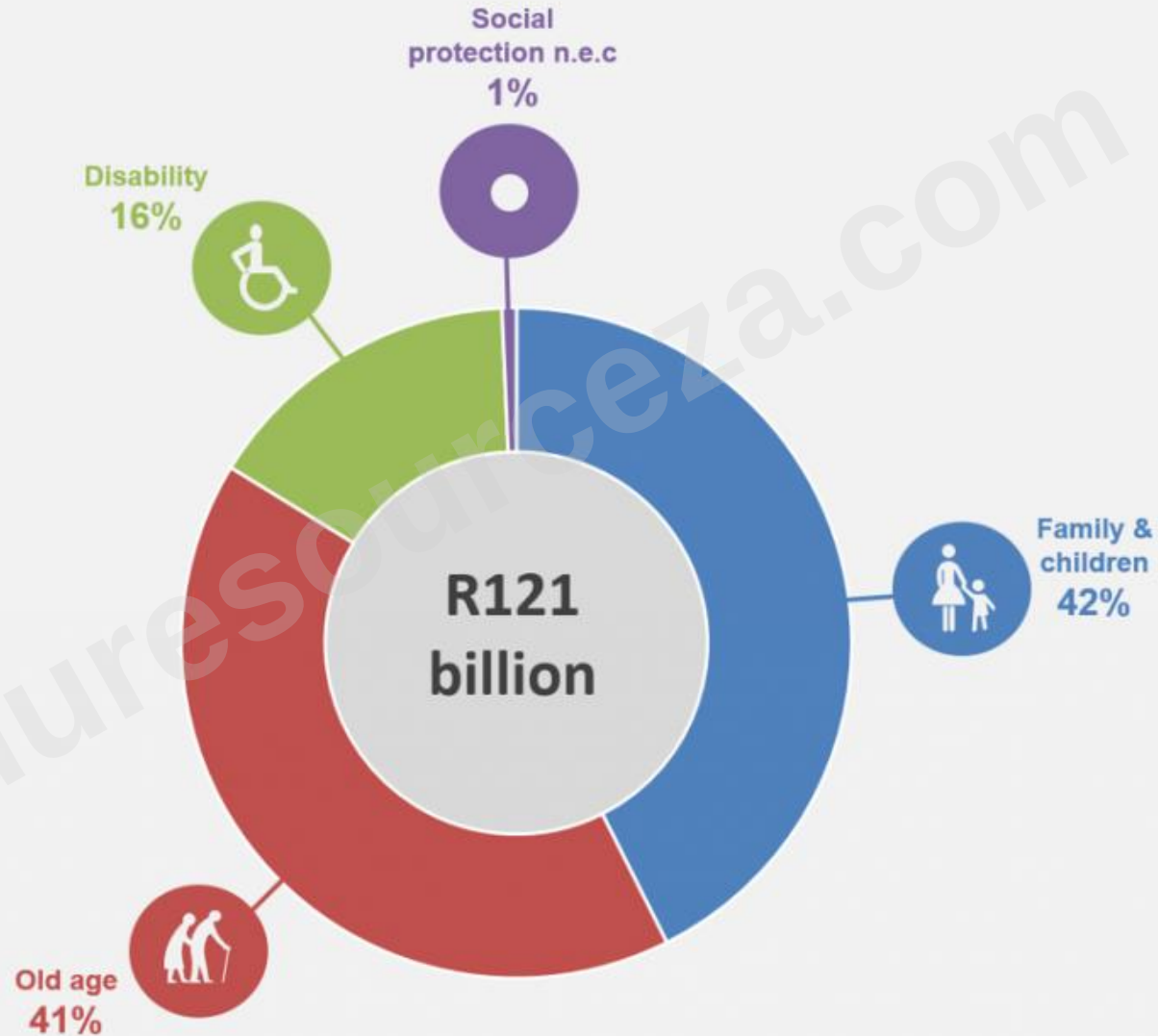
*** Social protection n.e.c. includes grant-in-aid and social relief-of-distress.

Various factors contributed to the annual increase in the amounts paid out in the form of grants, the two most significant ones being:

- inflation
- and the increase in the number of beneficiaries.

Breakdown of the social grant pie

Spending on social grants by national government in the 2014/15 financial year



Family & children includes child support, foster care and care dependency grants.
Social protection n.e.c includes grant-in-aid and social relief-of-distress. Old age includes war veteran's grants
Source: Financial statistics of national government, 2014/2015 (P9119.3) <http://www.statssa.gov.za>

Grants available include:

Downloaded from eduresourceza.com

Child Support Grant
(Paid out to anyone earning
R4000 or less per month)

R 410

Older Person's Grant

R1700

Disability Grant
Paid out to anyone earning less
than R6510 and assets are under
R1,115,400-00)

R1700

Grant-in-Aid

R410

Care Dependency Grant

War Veteran's Grant

(Paid out to anyone earning
less than R6510)

R1720

Foster Child Grant

R960

(have to go to court every 2 years to get these extended)

Downloaded from eduresourceza.com

SOCIAL GRANT MONEY

If you are interested in facts and figures and numbers you can go to the following link and read an interesting research article (Katharine Hall and Winnie Sambu) on *Income poverty, unemployment and social grants*

http://www.ci.uct.ac.za/sites/default/files/image_tool/images/367/Child_Gauge/South_African_Child_Gauge_2017/Child_Gauge_2017-Income_poverty_unemployment_and_social_grants.pdf

Corrupt behaviour includes:

Downloaded from eduresourceza.com

- **Bribery** – PAYING FOR AN ILLEGAL FAVOUR
- **INFLUENCE PEDDLING** – The illegal practice of using one's influence in government or connections with persons in authority to receive information or benefits.
- **Stealing public resources** – TAKING WHAT BELONGS TO ALL, FOR YOUR YOURSELF
- **NEPOTISM AND CRONYISM** – the appointment of family or friends to positions of authority, regardless of their qualifications.
- **Favouritism** – GIVING SPECIAL TREATMENT OR FAVOURS TO THOSE WHO DO NOT DESERVE THEM
- **EXTORTION** – obtaining money or favours, through force or threats.

Downloaded from eduresourceza.com