

## SKILLED YOUTH FOR DECENT JOBS

### - Sustainable growth in South Africa through technical education



#### Meet Tebatso Mokoena

- Worked in the South African mines from 1989
  - Truckdriver from 1993 and active in the Construction Workers Union, CAWU
  - Elected as a shop steward from 1994 and later as a member of the union's National Executive Committee for Eastern Cape Province
  - Elected as Chairperson for NUM in Eastern Cape Province from 2000, when CAWU merged with NUM
- Coordinator for the construction sector in NUM

### NATIONAL UNION OF MINE WORKERS - NUM

Founded in 1982, among others facilitated by South Africa's current President, Cyril Ramaphosa who became the first General Secretary. It has **176.232 members** in three sectors: Mines (134.002), Energy (14.866), Construction (27.364). Affiliated to the confederation COSATU, founded in 1985 by trade unions that were fighting against the apartheid system and committed to a non-racial, non-sexist and democratic South Africa in a strategic political alliance (the Tripartite Alliance) with the African National Congress (ANC) and the South African Communist Party (SACP). NUM is also a member of the Global Union Federation, Building and World Workers International (BWI).



#### Questions for discussion:

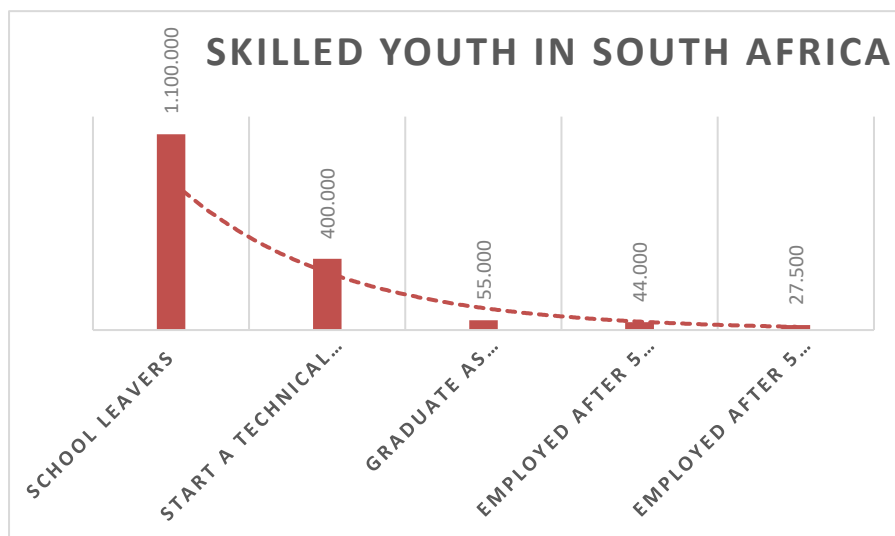
- What has skills education got to do with decent jobs and sustainable growth?
- Can skills counteract precarious work and low salaries?
- How can relevant skills education make it more attractive for African youth to be part of developing strong sustainable societies?
- How can the role and engagement of labour market parties in skills education be increased?
- Can Danish experience inspire in South Africa?



### TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING

South Africa has a population of 57 million – 46% are under 25 years. Only 14% of young people starting a technical education, graduate. Only 2.5% of a generation get skilled jobs





### Challenges

Mis-match between companies' need and subjects taught.  
 Barriers to young people's access.  
 Under-resourced TVET colleges.  
 Limited practice-oriented teaching and learning.  
 Educators lack relevant industrial skills.  
 Management, governance and effectiveness of Sector Education and Training Authorities (SETA).

- South Africa has set up a SETA-system (Sector Education and Training Authority).
- 23 national sector-SETAs – tripartite bodies with representation from employers, trade unions and authorities.
- Each SETA has a set of committees for each subject.
- SETA's collect levies from employers for TVET and make the funds available.
- SETA's promote apprenticeship and learnership agreements.
- Trade unions and employers' organizations are not included in the boards of the technical schools.

### Focus for collaboration between 3F and DI in South Africa

- Strengthen social dialogue between employers and trade unions
- Increase the role and effort of employers and trade unions to ensure young peoples' access to technical education and jobs
- Improve companies' access to skilled labour
- Focus on technical skills around green job

### 3F's International Work

3F has worked with international solidarity and development for more than 30 years in close collaboration with sister organisations, taking a point of departure in the partners own strategic plans. 3F adds experience from the Danish labour market model and also promotes south-south experience sharing across borders.

3F's programmes are implemented in South

and South East Asia, southern Africa, Latin America, the Middle East as well as Central- and Eastern Europe.

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**Read more:** <https://tema.3f.dk/international>

3F, Danish Industry and the LO/FTF Council formed a Labour Market Consortium in 2017 and signed a strategic partnership agreement with the Ministry of Foreign Affairs of Denmark for the promotion of well-functioning labour markets as a contribution to the UN Sustainable Development Goal 8.



