



The Factors That Impact Negatively Achieving Decent Work and Economic Growth in South Africa

M. M. Selepe

Department of Public Administration, University of Limpopo, South Africa

E-mail: martinus.selepe@ul.ac.za

<http://dx.doi.org/10.47814/ijssrr.v7i4.2146>

Abstract

The study seeks to examine the United Nations (UN)'s Sustainable Development Goal (SDG8) number eight's objective of achieving decent work and Economic growth in South Africa. The main objective of the study is to identify the mechanisms that will enable South Africa to achieve decent work and economic growth. The study adopted qualitative research methodology using the conceptual approach and relied heavily on secondary data. The study will analyse the factors that negatively impact the achievement of decent work and economic growth. It examines the effects of COVID-19 on achieving decent work and economic growth. It will also investigate the possibility of achieving decent work and economic growth in South Africa. The study analyses the structure of employment and unemployment in South Africa. It also investigates the relationship between decent work and economic growth. The paper adopted the Keynesian theory that has been historically and currently applied by economists on economic growth-related issues. The paper concluded by giving an exposition of the mechanisms that will remedy the current unemployment and economic growth challenges in South Africa.

Keywords: *Decent Work; Economic Growth; South Africa; Unemployment; Governance; United Nations*

Introduction

The fundamental goal of the International Labour Organisation is the achievement of decent and productive work for both women and men in conditions of freedom, equity, security, and human dignity. The South African government has pledged its commitment to the attainment of decent work and sustainable livelihoods for all workers and has undertaken to mainstream decent work imperatives into national development strategies (Cohen and Moodley, 2012:1).

The four strategic objectives of decent work are the promotion of standards and rights at work, to ensure that workers' constitutionally protected rights to dignity, equality, and fair labour practices,

amongst others, are safeguarded by appropriate legal frameworks Secondly, the promotion of employment creation and income opportunities, with the goal being not just the creation of jobs but the creation of jobs of acceptable quality; Thirdly the provision and improvement of social protection and social security, which are regarded as fundamental to the alleviation of poverty, inequality and the burden of care responsibilities. Fourthly, the promotion of social dialogue and tripartism (Cohen and Moodley, 2012:1).

According to Balcerowicz (2001), economic growth is a process of quantitative, qualitative, and structural changes, with a positive impact on the economy and on the population's standard of life, whose tendency follows a continuously ascendant trajectory. South Africa is faced with the insurmountable challenge of trying to grow the economy, however, for the last decade, it has been languishing on a Gross Domestic Product (GDP) growth of below 3 per cent. Economic growth has been at the centre of major challenges such as high unemployment, inequality, and poverty in the country. The researcher will attempt to analyse and dissect the reasons which have led to South Africa's low or negative growth, and the ineffectiveness of economic policies and recommend appropriate strategies which are suitable for our economic and unemployment challenges. According to the latest Trading Economics (2020), "SA unemployment rate rose to 30.1 per cent in the first quarter of 2020 from 29.1 per cent in the previous period". The figures are expected to worsen amid the COVID-19 pandemic as companies are closing and some retrenching.

According to Rai *et al.*, (2019:1) Goal 8 of the Sustainable Development Goals (SDGs), which advocates 'sustainable economic growth and decent work for all' falls short of its ambition by not addressing issues of social reproductive work and therefore of gender equality. The emphasis placed on GDP and per capita growth as indicators for its targets, we argue, neglects the value and costs of social reproduction. Unless SDG 8 considers unpaid work that continues to be largely performed by women, it cannot address the decent work agenda in a comprehensive and gendered way.

The country has been struggling to pick up growth ever since it reached its all-time high of 7.6 per cent in the fourth quarter of 1994 under Nelson Mandela's administration (The Conversation, 2018).

The purpose of the study is to unravel the main challenges that have impeded South African economic growth and the achievement of decent work over the last two decades. The study will also dissect and analyse the country's high rate of unemployment and recommend strategies that will unlock the blockage and pave the way forward for job creation. Economic growth is key to addressing the high rates of unemployment, poverty alleviation, and achieving decent work. The objectives of the study are to investigate the possibility of achieving decent work and economic growth in South Africa, to analyse the structure of employment and unemployment in South Africa; to identify challenges that impede economic growth; and to recommend appropriate solutions that will remedy the current unemployment and economic challenges in South Africa.

Problem Statement

South Africa is characterised by high levels of poverty and income inequalities between population groups (Black Africans, Whites, Asians, and Coloureds) and within individual population groups. Unemployment remains a critical challenge in South Africa standing at 29.1 per cent in the fourth quarter of 2019, unchanged from the previous month's 11-year high, as the number of unemployed dropped by only 8 thousand to 6.7 million people (Trading Economics, 2020).

The high unemployment rate in South Africa contributes to widespread poverty and inequality. Therefore, achieving decent work and economic growth requires different growth strategies to stimulate the economy to address these challenges which have trapped the country for decades in this quagmire.

The ANC-led government has over time introduced a series of growth strategies to address these challenges. First, it was the Reconstruction and Development Programme (RDP) in 1994, and then Growth, Employment, and Redistribution (GEAR) in 1996 which were established and implemented. They were followed by the establishment of the Accelerated Shared Growth Initiative for South Africa (AsgiSA) in 2007. The Industrial Policy Action Plan (IPAP) was also introduced in 2009 and revised, the New Growth Path (NGP) in 2010 and the National Development Plan (NDP) in 2012 (Motsosi, 2018). The government had good objectives by making all these policies, however, lack of impact negatively on the success of the policies.

South Africa also started the 1st quarter of 2020 with another challenge of being downgraded to non - non-investment grade status and this exacerbated the situation. The outbreak of (COVID-19) also impacted the achievement of decent work and economic growth in South Africa. The pandemic is placing unprecedented economic pressures globally which will slow down the process of South African economic recovery. The general view is that it can take 3 to 5 years for the economy to get back to where it was before the outbreak of COVID-19 (First Rand Bank,2020). The current global economic crisis will exacerbate high unemployment and extreme poverty levels in South Africa.

Methodology

The study adopted qualitative research methodology using the conceptual approach relying heavily on secondary data. Conceptual research serves to introduce new ideas, help people identify problems and appropriate solutions in new ways, and provide new frameworks to guide thinking and action. The study adopted the conceptual use of research because it has long-term consequences. Rather than influencing a single decision, the conceptual approach shapes how people see the world, how they respond to problems they encounter in their everyday work, and how they design and manage solutions. It touches not only on policymaking but also on policy implementation. The secondary data utilized was extracted from academic journal articles, newspapers, and reports. Several journal articles focus on the factors that impact negatively on achieving decent work and economic growth in South Africa.

Theoretical Framework for Decent Work and Economic Growth

The paper adopted the Keynesian theory because of its relevance and appropriateness of the achievement of decent work and economic growth.

The theory is relevant because John Maynard Keynes had a *targeted* (as contrasted with *aggregate*) demand approach to full employment. Modern policies, which aim to “close the demand gap,” are inconsistent with the Keynesian approach on both theoretical and methodological grounds. Aggregate demand tends to increase inflation and erode income distribution near full employment, which is why true full employment is not possible via traditional pro-growth, pro-investment aggregate demand stimuli. This was well understood by Keynes, who preferred targeted job creation during expansions. But even in recessions, he did not campaign for wide-ranging aggregate demand stimuli; this is because different policies have different employment creation effects, which for Keynes was the primary measure of their effectiveness (Commodatore *et al.*, 2003: 1).

Historians of economic theory have posited a variety of explanations in their attempt to account for the success of John Maynard Keynes’s (1883-1946) *The General Theory of Employment, Interest, and Money* (1936). These range from its supposedly revolutionary nature to the idea that the timing of the *General Theory*’s appearance was fortunate as it took place when the world was struggling with the most severe and widely diffused contraction of modern times. Other accounts rely on more anecdotal evidence. For example, stress is often placed on the relationship between Keynes and the Circus, a group of able, young Cambridge economists who dissected Keynes’s ongoing work over several months from

November 1930 to the spring of 1931 and whom, some argue although it has been a matter of some controversy played a key role in helping Keynes to develop crucial ideas in the years leading up to 1936. This emphasis on anecdote has been influenced by the „oral tradition“ at Cambridge, a style that relies heavily on allusion to and caricaturisation of the work of a few eminent contemporaries and predecessors rather than on meticulous documentation of sources (Cord, 2009:2).

Commendatore *et al.*, (2003:131) opine that Harrod’s seminal work on growth theory was conceived as an attempt to extend Keynes’s analysis. It moved from the Keynesian ideas that the economic system does not tend necessarily to full employment and that aggregate demand may affect the rate of growth of the economy. In subsequent years, Keynesian economists developed this approach along several lines, focusing on the different components of aggregate demand and on their role in the growth process, by using several descriptive and analytical methods. As stated above, this multiplicity of ideas and analyses shows, according to some authors, the fertility of this line of thought. Conversely, an external observer may judge the lack of a unified framework as a weakness, considering the Keynesian literature a disorderly set.

Tcherneva (2008:2) who is the proponent of Keynes supports his comments by attesting to the fact that Keynes was of the view that the trouble with designing policies for full employment is that economists lacked both the intellectual conviction of their feasibility and the cleverness to design them. Goodness and well-meaning intentions were never the problem. It seems today, similarly, we are more in need of intellectual conviction and cleverness to design such policies than ever before in the post-war era. The mainstream has abandoned the notion of full employment believing that some noninflationary level of unemployment is the future solution.

It is constructive to revisit Keynes’s view of employment policy once again to see what role aggregate demand policies played in his analytical approach. Much has been written on what Keynes meant or did not mean and what he would have made of contemporary policies carried in his name. Although there is much disagreement on his theoretical contributions, there is a general agreement across the theoretical spectrum that boosting aggregate demand is the Keynesian solution for full employment (Tcherneva, 2008:3). The South African unemployment rate is discussed in detail below.

Unemployment Rate in South Africa

Unemployment in South Africa is a structural issue. According to the South African government communication newsletter, “In 1994 the unemployment rate stood at 20.5 per cent for the standard definition and 31.5 for the expanded definition. In the first quarter of 2014, the standard rate of unemployed stood at 25.2 percent and the expanded rate was 35.1 percent. Although other researchers had the unemployment rate in 1994 at 15.6 percent for the standard definition and in 2014 it jumped to 33 percent when using the expanded definition of unemployment (Motshohi, 2018). The standard definition of unemployment is aged between 15 and 64, who are unemployed at a specific time, but looking for work. The expanded definition of unemployment refers to people who are unemployed but have stopped looking for work (Statistics South Africa, 2014). However, the government has conceded that low-level economic growth has been the main contributor to the high unemployment rate and the lack of requisite skills contributed to a mismatch of high supply of unskilled labour and low demand for those skills and they mentioned the following reasons as the possible cause of high unemployment:

- Legacy of Apartheid, Poor Education and Training;
- Labour Demand-Supply Mismatch;
- The Effects of The 2008/2009 Global Recession;

- Role of Trade Union Federations in Government; And
- General Lack of interest in Entrepreneurship (GCIS, 2014).

South African Economic Growth

According to The National Treasury (2020), the economy grew by just 0.2 per cent in 2019. As the government's fiscal position deteriorated, the ratio of investment to GDP fell to 17.9 per cent, the lowest since 2005, while the unemployment rate reached an 11-year high of 29.1 per cent. The 2020 *Budget Review* forecasts growth of 0.9 per cent for 2020. That forecast proved optimistic given the unexpected contraction in the fourth quarter of 2019, which emerged after the Budget was tabled in Parliament but before the onset of COVID-19.

The National Treasury (2020) forecasted that the economy will contract by 7.2 per cent in 2020. Business confidence will remain near historic lows, and investment and employment will drop below last year's levels. Household consumption will remain constrained by reduced income from wages, commissions, bonuses, and financial assets as well as low job growth. Inflation will be contained in the near term due to the collapse in demand, low imported inflation, and moderate food price pressures. Weak activity will reduce the current account deficit, which is expected to be fully funded by foreign inflows.

According to Le Roux (2020), as the COVID-19 pandemic escalates both globally and domestically, concerns about the ultimate impact on the South African economy are mounting. South Africa was already in recession when COVID-19 hit the country's shores and Moody's credit rating downgrade to sub-investment grade was likely even before the lockdown, due to South Africa's stalled growth momentum, ballooning fiscal deficits and slow progress with essential structural reforms. With the global economy now likely to enter a fierce recession, South Africa looks set for an economic downturn. Absa recently forecast that GDP in South Africa would contract in the second quarter by 23.5% quarter on quarter after seasonally adjusting and annualising the data, with particularly hard knocks for mining, manufacturing, and various service industries supporting tourism, which has now come to a dead stop. To this end, no one knows when the pandemic will be brought under control, nor what the multiplier effects of different negative economic shocks will bring. COVID-19 is a health shock that has mutated into a complicated tangle of a demand shock, a supply shock, and a financial shock, all coming together at a time when South Africa was poorly fortified economically to deal with it. Moreover, even if the pandemic is brought under control by the end of the third quarter, the economy is unlikely to reboot immediately. Many parts of the economy will be damaged in the intervening period: firms will close, people will lose their jobs, and capital will have fled to safety. The recovery process will be prolonged.

Factors That Impact Negatively on Achieving Decent Work and Economic Growth (SDG 8)

The Impact of COVID-19 on the Achievement of Decent Work and Economic Growth (SDG 8)

According to Gulseven *et al.*, (2020:13-14), SDG 8 aims to promote inclusive and sustainable economic growth, employment, and decent work for all. SDG 8 strives to nudge governments and policymakers to rethink and reinvent economic and social policies to eradicate poverty. The COVID-19 pandemic impacted negatively global economies. It is predicted that the global economies will experience meltdowns worse than the 2007 and 2008 economic nosedive. Should the mechanisms of availing the vaccine the current situation will be exacerbated and the economies will shrink further, causing immense hardship to the most vulnerable. The situation will create severe restrictions on the path to sustainability. The rapid spread and the aftermath of COVID-19 are a threat to global economies and the achievement of

decent work and economic growth globally and in South Africa. Businesses with specific reference to the retail sector, leisure, and hospitality are the most affected sectors by COVID-19.

The sectors constitute 25% of overall employment in South Africa. The lockdown that was implemented by the South African government impacted negatively on generating revenue both in the public sector through collections of different taxes and the private sector profitability base. Many South Africans lost their jobs because of COVID-19. The unemployment trend had cascading effects on the workers' social and economic situation. The ongoing economic crisis will severely impact sustainable development. The economic and social impact is experienced developed because most people do not have adequate resources to restore loss of income. In some cases, there are not enough savings to counter the monetary impact of the pandemic. In countries where labour protection laws are lax and where preventive measures are not a priority for the government due to the high costs involved, the worsening impact will only induce anxiety and stress. The number of people and families who are impacted by COVID-19 is increasing daily. There is a need for development that meets the needs of the present situation without compromising the ability of future generations to meet their own needs.

In the pandemic, the issue of decent work and economic growth has spurred governments to put systems and activate delivery mechanisms, so that in the interim period the lives of the people are saved. There is an effort being put in to find a middle path between lockdown and starting economic activities in a calibrated manner.

The Factors That Impact Achieving Decent Work and Economic Growth from a South African Perspective

According to the Voluntary National Review (VNR) Report, (2019:86-87), South Africa is faced with the triple challenges of poverty, unemployment, and inequality. This has impeded the country from progressing over the past two and a half decades. According to Statistics South Africa, the South African economy grew by 2,2% quarter on quarter (seasonally adjusted and annualised) in the third quarter of 2018, ending the country's second recession since 1994. Higher contributions to growth in several industries most notably in manufacturing, and transport, as well as finance and business services, were enough to lift economic growth back into positive territory. In the previous years, from 2015 to 2017, South Africa experienced negative growth per capita in Rand terms, -0.36%, -1.04%, and -0.27% respectively.

Low economic growth is therefore a major challenge. The inadequate investment in infrastructure is another key constraint to South Africa's economic growth. This relates to electricity challenges which have slowed down investment and production in high-energy consuming sectors. A lack of economic regulators across the economic infrastructure sectors, particularly transport or poor capacity among existing ones, continues to inhibit the enabling environment for growth. The South African economy has deindustrialised, with the share of manufacturing to GDP declining from about 15% in 1994 to about 12% in 2017. Future industrial development will be about value creation in production processes within a broader complex system of interdependent activities involving organisations, institutions, governments, academia, markets, and digital platforms. The major challenges facing the future manufacturing sector are skills development and technological capabilities to rebuild industrial capacity in the context of the Fourth Industrial Revolution (Industry 4.0). The widening skills gap is exacerbated by the inability of the current South African educational system, which does not supply skills relevant to the demand and requirements of the manufacturing industry (Voluntary National Review (VNR) Report, 2019:86-87).

The Mechanisms That Will Enable the Achievement of Decent Work and Economic Growth in South Africa

South Africa's strategic imperative is recognised within the National Development Plan (NDP), which is to eliminate poverty and reduce inequality through increased and inclusive economic growth. South Africa, at the outset, managed to pursue the quality of life for the poor using fiscal, social, and taxation policies. During the Millennium Development Goals (MDGs) period, the country achieved a third of the set indicators in this area. South Africa's strategic imperative is recognised within the NDP, which is to eliminate poverty and reduce inequality through increased and inclusive economic growth. South Africa, at the outset, managed to pursue the quality of life for the poor using fiscal, social, and taxation policies. During the MDG period, the country achieved a third of the set indicators in this area. Given the key role those small businesses play in stimulating economic activity and employment, as well as advancing broad-based empowerment, an increased focus on significantly expanding the Small Business Incubation Programme can be prioritized. The Incubation Programme provides budding entrepreneurs with physical space, infrastructure, and shared services, access to specialised knowledge, market linkages, training in the use of new technologies, and access to finance. Going forward, the following priority focus intervention can be considered: Investment in monitoring systems concerning air, water, and land quality. In addition, the importance of multilateral environmental agreements is to further develop local strategies. To achieve inclusive growth, South Africa needs to transform large sectors of the economy to address structural barriers to the entry of new economic activities and to de-concentrate industries by stimulating competition and simultaneously accelerating the inclusion of large numbers of disadvantaged South Africans into jobs and businesses. This results in returning to a higher potential growth rate and a rise in income per capita for all South Africans (Voluntary National Review (VNR) Report, 2019:89)

According to Meyer (2014:71), the South African 2030 National Development Plan (NDP) wants to address the high levels of unemployment and poverty as follows:

- Active labour market policies and incentives focusing on young people and low-skilled people with incentives and intensified training;
- Expansion of public works programmes as part of EPWP;
- Improve the quality of education and training;
- Integrated housing development to bring people closure to economic opportunities regarding jobs and transport;
- Monetary policy needs to ensure that low inflation and economic growth are balanced. Relative low-interest rates and a weakened rand exchange rate could support export;
- Social welfare safety nets must remain in place to protect the poor and unemployed;
- Sectors with development potential such as the job-driver sectors, as listed in the NGP, should be supported
- Employment rates could be improved by better education and skills training, a healthier population, improved infrastructure, and capable state;
- The creation of an enabling environment;
- Promotion of job creation in labour-absorbing industries;
- Export promotion and increased competitiveness; and
- Improved policy implementation.

The obvious solution to unemployment is to create new jobs. Any unemployment rate above 6 per cent to 7 per cent indicates a structural problem in the economy and assistance is required. The high rate

of unemployment is well entrenched, and successful policy intervention, as well as rapid economic development, is needed to turn the situation around. The government is expected to intervene with appropriate policies. An integrated and comprehensive war is required to fight unemployment and create new jobs. Due to the integrated nature of the eight solutions, if one solution is neglected, it will affect the total outcome. A shared vision and leadership: Annually, the South African government presents its priority focus for the year in the State of the Nation Address (SONA). Since 2011, job creation has been the top priority. In support of the SONA, the NDP was released as a long-term development plan with a vision for the country. This plan needs to be accepted by all role players and the development priorities be implemented.

Implementation of priorities such as job creation and export promotion requires strong leadership and well-formulated policies, with enough detail to implement in the local sphere. Strong leadership includes monitoring and control. Policy approaches such as 'jobs for all' and youth job creation are required. Strong leadership direction is essential for economic development NDP was released as a long-term development plan with a vision for the country. This plan needs to be accepted by all role players and the development priorities be implemented. Implementation of priorities such as job creation and export promotion require strong leadership and well-formulated policies, with enough detail to implement in the local sphere. Strong leadership includes monitoring and control. Policy approaches such as 'jobs for all' and youth job creation are required. Strong leadership direction is essential for economic development (Meyer, 2014:73-74).

Meyer (2014:71) opines that the New Growth Path (NGP) for the macro-economic policy for South Africa, identified the "job drivers", and they are discussed in terms of their status quo and potential for job creation and economic growth as follows:

- Infrastructure: Since 2008, the government has invested substantially in infrastructure, and this process will continue as a tool to combat low growth. Infrastructure development will also assist the construction industry.

This sector will substantially contribute to job creation over the next decade;

- Mining: The mining sector is in a declining phase and recovery is not expected due to labour unrest and resource decline. The potential for job creation is limited;
- Agriculture: This sector has shown negative growth over the last two decades but has the potential to grow with policy support. The potential for job creation is substantial;
- Agro-processing: This sector, which is dependent on the agricultural sector and the manufacturing sector, has huge growth potential and needs to be supported through policy development;
- Manufacturing: This sector, in collaboration with the agro-processing sector, needs to be supported by policy and has been declining over the last decade. The sector is the cornerstone of economic development and has the potential to contribute substantially to job creation;
- Tourism: This sector has been growing at a rapid rate and this trend will continue and will contribute substantially to job creation in the future;
- Green economy: This sector of the economy links to other sectors such as agriculture, and manufacturing, and will contribute to job creation in the future, subject to clear policy direction; and
- Public service: This sector of the economy has grown over the last decade and the public sector should be restricted and should not be allowed to grow at the same rate as the last decade. A 'lean and mean' public service is required.

According to *Businesstech* (2020) the South African economic recovery plan aims to expedite the recovery of South Africa's economy which was, like most economies, deeply affected by the COVID-19 pandemic. The presidency indicated that the objectives of the plan are to Create jobs through infrastructure development and mass employment programmes, reindustrialise the economy focusing on small businesses and strengthening medium and large businesses; accelerate economic forms, investment, and growth, fight crime and corruption; Improve the capability of the state. President Cyril Ramaphosa alluded to the fact that the Government is determined to create jobs for both those South Africans who lost their jobs during the coronavirus lockdown as well as those who did not have jobs before the outbreak of the pandemic. It was also indicated that the government aims to do this through a major infrastructure program and large-scale employment stimulus, coupled with an intensive localisation drive and industrial expansion." The combination of these initiatives will support over 800,000 jobs in the immediate term. It will also unlock over R1 trillion in infrastructure development over the next four years.

Conclusion

The paper gave an exposition of the factors that negatively impact the achievement of decent work and economic growth in South Africa. The article outlined the theoretical framework for decent work and economic growth. It also examined concepts of achieving decent work and economic growth in South Africa. The factors that impact negatively on achieving decent work and economic growth (SDG 8) were discussed in detail. The study briefly factored in the mechanisms that will enable the achievement of decent work and economic growth. The recent COVID-19 pandemic has radically transformed the current state of global development. The big economic effect of the pandemic on the global business market needs to be analysed. The short-term analysis is practically impossible due to the shutdowns, while in the long run, the current economy will be a base for business development. The fundamental goal of the International Labour Organisation is the achievement of decent and productive work for both women and men in conditions of freedom, equity, security, and human dignity. The South African government has pledged its commitment to the attainment of decent work and sustainable livelihoods for all workers and has undertaken to mainstream decent work imperatives into national development strategies.

References

- Businesstech*. (2020). South Africa's economic recovery plan – including creating 800,000 new jobs. <https://businesstech.co.za/news/government/441049/this-is-south-africas-economic-recovery-plan> [Accessed 15 September 2022].
- Commendatore, P. Acunto, S.D. Paico, C. Pinto. (2003). Keynesian Theories of Growth. https://www.researchgate.net/publication/259800505_KEYNESIAN_THEORIES_OF_GROWTH [Accessed on 02 October 2023].
- Cohen, T. Moodley, T. (2012). Achieving “decent Work” in South Africa? *PERvol.15 n.2 PotchefstroomAug.2012*. http://www.scielo.org.za/scielo.php?script=sci_arttext&pid=S1727-37812012000200013 [Accessed on 10 September 2023].
- GCIS. (2014). Unemployment Rate in South Africa. <https://www.gcis.gov.za/content/resourcecentre/newsletters/insight/issue13-> [Accessed on 11 August 2023].
- Gulseven, O. Alarmoodi, F. Alfalasi, M. Alshomali, I. 2020. The Impact of COVID-19 Pandemic on the United Nations Sustainable Development Goals (SDGs).

- First Rand Macro Economic Update. (2020). Economic recovery view Post COVID-19 2020.<https://www.firststrand.co.za/perspectives/index-page=2.html>[Accessed 10 June 2023].
- Le Roux, K. (2020). Africa's most developed economy is heading for a very cold economic winter.<https://www.capetalk.co.za/articles/379782/south-africa-s-economy-to-shrink-by-23-5-in-2q-2020-absa-forecast> [Accessed on 30 November 2023].
- Le Roux,N. Schoeman, A. 2016.A Comparative analysis of the design of special economic zones: the case of South Africa, Malaysia and Indonesia.
Journal of Economic and Financial Sciences JEF October 2016 9(3), pp. 749-768.
- Meyer, D.F. (2014). Job Creation, a Mission Impossible? The South African Case. *Mediterranean Journal of Social Sciences* 5(16).
- Motsohi, J. (2018). "Fit for Purpose" South Africa: WoodRock Publishing.
- Van, G.W. Bernard, H.R. 2003. Techniques to Identify Themes. *Field Methods, Volume, 15(1): 85-109*.
- Rai,S.M, Brown,B.D., Ruwanpura,K.N. (2019). SDG 8: Decent work and economic growth – A gendered analysis. *World Development* 113 (2019) 368–380.
- South Africa. (2020). *National Treasury*.The COVID-19 shock and the revised economic outlook: Government Printers. Pretoria
<http://www.treasury.gov.za/documents/National%20Budget/2020S/review/Chapter%203.pdf>
[Accessed 10Novembr 2023].
- Statistics South Africa. (2014). Formal sector jobs up in the fourth quarter:
<http://www.statssa.gov.za/?p=13177>. [Accessed on 15 October 2023].
- Tcherneva, P.R. 2008. Keynes's Approach to Full Employment: Aggregate or Targeted Demand? The Levy Economics Institute of Bard College. Working Paper No. 542.
- The Conversation. (2018). South African Economic growth: <https://theconversation.com/enough-promises-its-time-the-anc-acted-on-south-africas-big-economic-issue-100975>. [Accessed on 14 November 2023].
- Trading Economics. (2020). South African Unemployment Rate:<https://tradingeconomics.com/south-africa/unemployment-rate-> [Retrieved 14 November 2023].
- Voluntary National Review (VNR) Report. (2019). South Africa's implementation of the 2030 agenda for sustainable development. Government Printers. Pretoria.

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>).