

Ethical Leadership Project



RESEARCH REPORT: WORKSHOP ON ETHICAL LEADERSHIP IN AND THROUGH YOUTH (GEORGE, EDEN MUNICIPALITY)

1. INTRODUCTION

The first of two ELP Youth workshops was held on Wednesday, 27 July 2006 at the George municipality town hall.

George, Knysna and Mossel Bay are municipalities within the Western Cape Province and are situated approximately 550 km outside of Cape Town. These respective municipalities have rich histories originating from the early descendants of both the San (30 000 years ago) and Khoi-khoi people 2 000 years ago. According to George municipality's *Integrated Development Plan* (IDP) the area of George, Knysna, and Mossel Bay are largely still developing areas. In this IDP various areas have been identified for priority development in these local municipalities, and include Social Development, Health and Education.

A key challenge identified through public participation according to the IDP within the category of Social Development is Youth Development. The young people in these areas are faced with the challenges of crime, poverty, violence and abuse against women and children, drug and alcohol abuse, unemployment, teenage pregnancies, HIV/AIDS infections and increased school drop out rates. (*Integrated Development Plan*, online at [http: www.george.org.za](http://www.george.org.za)). Furthermore, young leaders in these areas are often faced with difficult decisions related to peer pressure and are often confronted with moral decision making choices.

If the municipalities of George, Knysna and Mossel Bay want to ensure sustainability for future development then strong emphasis and focus should be directed toward the youth who are the future leaders. Furthermore, a great need still exists within these areas for citizens and leaders to explore and reflect on new ways of moral formation and transformation that would promote, advocate and instil values which underpin a

culture of human rights in a democratic society. Some may argue that there are so many other pressing areas that need attention and development within these areas but as Mtshali (1988) states below:

Young people are in the process of building, but for that very reason they are the incomplete. They are unknown quantities fraught with limitless possibilities. Young people bring with them the winds of change and reform, and they are the possessors of an enormous and irrepressible vitality. There is little that can equal the greatness of youth ... We must realise that every young person that lives is to some extent fired by the youthful passions coursing through his/her veins. If only firm direction and purpose can be given to these passions, then there is absolutely no doubt that the young can learn to contribute to the welfare of society and live lives that are meaningful (Mtshali, 1988:1).

Some people argue that young people are the leaders of *tomorrow*. Others argue that young people are the leaders of *today*. In one way both these statements ring true, however, if this is the case, then one can ask the critical questions, how and when are the youth of today suppose to be the leaders of the present and the future if they are the ones who are viewed as bearing "... most of the brunt of moral decay. They are often perceived as the agents of immoral behaviour or helpless victims who need some external intervention" with particular emphasis on the new democratic post-apartheid era in South Africa today (MRM & ELP 2006). In this way various scholars in youth development programmes also argue that:

...young people have consistently been treated as if they were less important than adults. Their ideas have been assumed to be less valuable, and their feelings less valid, than those of adults. Furthermore, their rights to make decisions have been subject to incredible control from parents and the keepers of all kinds of institutions, but especially schools. Young people have also been vulnerable to punishments and abuses of all types. They have extremely limited legal rights, and are generally treated as if they were the possessions of their parents (*Youth Development Network*, online at [http: www.ydn.org.za](http://www.ydn.org.za)).

It is the French sociologist, Emile Durkheim (1857-1917) who asserts that in any formation which proposes democracy, "individuals would need the right capacities and opportunities to organise themselves, to develop their understanding, to communicate their viewpoint and effectively pursue their interests when negotiating with other individuals, groups and institutions" (Durkheim 1961: 161). As a South

African one tends to agree with this Western socialist who argues that the core dilemma of modern civil society is that the strong networks, cohesion, *ubuntu* (as we understand it within our African context) has been replaced by an “anomic”¹ civilisation which in essence has become a way of life. In other words the lack of a standard moral influence especially with regards to young people and leaders who now find themselves in a free and democratic context is of grave concern. What is required is a fresh moral influence (perhaps in the form of a well structured and organised institution) which needs to be developed, cultivated, nurtured and sustained from the simple basis of respect (which is the premise for all other values) and not so much based on the notion of trepidation.

Can it be that the Moral Regeneration Movement (MRM) could possibly be this “new ethical institution” within contemporary South Africa? More specifically can it be that the Ethical Leadership Project (ELP) as a programme of the MRM in the Western Cape could be that new ethical institution to empower leaders at all levels of society (in particularly young leaders) with knowledge, skills and values to foster and enhance moral formation as well as moral transformation?

If the answer is ‘yes’ to the above, then the argument is that there is not a more conducive platform than the youth, in particular youth leadership, within which to cultivate and harness moral formation and moral transformation for a democratic South Africa. Therefore, it is of the essence that young leaders who form and lead various and diverse youth organisations at any level within civil society are assisted in the process of creating a new identity for themselves in becoming moral agents of change in our country. Furthermore, the myth that the youth of today are ‘apathetic agents of immoral behaviour’ or ‘helpless victims’ can be redefined with the aid of the ELP in addressing the pertinent issues of identity, unemployment, crime, poverty, teenage pregnancies, teenage suicides, skills development, HIV/AIDS, etc. amongst the leaders for the present and the future.

¹ This concept was introduced by Durkheim in his book *The Division of Labour in Society* in 1893. The meaning of this concept according to Durkheim is that it is a state where norms are confused, distorted, and unclear or not present within a particular society.

Subsequently, the ELP offered to conduct a one day workshop for youth leaders of the Eden District municipality on Ethical Leadership in and through Youth, as the district recognized youth related issues as being crucial to the transformation required in the municipality.

2. BASIC ASSUMPTIONS

In the planning of this workshop, the following assumptions were made:

- Skill-training leads to empowerment and every young person afforded with suitable and equal resources, conditions and opportunities has the potential to foster a sense of self worth
- Young people often learn how to behave and act in a particular way through the process of modelling. This modelling process is frequently influenced by the social, economic, physical, spiritual and emotional life setting of the individual who in turn enacts and behaves in either a positive and or negative way. Constructive manipulations of the overall life settings will therefore augment and advance the behaviour and actions of an individual, in particular young people
- The realisation of the power of dreams can ultimately assist young people in being able to set realistic goals and put in place visions for themselves and their respective communities
- The youth attending this workshop will also be equipped to note that through ethical leadership they too must be the necessary role models for other young people in and around their areas.

3. OBJECTIVES OF THE WORKSHOP

The objectives of the workshop were formulated to be congruent with the *IDP* of the Eden district namely to discuss and deliberate:

- how young people go about creating hope for themselves, their peers and future generations in this day and age
- why and how one develops a healthy self-esteem, a sound sense of self-worth which can be reflected in a consistent practice of self-confidence as a young person living in a new democratic South Africa today
- what and who defines a young person as a leader

- why ethical leadership should be an aspect which young people/leaders need to reflect on and embrace
- who and what function(s) do mentors and role models play in the life of young people/leaders
- what role the media plays in portraying positive and or negative values, norms and standards for young people today

3.1 OUTCOMES

The expected outcomes of these workshops are to create a space for young leaders to enhance and foster moral consciousness in and through the process of moral formation and transformation by:

- respecting oneself and others
- building sound and effective relationships with parents, other significant adults, etc.
- promoting acceptance and developing a healthy self-esteem
- overcoming fears by knowing that one learns through trial & error
- fostering courage, persistence, endurance, perseverance, etc.
- understanding constructive criticism through effective communication
- addressing insecurities with regards to relationships
- managing conflict within oneself, the family, community, etc.
- changing perceptions with regards to the general apathetic notion amongst youth today
- installing hope by building sound and effective relationships
- embracing opportunities such as educational, entrepreneurial, etc.
- understanding the past, accepting the present and committing to the future

4. RESEARCH DESIGN

4.1 The Sample

The sample consists of 66 youth leaders from the Eden District. These youth leaders were invited by the Eden district Youth Council in conjunction with the ELP to participate in the workshop, thus they were specifically selected as sample subjects.

A total of 66 questionnaires were distributed to participants and 65 were completed. Thus a response rate of 98.5% was achieved. Sekaran (2000)² states that a response rate of 30% may be regarded as being acceptable.

4.2 Data Collection and Measuring Instruments

Three self-administered questionnaires were distributed to respondents (Appendix A). Biographical data was obtained by means of a self-administered questionnaire from each respondent regarding age, sex, race, and job category and education level. A second questionnaire was distributed *before* the workshop in order to assess the respondents' knowledge before the workshop on ethical leadership and gender issues, and a third questionnaire with the same contents was distributed *after* the workshop to measure the impact of the workshop. (Appendix B). The latter two questionnaires were quali-quantitative.

4.3 Research question

What are the participants in the ELP workshop's views on issues related ethical leadership? Does the ELP workshop increases awareness and understanding of Ethical Leadership in and through the youth among the youth leaders in the George, Eden District Municipality?

1. RESEARCH RESULTS

Firstly, the descriptive statistics are presented to describe the profile and salient characteristics of the sample in relation to the variables included in the study.

5.1 Descriptive Statistics

The data pertaining to the demographic variables included in the study are summarized by means of graphic representations and tabulations of their descriptive measures.

² Sekaran, U. *Research methods for business: A skill building approach*. 3rd ed. New York: John Wiley & Sons.

5.1 The Demographic Variables

In this section, the descriptive statistics as obtained by the demographic variables included in the biographical questionnaire are presented and described. The demographic variables included in the biographical questionnaire are:

- Age distribution of the sample
- Gender distribution of the sample
- Race distribution of sample (for research purposes only)
- Education level of the sample
- Job category distribution of the sample

The information obtained from the biographical questionnaires is graphically presented in the form of frequencies and percentages for each of the above variables (Mcwatts 2005: 76-80).

5.1.1 *Age distributions of sample*

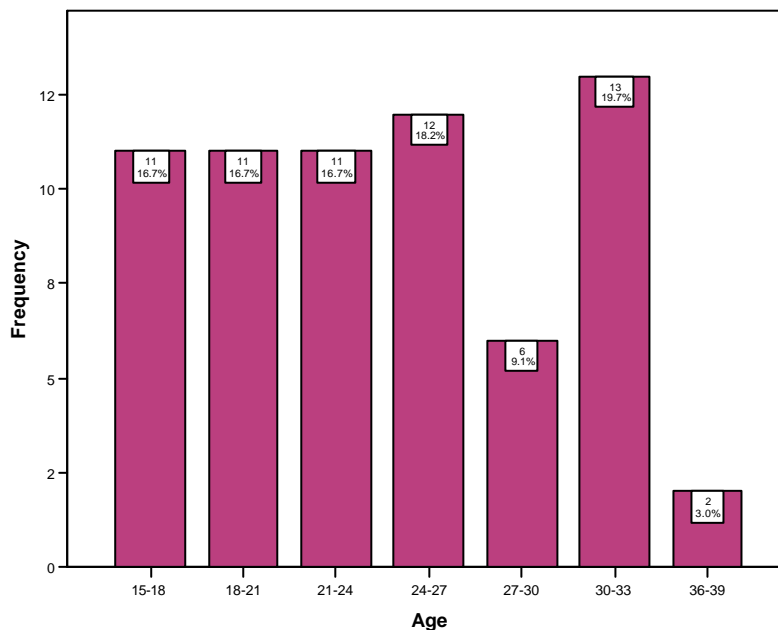


Figure 1: Age distribution of the participants

Figure 1 illustrates that the majority of individuals in the sample, (19.7%; n=13) are between the ages of 30 and 33 years. This category is followed by the age group 24 – 27, into which 18.2% (n=12) of the respondent's fall, whilst 3.0% (n=2) are between the ages of 36 and 39 years.

It can be deduced from the results that the majority of young people in and around the George district where the research was conducted are of middle adulthood age.

According to the South African Constitution a person is categorised as youth when he/she falls within the age group of 18 – 35 (*Youth Development Network*, online at [http: www.ydn.org.za](http://www.ydn.org.za)).

Sixteen point seven percent (16.7%; n=11) indicates the total of respondents in the age group of 15 – 24 years. The age category between 27 and 30 constitutes 9.1%; n=6.

5.1.2 Gender distributions of sample

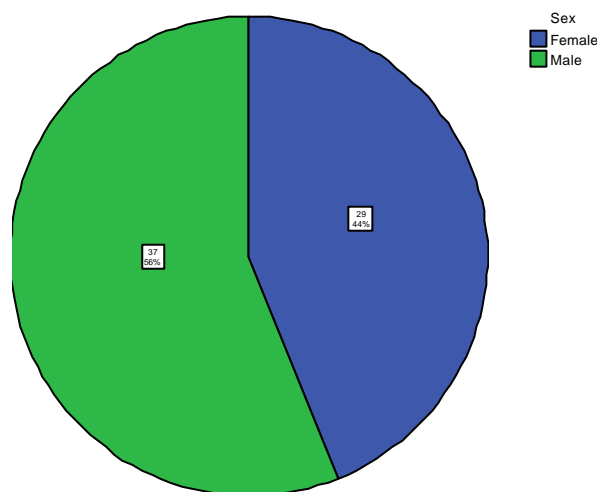


Figure 2: Sex distribution of the participants

Figure 2 indicates that 56.1%; n=37 of the respondents were men and 43.9%; n=29 were women.

5.1.3 Racial distributions of sample

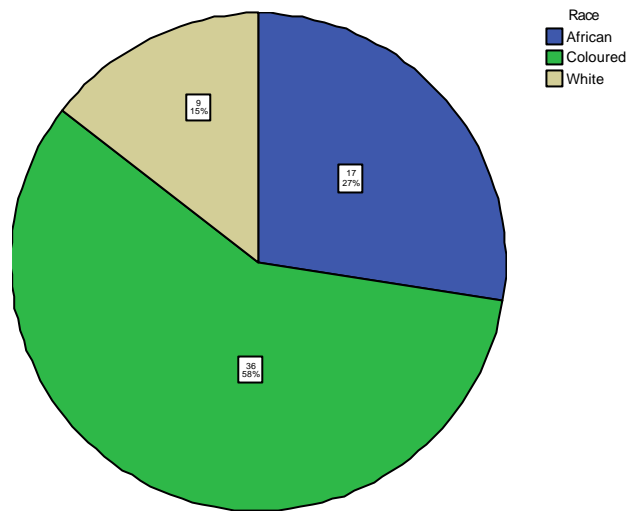


Figure 3: Race distribution of the participants

From figure 3 it can be deduced that the majority of respondents were “coloured”³ comprising 54, 5% (n=36) whereas 25, 8%; n=17 constitutes the category “African” and 13, 6%; n=9 “white”.

5.1.4 Grade distributions of sample

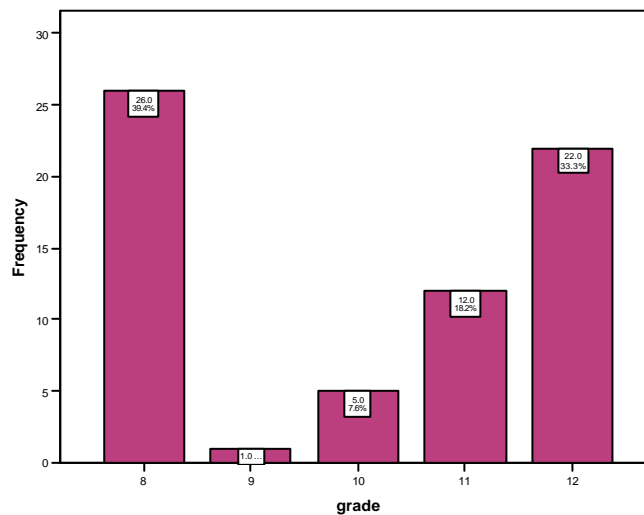


Figure 4: Grade distribution of the participants

³ These racial categories were requested for research purposes only as stated in the actual questionnaire and not requested for any other purpose. The necessary sensitivity regarding this variable is thus noted as respondents' permission was initially requested to conduct this research.

Figure 4 shows that the largest proportion 39.4%; n=26 completed grade 8, 33.3%; n=22 respondents indicated that they completed grade 12 whereas 18.2%; n=12 completed grade 11 and 7.6%; n=5 indicated that they completed grade 10. Grade 9 was represented by 1.5%; n=1 respondents.

5.1.5 Qualifications distributions of sample

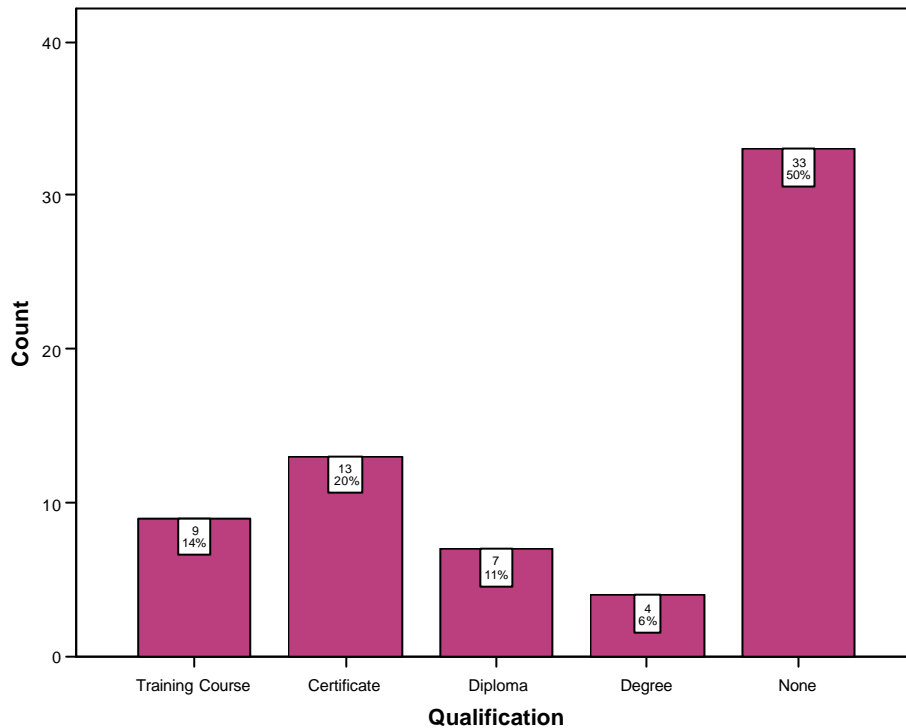


Figure 5: Qualification distribution of the participants

The distribution of the sample with regards to qualification levels of respondents is presented graphically in Figure 5.

13.6% (n=9) indicated that they have completed training courses. 19.7% (n=13) indicated that they completed a certificate course, 10.6% (n=7) completed a diploma and 6.1% (n=4) obtained degrees. Half of the participants 50.0% (n=33) indicate that they had no qualification.

5.1.6 Occupation distributions of sample

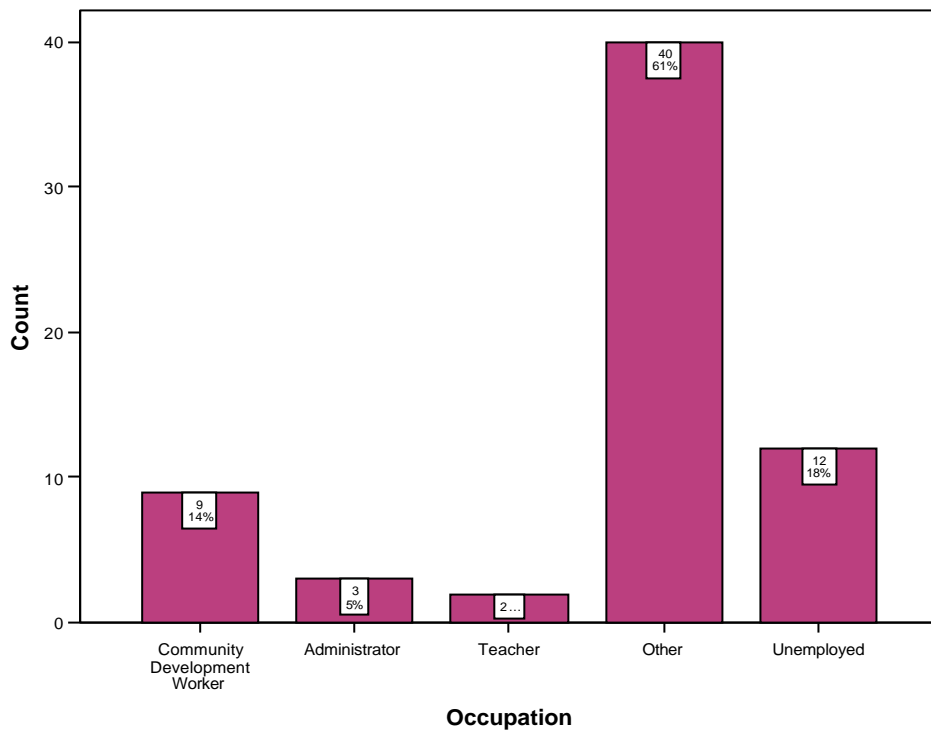


Figure 6: Occupation distribution of the participants

The distribution of the sample with regards to occupation levels of respondents is presented graphically in Figure 6.

13.6% (n=9) of the participants indicated that are community development workers, 4.5% (n=3) indicated that they are administrators, 3.0% (n=2) indicated their occupation as teachers and 18.2% (n=12) are unemployed. More than half (60.0%; n=40) of the participants indicated other occupations ranging from general worker, production manager, liaison officer, petrol attendant, part-time waitress, cashier, community radio DJ, social worker, business manager, facilitator and shelf packer.

5.2 Youth responses on the challenges

Descriptive statistics were computed for various dimensions of youth issues and ethical leadership as assessed by the questionnaire, before the workshop and after the workshop, in order to assess the efficacy of the workshop.

In order to compare the before and after responses, valid percentages were computed as some of the respondents did not complete a questionnaire after the workshop, thus

the number in the sample before and after the workshops differ.

Respondents were requested to indicate whether the list of social issues (as stated in the questionnaire) were challenges for them as youth or not. In addition participants were also asked to indicate whether they are hopeful as to whether the challenges as indicated can effectively be addressed or not. Therefore, the results for participants' responses regarding the identification of challenges which the youth face within the George district will be discussed first and the latter in the second part of the report.

Herewith, an analysis and discussion of the participants' responses regarding the identification of the challenges with which the youth are confronted with in the George district.

5.2.1. Challenges facing youth regarding issues of self-actualisation

Table 1: Participants' responses before and after the workshop on issues of self-actualisation

	Yes		Uncertain		No	
	Before	After	Before	After	Before	After
Lack of role models	27(96.4%)	24(85.7%)	0(.0%)	2(7.1%)	1(3.6%)	2(7.1%)
Poor morale	25(89.3%)	26(92.9%)	2(7.1%)	2(7.1%)	1(3.6%)	0(.0%)
Identity issues	23(82.1%)	22(78.6%)	5(17.9%)	4(17.6%)	0(.0%)	1(3.6%)
Peer pressure	27(96.4%)	24(85.7%)	1(3.6%)	2(7.1%)	0(.0%)	2(7.1%)

Table 1 indicates the participants' responses as to whether the issues of self-actualisation, that is, lack of role models, poor morale, identity issues and peer pressure are challenges for the youth within the George district before and after the workshop.

In terms of whether the lack of role models is a challenge for the youth in the George area before the workshop, 96.4% agreed whilst 3.6% disagreed. None was uncertain as to whether the issue of role models was a challenge for the youth within the George area before the workshop. After the workshop the youth indicated that 85.7% agreed that the issue of a lack of role models was a challenge whereas 7.1% disagreed. Similarly, 7.1% was uncertain as to whether the issue of a lack of role models was a challenge within the Eden district after the workshop. A slight decrease (from 96.4%

before to 85.7% after the workshop) is noted in terms of the participants' responses regarding whether a lack of role models is a challenge for the youth within the George area. This slight increase could be explained in terms of some of the youth realising that although the challenge does exist, they were more empowered to overcome this challenge and to look within and to the youth, as the workshop advocated.

In addition table 1 indicates that 89.3% of youth agreed that poor morale was a challenge in George before the workshop, whereas 3.6% disagreed. 7.1% remain undecided before the workshop. After the workshop, 92.9% see poor morale as a challenge, whilst 7.1% remain undecided. Perhaps the workshop sensitised the respondents to the poor morale that exists among the youth of the George district.

Table 1 also indicates before the workshop that, 82.1% saw issues of identity amongst the youth as a challenge in George, whilst 0.0% did not. 17.9% were undecided. After the workshop, 78.6% saw issues of identity as a challenge for young people within George, whilst 3.6% did not. 17.6% were undecided after the ELP workshop. As the percentage of youth who were grappling with identity issues decreased after the workshop, it can be assumed that the workshop had some impact on addressing this challenge; however, as this percentage is very low, there is a definite need to have workshops of a similar nature to reinforce this learning experience.

The majority of the respondents (96.4%) before the workshop indicate that the issue of peer pressure exists amongst the youth within George, whilst 3.6% are uncertain. After the workshop, 85.7% of the respondents believe that peer pressure remains a challenge within the George community, whilst, 7.1% disagree. 7.1% are uncertain. Again, it can be assumed that the workshop had some impact on addressing this challenge; however, as this percentage is very low, there is a definite need to have workshops of a similar nature to reinforce this learning experience.

5.2.2. Challenges facing youth regarding issues of social deprivation

Table 2: Participants’ responses before and after the workshop on issues of social deprivation

	Yes		Uncertain		No	
	Before	After	Before	After	Before	After
Unemployment	26(93.1%)	29(100.0%)	1(3.4%)	0(.0%)	1(3.4%)	0(.0%)
Crime	29(100.0%)	28(96.6%)	0(.0%)	1(3.4%)	0(.0%)	0(.0%)
Gangsterism	22(75.9%)	27(93.1%)	6(20.7%)	2(6.9%)	1(3.4%)	0(.0%)
Poverty	24(82.8%)	26(89.7%)	5(17.2%)	2(6.9%)	0(.0%)	1(3.4%)

Table 2 shows the responses of participants regarding some of the challenges which the youth are confronted with, that is, unemployment, crime, gangsterism and poverty within the George district.

Table 2 indicates that before the workshop the majority (93.1%), of the respondents indicated that unemployment was a challenge within the George community amongst the youth, whilst only 3.4% did not agree that unemployment is a challenge within that particular community. 3.4% of the respondents were uncertain. After the workshop the majority of the respondents (100.0%) indicated that unemployment was a challenge within the George community. None (0.0%) of the participants after the workshop indicated that unemployment was not a challenge amongst the youth in the George district and similarly none of the participants were uncertain after the workshop.

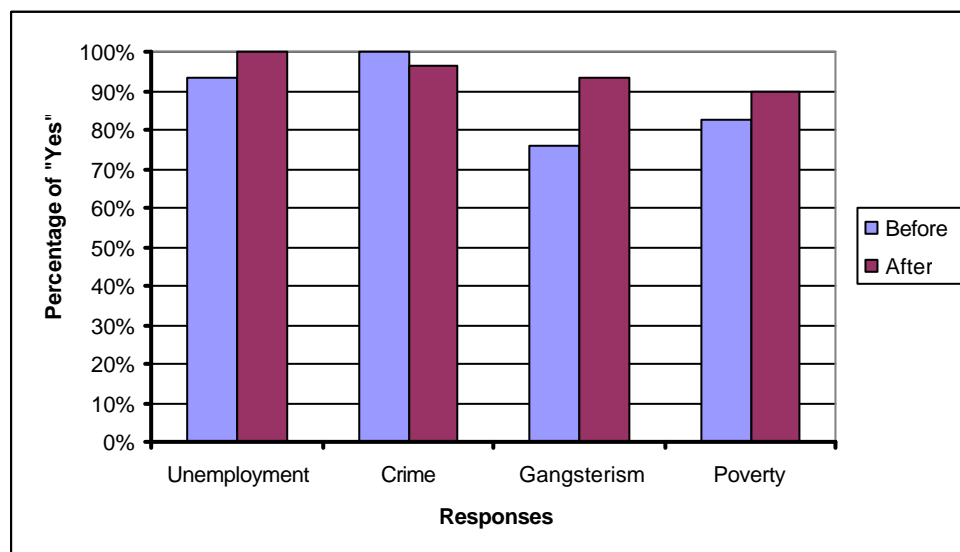


Figure 7: Participants’ “Yes” responses before and after the workshop on issues of social deprivation

Youth at the United Nations briefly report that “The unemployment rate of young people increased from 11.7% in 1993 to an all-time high of 14.4% (88 million) in 2003” (United Nations 2005: 16). A similar picture emerges within the South African context according to the National Youth Policy research (conducted between 1995 – 2005); 43% of young men and women are unemployed in South Africa. Of this percentage 30% have been unemployed for one year, 21% have been unemployed for two years and 15% have been without a job for three years. Furthermore, according to the National Youth Policy’s research young black women (62%) are clearly the most disadvantaged and marginalised in terms of unemployment which is followed by young black men (44%). The percentage of unemployed young coloured women is 36% and for young men is 26% nationally. This is followed by Indian young men (13%) and women (27%) and White youth that are women (13%) and men (5%). In addition, within the Western Cape 25% of the youth remain unemployed according to the National Youth Policy’s research data (www.polity.org.za accessed on 02/11/2006).

The abovementioned trends relating to the unemployment rate within the Western Cape in particular is also confirmed by the Premier, Mr Ebrahim Rasool in his address to Provincial Parliament on 17 August 2004 regarding the Western Cape Youth Commission Bill. In his address he highlighted the following:

- Only 3 out of 100 African who enter the labour market find employment compared to 92 out of 100 Whites
- 41.52% of economically active Africans are unemployed compared to 6.89% of Whites
- 22.37% of Coloureds are unemployed

(www.capegateway.gov.za accessed 02/11/2006).

The ELP workshop was thus also effective in highlighting the fact that unemployment remains a challenge amongst the youth, particularly within the George district. Furthermore, the high rate of unemployment amongst the youth in general has both economic and psychological effects not only on the youth but also on their families. According to the Integrated Youth Development Programme these effects include the following:

- A young person may be an ‘extra’ economic burden on the family which can lead to conflict amongst others
- Young women (and men) in particular maybe placed under tremendous pressure to leave school and support the rest of the family financially
- Due this pressure a young person may even turn to crime and or any other form of employment which might attribute to the degradation of their human dignity
- The strain, pressure, depression and boredom of unemployed youth can cause them to experiment and get addicted to substance abuse

(A Guide to Implementing Integrated Youth Development Programmes, 2002, p.3)

Furthermore, Youth in the United Nations also confirm the notion that youth particularly in developing countries are often left with no choice or option but to work in “...dangerous, health threatening and insufficiently paid day-to-day jobs, mostly in the informal sector, to make a living on the edge of the poverty line” (quoted in Youth at the United Nations, 2006, p.2-4).

A critical question in this regard would be whether the high rate of unemployment amongst the youth in particular could also be a contributing factor towards the current problem related to the deficit of skills within South Africa as well.

In addition table 3 shows before the workshop that the majority of the respondents (75.9%) believe that gangsterism is a challenge within George, whilst 3.4% do not. 20.7% of the participants before the workshop are uncertain. After the workshop, 93.1% of the respondents indicated that gangsterism is a challenge within the George community, whilst, none (0.0%) of the respondents indicated that gangsterism was not a challenge amongst the youth within the George district. This signifies that the ELP workshop was successful in emphasising the challenge that gangsterism poses.

Table 3 also indicates that before the workshop the majority (82.8%) of the respondents agrees that poverty is a challenge amongst the youth in the George district, whilst none (0.0%) of the participants indicated that poverty was not a

challenge. 17.2% remains undecided. After the workshop an increase is noted as 89.7% of participants noted that poverty was a challenge, whilst 3.4% did not agree. 6.9% of the participants after the workshop were uncertain as to whether poverty was a challenge for the youth in the George district or not. The increase in the realisation of poverty as a challenge can be attributed to the nature of the workshop, which dealt with challenges youth face and how to overcome them.

5.2.3. Challenges facing youth regarding issues of sexuality

Table 3: Participants' responses before and after the workshop on issues related to sexuality as challenges for the youth

	Yes		Uncertain		No	
	Before	After	Before	After	Before	After
HIV/AIDS	27(93.1%)	28(96.6%)	2(6.9%)	1(3.4%)	0(.0%)	0(.0%)
Sexual abuse	28(96.6%)	26(89.7%)	1(3.4%)	2(6.9%)	0(.0%)	1(3.4%)
Substance abuse	26(89.7%)	29(100.0%)	3(10.3%)	0(.0%)	0(.0%)	0(.0%)
Unwanted pregnancies	28(96.6%)	27(93.1%)	0(.0%)	2(6.9%)	1(3.4%)	0(.0%)

In table 3 it is noted that before the workshop, 93.1% of the respondents indicated that HIV/AIDS is a challenge amongst the youth within the George district, and none (0.0%) of the participants' disagreed. 6.9% of the participants remain uncertain. After the workshop 96.6% noted that HIV/AIDS is a challenge amongst the youth, whilst none (0.0%) of the participants indicated that HIV/AIDS is not a challenge amongst the youth. A slight increase (from 93.1% before to 96.6% after the workshop) can be noted as participants of the workshop indicated that HIV/AIDS is indeed a challenge within the George district.

According to a report by the Youth at the United Nations approximately "40 million people live with HIV/AIDS today; two thirds of them live in Sub-Saharan Africa... There are 10 million young people infected with HIV worldwide (63% in Sub-Saharan Africa." (UNAIDS 2004 & 2005). In addition the pandemic affects the most productive members of the society who are often the youth and or those young people who are in the process of starting their own families. This is a serious concern as it automatically affects the economy of a country as well as its social fibre.

Table 4 also indicates that before the workshop, 89.7% indicated that substance abuse is a challenge within the George community, whilst none (0.0%) of the participants disagreed. After the workshop, 100.0% indicated substance abuse as a challenge, whilst 0.0% (none) did not agree. An increase is noted (from 89.7% before to 100.0% after the workshop) regarding participants' responses in indicating substance abuse as a challenge within the George district. This particular result is significant in that it confirms the crisis within which the youth of the Western Cape (including other provinces) find themselves in regarding the ever increasing abuse of drugs.

In addition table 4 illustrates the results of participants' responses regarding as to whether sexual abuse is a challenge amongst the youth within the George district. Prior to the workshop 96.6% indicated that sexual abuse is a challenge, whereas none (0.0%) of the participants disagreed. Following the workshop 89.7% agreed that sexual abuse is a challenge whilst, before the workshop 3.4% were uncertain and after the workshop 6.9% remains unsure. A decrease is observed in participants' responses from before to after the workshop regarding sexual abuse as a challenge amongst the youth within the George district. This can perhaps be attributed to the level of priority and or the seriousness of sexual abuse as a contemporary challenge for the youth in the George community.

In table 4 (96.6%) respondents before the workshop indicated that unwanted pregnancies are a challenge for young people within the George community whereas 0.0% (none) of the participants was uncertain and 3.4% disagreed. After the workshop 93.1% signalled that unwanted pregnancies are a challenge, whilst none (0.0%) disagree, however, 6.9% of the participants was unsure after workshop as to whether unwanted pregnancies was a challenge amongst the youth within the George district. A slight decrease can be observed (from 96.6% before to 93.1% after the workshop) in participants identifying unwanted pregnancies as a challenge. To explain this shift could be that the overall workshop has managed to create a space for young people to wrestle and or re-assess the content of this specific challenge and therefore a moderate increase in participants' indicating that they are uncertain as to whether unwanted pregnancies are a challenge or not for them have occurred.

5.2.4. Challenges facing youth regarding issues of sexuality by sex

Table 4: Participants' responses before and after the workshop on issues of sexuality as challenges for the youth by sex

			Yes		Uncertain		No	
			Before	After	Before	After	Before	After
Sex	Female	HIV/AIDS	12(85.7%)	13(92.9%)	2(14.3%)	1(7.1%)	0(.0%)	0(.0%)
		Sexual abuse	14(100.0%)	12(85.7%)	0(.0%)	1(7.1%)	0(.0%)	1(7.1%)
	Male	Substance abuse	12(85.7%)	14(100.0%)	2(14.3%)	0(.0%)	0(.0%)	0(.0%)
		Unwanted pregnancies	13(92.9%)	13(92.9%)	0(.0%)	1(7.1%)	1(7.1%)	0(.0%)
	Female	HIV/AIDS	15(100.0%)	15(100.0%)	0(.0%)	0(.0%)	0(.0%)	0(.0%)
		Sexual abuse	14(93.3%)	14(93.3%)	1(6.7%)	1(6.7%)	0(.0%)	0(.0%)
	Male	Substance abuse	14(93.3%)	15(100.0%)	1(6.7%)	0(.0%)	0(.0%)	0(.0%)
		Unwanted pregnancies	15(100.0%)	14(93.3%)	0(.0%)	1(6.7%)	0(.0%)	0(.0%)

Table 4 represents the responses of participants regarding issues of sexuality, that is, HIV/AIDS, substance abuse and unwanted pregnancies as challenges amongst the youth in the George district by sex.

Table 4 projects that 85.7% of the female participants indicated that HIV/AIDS is challenge before the workshop whereas after the workshop a slight increase has occurred in that 92.9% of female participants indicated that HIV/AIDS is indeed a challenge amongst the youth in the George district. In the same way, the male participants all (100.0%) indicated that HIV/AIDS is a challenge both before and after the workshop. Furthermore, these results also confirm the statistics for Sub-Saharan Africa with the highest HIV/AIDS infection rate in the world. The fact that the youth of the George district who participated in the ELP workshop identified HIV/AIDS as a challenge calls for serious concern.

In addition table 4 displays the results of the participants' responses relating to whether substance abuse is a challenge or not for the youth within the George district. An increase is noted in the female responses (from 85.7% before to 100.0% after the workshop) who indicated that substance abuse is a challenge. A similar shift (from 93.3% before to 100.0% after the workshop) is observed as the male participants indicated that substance abuse is a challenge amongst the youth within the George district.

Table 4 also shows that the female participants' responses remained constant (from 92.9% before to 92.9% after the workshop) indicating that unwanted pregnancies are a challenge amongst the youth within the George district. It appears that females still seem to bear the 'scourge' of unwanted pregnancies in that they carry the visible signs whereas males easily forfeit any criticism in this regard.

5.2.5. Challenges facing youth regarding issues of 'abuse'

Table 5: Participants' responses before and after the workshop on issues related to 'abuse'

	Yes		Uncertain	
	Before	After	Before	After
Violence	28(96.6%)	27(93.1%)	1(3.4%)	2(6.9%)
Abuse of power	22(75.9%)	22(75.9%)	7(24.1%)	7(24.1%)
Corruption	26(89.7%)	24(82.8%)	3(10.3%)	5(17.2%)

Table 5 projects the participants' responses regarding whether the following are challenges for the youth, that is, violence, abuse of power, corruption. Before the workshop 96.6% indicated that violence is a challenge, whilst, 0.0% (none) disagreed and however, 3.4% were unsure. After the workshop 93.1% signalled that violence is a challenge plus 6.9% remain uncertain and 0.0% disagreed. Although a moderate decrease is noted (from 96.6% before to 93.1% after the workshop), none (0.0%) of the participants indicated that violence is not a challenge. On the contrary the majority agree that violence is a challenge for the youth within the George area and the slight increase related to those participants who are uncertain is an indication that the workshop was a strong stimulus for reflection and re-assessment as to whether violence is a challenge for the youth within the George community.

In table 5 consistency is noted as participants indicated that the abuse of power is a challenge (before 75.9% to 75.9% after the workshop). 24.1% of participants were unsure both before and after the workshop and none of the participants disagreed that the abuse of power is a challenge for the youth. This consistency could be attributed to participants' possible exposure to information on the challenge of the abuse of power prior to the workshop. However, the majority of respondents indicated that the abuse of power is a challenge amongst the youth within the George area.

In addition table 5 shows that 89.7% of the participants indicated that corruption is a challenge, whereas 10.3% were unsure before the workshop and none (0.0%) of the participants disagreed. After the workshop 82.8% signalled that corruption is a challenge and 0.0% (none) disagreed, whilst 17.2% remain uncertain. A slight decrease can be observed (from 89.7% before to 82.8% after the workshop). The percentage of respondents who are uncertain increased moderately (from 10.3% before to 17.2% after the workshop), however, none (0.0%) of the participants disagreed both before and after the workshop that corruption is a challenge.

5.2.6. Challenges facing youth regarding issues of 'abuse' by sex

Table 6: Participants' responses before and after the workshop on challenges facing the youth by sex

			Yes		Uncertain	
			Before	After	Before	After
Sex	Female	Violence	13(100.0%)	12(92.3%)	0(.0%)	1(7.7%)
		Abuse of power	9(69.2%)	8(61.5%)	4(30.8%)	5(38.5%)
		Corruption	13(100.0%)	11(84.6%)	0(.0%)	2(15.4%)
Male	Violence	15(93.8%)	15(93.8%)	1(6.3%)	1(6.3%)	
	Abuse of power	13(81.3%)	14(87.5%)	3(18.8%)	1(6.3%)	
	Corruption	13(81.3%)	13(81.3%)	3(18.8%)	3(18.8%)	

A slight shift (from 81.3% before to 87.5% after the workshop) is noted as the male participants indicated that the abuse of power is a challenge within the George district. This slight increase is observed amongst the male participants which is an indication that the workshop was successful in that men could make the shift as they are often portrayed as the persons who are in leadership positions (stereotyped) and thus may (or may not) abuse their power.

5.3 Responses of participants in relation to whether they are hopeful if the challenges as indicated can effectively be addressed

5.3.1 Optimism in effective addressing of challenges facing the youth regarding issues of self-actualisation

Table 7: Participants' responses before and after the workshop on whether the youth are optimistic regarding the address of challenges related to self-actualisation

	Yes		Uncertain		No	
	Before	After	Before	After	Before	After
A lack of role models	29(100.0%)	26(89.7%)	0(.0%)	2(6.9%)	0(.0%)	1(3.4%)
Poor morale	26(89.7%)	28(96.6%)	3(10.3%)	1(3.4%)	0(.0%)	0(.0%)
Identity issues	25(86.2%)	24(86.2%)	4(13.8%)	3(10.3%)	0(.0%)	1(3.4%)
Peer pressure	27(93.1%)	24(82.8%)	1(3.4%)	3(10.3%)	1(3.4%)	2(6.9%)

Table 7 indicates the responses of participants regarding whether they are hopeful as to whether the following challenges, that is, a lack of role models, poor morale, identity issues and peer pressure can affectively be addressed within the George district.

In table 7 the majority of the responses (from 100.0% before to 89.7% after the workshop) indicated that they are hopeful that the challenge of a lack of role models can effectively be addressed. Although, a slight decrease after the workshop in responses can be observed, the bulk of the participants remain optimistic that the challenge of a lack of role models can effectively be addressed amongst the youth within the George district. This slight decrease in responses after the workshop can be attributed to the overall transference of information during the workshop and or participants' level of understanding of the issue after the workshop.

In addition table 7 shows the responses of participants in that before the workshop 89.7% indicated that they are optimistic that the challenge of poor morale amongst the youth of the George district can effectively be addressed. A slight increase is noted in that after the workshop 96.6% of the participants were hopeful. The slight increase can be attributed to the overall success of the ELP workshop. After the workshop none (0.0%) of the participants disagreed.

Table 7 also depicts consistency amongst the responses of participants as 86.2% before the workshop indicated that they are hopeful that the challenge of identity issues can effectively be addressed. The same percentage (86.2%) of participants after the workshop remained optimistic in this regard. However, overall it can be observed that a great majority of the participants still remained positive that the challenge of identity issues can effectively be addressed amongst the youth within the George district. A possible reason for this result could relate to the overall understanding of the fact that issues of identity in particular amongst the youth is an on going challenge which most youth confront on a regular basis and perhaps have already overcome some of them.

Table 7 furthermore illustrates that 93.1% of the participants indicated that they are confident that peer pressure as a challenge facing the youth within the George district can effectively be addressed before the workshop. However, after the workshop 82.8% noted that they are optimistic. A slight decrease has occurred from before to after the workshop which can be attributed to participants' responses which indicated that they were uncertain before the workshop increased after the workshop (from 3.4% to 6.9%). This can be explained by participants not necessarily remaining uncertain after the workshop, but rather that they may have gained more or new insight into the issue and is currently grappling with whether they should be positive that peer pressure as a challenge can effectively be addressed amongst the youth within the George district.

5.3.2 *Optimism in effective addressing of challenges facing the youth regarding issues of social deprivation*

Table 8: Participants' responses before and after the workshop on whether the youth are optimistic regarding the address of challenges related to social deprivation

	Yes		Uncertain		No	
	Before	After	Before	After	Before	After
Unemployment	28(90.3%)	23(74.2%)	2(6.5%)	7(22.6%)	1(3.2%)	1(3.2%)
Crime	26(83.9%)	26(83.9%)	4(12.9%)	2(6.5%)	1(3.2%)	3(9.7%)
Gangsterism	25(80.6%)	23(74.2%)	4(12.9%)	4(12.9%)	2(6.5%)	4(12.9%)
Poverty	26(83.9%)	26(83.9%)	5(16.1%)	5(16.1%)	0(.0%)	0(.0%)

Table 8 indicates the responses of participants before and after the workshop regarding whether the youth are positive that the following challenges, that is, unemployment, crime, gangsterism and poverty can effectively be addressed. The table shows that the percentage of participants who believe that the challenges related to social deprivation could be addressed effectively decreased after the workshop. This may be due to the increase in their awareness of how these issues are serious.

5.3.3 *Optimism in effective addressing of challenges facing the youth regarding issues of sexuality*

Table 9: Participants' responses before and after the workshop on whether the youth are optimistic regarding the address of challenges related to sexuality

	Yes		Uncertain		No	
	Before	After	Before	After	Before	After
HIV/AIDS	24(80.0%)	21(70.0%)	4(13.3%)	7(23.3%)	2(6.7%)	2(6.6%)
Sexual abuse	26(86.7%)	28(93.3%)	3(10.0%)	2(6.7%)	1(3.3%)	0(.0%)
Substance abuse	25(83.3%)	28(93.3%)	5(16.7%)	1(3.3%)	0(.0%)	1(3.3%)
Unwanted pregnancies	26(86.7%)	26(86.7%)	3(10.0%)	1(3.3%)	1(3.3%)	3(10.0%)

Table 9 indicates participants' responses before and after the workshop relating to whether respondents are hopeful that the following challenges, that is, HIV/AIDS, sexual abuse, substance abuse and unwanted pregnancies can effectively be addressed amongst the youth in the George district.

In table 9 participants (86.7%) before the workshop indicated that they were positive that the challenge of sexual abuse can effectively be addressed, whilst after the workshop 93.3% indicated that they were hopeful. A minor increase is observed in this instance and can be explained in terms of the ELP workshop being a success in this regard.

Table 9 also shows that before the workshop 83.3% of the participants indicated that substance abuse as a challenge amongst the youth can effectively be addressed. Furthermore, after the workshop 93.3% were positive. An increase by 10.0% has occurred in this regard which indicates that the workshop was successful in assisting participants in indicating that they are hopeful that the challenge of substance abuse can effectively be dealt with amongst the youth within the George district.

Table 10: Participants' responses before and after the workshop on whether the youth are optimistic regarding the address of challenges related to sexuality by sex

			Yes		Uncertain		No	
			Before	After	Before	After	Before	After
Sex	Female	HIV/AIDS	11(84.6%)	10(76.9%)	2(15.4%)	3(23.1%)	0(.0%)	0(.0%)
		Sexual abuse	12(92.3%)	13(100.0%)	1(7.7%)	0(.0%)	0(.0%)	0(.0%)
	Male	Substance abuse	11(84.6%)	12(92.3%)	2(15.4%)	1(7.7%)	0(.0%)	0(.0%)
		Unwanted pregnancies	11(84.6%)	10(76.9%)	1(7.7%)	1(7.7%)	1(7.7%)	2(15.4%)
	Female	HIV/AIDS	13(76.5%)	11(64.7%)	2(11.8%)	4(23.5%)	2(11.8%)	2(11.6%)
		Sexual abuse	14(82.4%)	15(88.2%)	2(11.8%)	2(11.8%)	1(5.9%)	0(.0%)
	Male	Substance abuse	14(82.4%)	16(94.1%)	3(17.6%)	0(.0%)	0(.0%)	1(5.9%)
		Unwanted pregnancies	15(88.2%)	16(94.1%)	2(11.8%)	0(.0%)	0(.0%)	1(5.9%)

Table 10 indicates participants' responses before and after the workshop in relation to whether the youth are hopeful that the following challenges, that is, HIV/AIDS, sexual abuse, substance abuse and unwanted pregnancies can effectively be dealt with across sex.

In table 10 the female participants (92.3%) before the workshop indicated they were hopeful that sexual abuse as a challenge for the youth can effectively be addressed, whilst after the workshop 100.0% of the females agreed. A moderate increase is noted as female participants in particular indicated that sexual abuse as a challenge amongst the youth within the George district can efficiently be addressed. Thus, the ELP workshop was successful in this regard.

Similarly, table 10 also projects the responses of male participants (82.4%) who before the workshop indicated that sexual abuse as a problem amongst the youth can efficiently be addressed, where as after the workshop 88.2% of the male participants confirmed their stance on the matter. A minor increase can be observed (from 82.4% before to 88.2% after the workshop) as the male participants indicated that sexual abuse as a challenge can effectively be addressed amongst the youth within the George district.

In addition table 10 depicts the responses of the female participants (84.6%) who before the workshop indicated that substance abuse as a challenge for the youth can effectively be addressed. After the workshop 92.3% agreed. A slight increase has

occurred amongst female participants in this regard and thus the workshop was successful in achieving its overall objectives.

In the same way table 10 in addition displays the results of the male participants' responses before the workshop (82.4%) and 94.1% after the workshop regarding their optimism that substance abuse as a problem can efficiently be addressed amongst the youth within the George district. Similarly, a moderate increase can be noted (from 82.4% before to 94.1% after the workshop) as the male responses remain hopeful that substance abuse as a problem can effectively be addressed.

Interestingly, to note is that 88.2% of the male participants (in particular) before the workshop indicated that unwanted pregnancies as a problem amongst the youth can effectively be addressed. After the workshop 94.1% male participants confirmed this notion. A slight increase has occurred (from 88.2% before to 94.1% after the workshop) as the male participants agreed that unwanted pregnancies as a challenge can efficiently be addressed by the youth within the George district. Therefore, the workshop was successful in this regard as it was able to transform the mindsets of the male participants in particular. The challenge of unwanted pregnancies is also usually stereotypically categorised as a female issue and thus the fact that male participants have indicated this shift in this particular analysis is enlightening.

5.3.4 *Optimism in effective addressing of challenges facing the youth regarding issues of "abuse"*

Table 11: Participants' responses before and after the workshop on whether the youth are optimistic regarding the address of challenges related to 'abuse'

	Yes		Uncertain		No	
	Before	After	Before	After	Before	After
Violence	25(80.6%)	26(83.9%)	4(12.9%)	2(6.5%)	2(6.5%)	3(9.7%)
Abuse of power	23(74.2%)	27(87.1%)	7(22.6%)	3(9.7%)	1(3.2%)	1(3.2%)
Corruption	25(80.6%)	24(77.4%)	4(12.9%)	5(16.1%)	2(6.5%)	2(6.5%)

Table 11 indicates participants' responses in relation to whether the youth are hopeful that the following challenges, that is, violence, abuse of power and corruption can

efficiently be confronted.

In table 11 participants (80.6%) before the workshop indicated that violence can effectively be addressed amongst the youth, whereas after the workshop 83.9% agreed. A moderate increase (from 80.6% before to 83.9% after the workshop) in participants' responses has occurred in that participants indicated that they are optimistic that violence as a challenge can effectively be addressed.

In addition table 11 depicts that 74.2% of the respondents before the workshop indicated that the abuse of power as a challenge can effectively be addressed, whilst after the workshop 87.1% agreed. A moderate increase can be observed (from 74.2% before to 87.1% after the workshop) in participants' responses as they indicated that the abuse of power as a challenge can effectively be addressed. Thus, the ELP workshop was a success in this regard.

Table 12: Participants' responses before and after the workshop on whether the youth are optimistic regarding the address of challenges related to 'abuse' by sex

			Yes		Uncertain		No	
			Before	After	Before	After	Before	After
Sex	Female	Violence	11(78.6%)	11(78.6%)	2(14.3%)	1(7.1%)	1(7.1%)	2(14.3%)
		Abuse of power	7(50.0%)	11(78.6%)	6(42.9%)	2(14.2)	1(7.1%)	1(7.1%)
		Corruption	10(71.4%)	9(64.3%)	3(21.4%)	4(28.6%)	1(7.1%)	1(7.1%)
Male	Male	Violence	14(82.4%)	15(88.2%)	2(11.8%)	1(5.9%)	1(5.9%)	1(5.9%)
		Abuse of power	16(94.1%)	16(94.1%)	1(5.9%)	1(5.9%)	0(.0%)	0(.0%)
		Corruption	15(88.2%)	15(88.2%)	1(5.9%)	1(5.9%)	1(5.9%)	1(5.9%)

Table 12 indicates the responses of participants regarding whether they are hopeful that the following challenges can affectively be addressed, that is, violence, abuse of power and corruption across sex.

In table 12 female participants (50.0%) before the workshop indicated that they are optimistic that the abuse of power as a challenge amongst the youth within the George district can effectively be addressed. After the workshop a sharp increase has occurred as 78.6% of the female responses agreed. This sharp increase can be explained in terms of the overall transference of information related to ethical leadership in particular which was also part of the overall workshop objectives. The workshop was

successful in this regard.

In addition table 12 shows the responses of male participants whereby 82.4% indicated before the workshop that violence is a challenge, whilst after the workshop 88.2% agreed. A slight increase is noted amongst male participants as they indicate their optimism that violence as a challenge can efficiently be confronted amongst the youth within the George district.

5.4. Qualitative Results

To test whether respondents understood the concept of *ethical leadership* the following questions were posed with regard to assessing participants' understanding of *ethical leadership* as a concept. The first question was, "What does ethical leadership mean to you, secondly, "Who would you describe as an ethical leader in South African and why?" and thirdly, "Who would you describe as an unethical leader and why?" Herewith some broad themes and brief discussions of the qualitative responses:

5.4.1 Values, morals, lead by example, good value system

A slight but clear shift can be observed in respondents' responses as they completed the questionnaires before and after the workshop. This slight shift is noted in the more detailed and specific use of the following terms such as, "values", "morals", "ethical", "good value system", "norms", "conscience", "lead by example", "honesty", "respect", etc. Also the manner in which respondents explained what the concept of ethical leadership meant to them initially (Questionnaire A) was more brief, general and vague before the ELP youth workshop and was noted to be much more specific after the ELP youth workshop.

Hence, the respondents' responses to the question what does ethical leadership mean to them, displays a strong sense of "courage of conviction". This particular phenomenon was also noted in the respondents' use of language over tea and lunch breaks during the ELP youth workshop as well as at the end of the actual workshop. Some respondents would jokingly refer to an ordinary action or behaviour by some respondents (participants) in terms of the vocabulary of "ethical" and or "unethical"

with “ethical leadership” becoming the buzz word towards the end of the ELP youth workshop.

It can therefore be deduced that most respondents seemed to have had some prior knowledge of *ethical leadership* as a concept before participating in the ELP Youth workshop.

However, given this overwhelming response that respondents have some kind of prior knowledge of the concept *ethical leadership* still does not indicate whether they understand the entire concept of *ethical leadership*. The argument can thus be made that one can be knowledgeable in various subjects, but not necessarily understand the particular subject, that is in this instance, the concept of *ethical leadership*.

5.4.2. Nelson Mandela (*identified as ethical leader*)

Respondents’ overwhelming indicated that former President Nelson Mandela was indeed an example of an ethical leader in South Africa. In their responses as to *why* they would describe Mandela as an ethical leader, all responses varied, but most respondents cited his dedication to the political struggle for the freedom of South Africa, his caring nature towards the poor, (in particular children and the youth) as well as his display of certain moral values and exemplary lifestyle in general.

5.4.3 Other leaders (*identified as ethical leaders*)

Other leaders that were also identified as ethical leaders by respondents were, President Thabo Mbeki, Premier Ebrahim Rasool, Minister of Finance Trevor Manuel and Mr. Kenneth Meshoe. Some respondents also identified local community leaders in their respective areas as ethical leaders such as ward councilor, Mr. Alex Martin Wildeman, Ms. Angeline Naidoo and Ms. Natasha Opperman Rynevelt. Interesting to note in this regard is the fact that most of the participants identified political leaders as ethical leaders in contrast to other leaders such as themselves and or community leaders.

5.4.4 *Identification of unethical leaders*

Participants' seemed to be mixed with regard to who respondents viewed as an unethical leader. The responses ranged from Jacob Zuma, Robert Mugabe, George W Bush and Thabo Mbeki who were identified as unethical leaders. Various reasons were cited as to *why* respondents indicated the abovementioned leaders as unethical. The reasons ranged from Zuma being a corrupt leader and no example for the youth in the country; Mugabe is viewed as a selfish, arrogant, ignorant dictator, who does not bare the needs of his people in mind; Bush is criticized for his self-centred militant vision which seems to only be concerned with the needs of Americans and no other citizens outside of his country; Mbeki is seen as an unethical leader because he always seems to be outside his own country to solve other country's conflict whereas the argument is that South Africa is also continuously embroiled in so much conflict itself.

5.4.5 *Other unethical leaders identified*

- Theunis Botha has also been identified as an unethical leader as he seems to encourage racism in the area and that he is not a trustworthy leader.
- Whitney Houston an American Pop artist was also identified as an unethical in particular as she posed as a prominent role model for everyone (youth in particular), but as the respondent notes, "...Fame faded fast because of substance abuse (alcohol & drugs). It is no way to be a sustainable role model for the youth of the world".
- Allan Boesak the reason submitted in both instances was the fact that Boesak was involved in corruption.
- Tony Yengeni as an unethical leader *after* the actual workshop stating that he "...has misused the trust that was placed in him".
- South Africa's Health Minister is also an unethical leader as in the respondent's view she does not know how to deal with the HIV/AIDS pandemic which is the biggest challenge in South Africa and therefore she is a poor and unethical leader.
- Robert Mugabe as an unethical leader *before* the workshop and *after* the workshop Mugabe was compared to leaders such as Hoosama Bin Laden and

Adolf Hitler as all of these leaders have a history of abusing power to accomplish their own agendas.

6. CONCLUSION

The objective of this study was to investigate the views of George youth leaders who participated in the ELP workshop on issues related to ethical leadership? Particularly, does the ELP workshop increase the awareness and understanding of Ethical Leadership in and through the youth among the youth leaders in the George, Eden District Municipality?

With regard to the issues of self-actualisation, that is, lack of role models, poor morale, identity issues and peer pressure have been identified as challenges before and after the workshop. More than 80% of the participants indicated their concern about these issues before and after the workshop. However, the percentage of the participants who identified the issue of poor morale has increased from before (89.3%) to after (92.9%) the workshop.

The participants indicated that issues of social deprivation (unemployment, crime, gangsterism, and poverty) are highly challenging to them. The awareness of these challenges increased as a result of the workshop. Particularly, a big shift in the awareness of the youth has taken place regarding the issue of gangsterism (from 75.9% before to 93.1% after the workshop). Interestingly, 100% of females identified crime as challenge before and after the workshop; while 100% of males identified the issue of unemployment as challenge before and after the workshop.

A huge difference in youth opinion about the abuse of power between males and females was observed. Males are more likely to see the physical abuse as a challenge than females; 69.2% before and 61.5% after the workshop of females identified the abuse of power as a challenge while 81.3% before and 87.5% after the workshop of males identified the abuse of power as a challenge

Most of the participants, in general, are hopeful that the self-actualisation challenges facing the youth can be addressed effectively. However, the workshop has not

changed their opinion much on whether the challenges could effectively be addressed. On the other side the percentage of participants who believe that the challenges related to social deprivation could be addressed effectively decreased after the workshop. This may be due to the increase in their awareness of how serious these issues are for them.

Both youth male and female were more hopeful after the workshop that the challenges of sexual abuse and substance abuse could be addressed; however males were optimistic that the issue of unwanted pregnancy could be addressed while females were not. Concerning the issue of abuse participants were more positive after the workshop that the violence and abuse of power could be efficiently be addressed while they were not optimistic that the issue of corruption could be addressed.

7. LIMITATIONS AND RECOMMENDATIONS

The following limitations regarding the research are stipulated below:

- The sample was not random
- Certain flaws with regards to the drawing up of the overall questionnaire is also noted
- A possibility also exists that participants may have misinterpreted some of the questions

Herewith a few recommendations:

- A recommendation would be for the identification of role models within the George area as well as further research, training and development.
- Perhaps a recommendation could be that the George municipality partner with the City of Cape Town (or any other) to embark on an “exchange programme” between rural and urban youth as to eradicate the existing stereotypical mindset amongst the youth in terms of living in an urban area as opposed to rural.
- A possible recommendation could be for business companies to partner with local community structures and leadership in order to access how many of the youth of a particular area are unemployed and provide possible “basic skills training” for them. Political, religious and other community based

organisations can possibly join forces to assist in offering options and opportunities for young people to volunteer at various public as private sectors , for example, libraries, day hospitals/clinics, fire stations, mini shopping centres, police stations, etc. In this way young people who do not have the opportunity to further their tertiary education can gain skills in order for them to be 'marketable' and this will hopefully also be an avenue for them to find employment.

- Another recommendation relates to further research which is required in order to assess existing support programmes which are in place for youth who are caught up in substance abuse and addiction.
- A critical recommendation would be that further research be conducted into the existing support programmes related to HIV/AIDS in order to determine what their effects are particularly for youth within the George district.
- Another recommendation would be that follow up qualitative research be conducted to assess from participants how and why they are hopeful that these challenges will effectively be addressed.

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