

## EMALAHLENI LOCAL MUNICIPALITY YOUTH DEVELOPMENT POLICY



## **DRAFT**

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## **EMALAHLENI YOUTH DEVELOPMENT UNIT**

### **INTRODUCTION**

Youth development is one of the most pressing socio-economic challenges that are faced by South Africa as a whole, the insistently high levels of youth unemployment, pose a threat to our prospects of economic growth which therefore limits our ability to make inroads in tackling poverty and widespread inequality. Despite all the efforts that have been made in relation to youth development, not enough progress has been made as the youth continues to bear the burden of unemployment, and black youth in particular, are in the main and are unable to access employment and entrepreneurial opportunities, due to the systemic nature of economic exclusion. The pace of technological advancements has overtaken human development but the youth and their issues are not stagnant, the youth development environment is a dynamic and forever changing environment that is constantly evolving.

Council prioritized the establishment of the Youth Development Unit because it realized that holistic development of any society relies heavily on the potential of its youth. The Youth plays a pivotal role in progressive development or decline of any community; therefore; in order to ensure that the matters that affect the youth are taken into consideration during strategic planning and implementation of municipal programmes, this unit was created in 2006. Since its establishment, it has not been adequately staffed due to municipal financial constraints, but a new structure was adopted and further reviewed in 2016/17, taking into account the development needs and the spatial dispensation of the youth.

### **1. PURPOSE OF THE YOUTH DEVELOPMENT POLICY**

The purpose of the policy is to guide the mainstreaming of youth development in all policies, programmes and plans within eMalahleni Local Municipality in particular, and of other sectors within eMalahleni that provide services to and for the youth of eMalahleni.

#### **1.1 This Policy applies to:**

- a. All public service employees, officials and departments within eMalahleni
- b. All private sector institutions within eMalahleni that, through their corporate social investment programmes or other such programmes ensure that services to the people of eMalahleni are delivered.
- c. All organised youth structures and organisations operating in eMalahleni.
- d. All other community based, faith-based, non-government organisations (NGO's) and other such organisations of civil society;
- e. All other interested parties, volunteers and stakeholders who participate in the delivery of services to people within eMalahleni.
- f. All persons involved actively or indirectly in delivering socio-economic services.

## 1.2 Beneficiaries of the policy;

- a. All young people; falling within the age bracket of 14 to 35 years; that live in eMalahleni
- b. All organized youth structures and organisations operating within eMalahleni.

## 2. PRINCIPLES

The youth development and management office has been built on the Batho Pele principles and the 6 core values of the eMalahleni Local Municipality which form part of the principles that the office will operate in line with. The principles are listed below;

**Consultation** : All stakeholders should be consulted on the nature, quantity and quality of services to be provided in order to determine the needs and expectations of the end users. Citizens or ordinary members of the youth can be consulted through surveys , Campaigns , Izimbizo and or Workshops

**Service Standards** : citizens should be aware of the level and quality of services that they will receive so that they are aware of what to expect

**Responsiveness**: all services must respond to the needs, challenges and concerns of the youth and act in their best interest at all times.

**Courtesy** : citizens should be treated with courtesy and consideration there needs to be tools, measurements and systems that are put in place to ensure politeness and considerate behaviour towards everyone that seeks help from the office.

**Access** : All citizens should have equal access to the services to which they are entitled

**Participation and inclusion** : The development of policies, programmes and plans for youth must include members of the youth.

**Integration**: co-ordination amongst role-players to maximize impact of services provided to youth.

**Holistic** : All services that are offered must encompass all physical; psychological, social, economic and spiritual aspects of youth and facilitate a smooth transition into adult life.

**Diversity** : services and initiatives must recognize and acknowledge diverse backgrounds of youth.

**Non-discriminatory**: services must not discriminate on the basis of age, gender, race, sexual orientation, disability or any other form of discrimination.

**Information**: Citizens should be given full, accurate information about the public services they are entitled to receive

**Openness & Transparency** : Citizens should be told how departments are run and the various reporting structures.

**Redress**: Establish a mechanism for recording any public dissatisfaction, e.g. suggestion boxes and customer satisfaction questionnaires and a complaints handling system needs to be put in place.

**Sustainable development:** The assets, capabilities, potential and capacities of youth must be developed without compromising the ability of future generations to meet their own needs.

**Social cohesion :** Youth must be included as a significant part of societal structures and activities.

### **3. LEGISLATIVE AND POLICY IMPERATIVES INFORMING THE EMALAHLENI YOUTH DEVELOPMENT POLICY**

- 3.1 The National Youth Commission Act 19 of 1996 (as amended) provides that the object of the National Youth Commission will be to “promote a uniformity of approach by all organs of state in all three spheres to matters relating to or involving the youth”.
- 3.2 The NYC Policy 2000 which was established in 1997 provides a general approach on the role of local government as part of the institutions and agencies for youth development this policy also states that, The National Youth Commission Policy seeks to ensure a coordinated and holistic response by all stakeholders involved in youth development programmes and activities to the major issues that are faced by the youth. This will involve the three spheres of government as well as the wide range of non-government institutions that are available. Local government is the most direct level of government affecting the youth which has a provision for essential services along with mechanisms that can be used to promote leadership, policy planning and development efforts. These mechanisms should be designed for the creation of youth services and facilities at a local level and the various roles that local government can play in identifying youth needs and development opportunities, designing youth development services and working with local youth organisations.
- 3.3 The National Youth Development Policy Framework (NYDPF;2002 – 2007) approved by Cabinet with the object of outlining the mainstreaming of youth development as an integral part of the broader transformation project and challenges in South Africa, provides that part of the institutional environment is that all three spheres of government (national/provincial/ and local) should be centrally involved in their areas of influence.
- 3.4 The Municipal Structures Act (Act No. 117 of 1998) The Local Government: Municipal Structures Act, 1998 clarifies the status of municipalities and provides the framework for the establishment of municipalities in accordance with the requirements and criteria relating to categories and types of municipalities. It further determines the appropriate division of powers and functions between district and local municipalities and regulates governance structures and electoral systems for newly demarcated municipalities.
- 3.5 The Municipal Systems Act (Act No. 32 of 2000) The Municipal Systems Act defines the legal nature of municipalities as part of a system of cooperative Government. It also clarifies the rights and duties of the municipal council, local communities, and the municipal administration. Clarifying the rights and

obligations of different parties is an important step towards strengthening the democratic contract at the local level. Section 105(1) of this act mandates the MEC for Local Government to establish mechanisms, processes and procedures to;

- i. Monitor municipalities in managing their own affairs;
- ii. Monitor the development of local Government capacity;
- iii. Assess the support needed by municipalities to strengthen their capacity to manage their own affairs.

3.6. Intergovernmental Relations Framework Act (Act No. 13 of 2005) this act facilitates the coordination and the implementation of policy and legislation between national Government, provincial Government and Local Government, and all the other organs of state within those governments. Coordination usually takes place through formal intergovernmental meetings linked to specific sectors and the budget process. It promotes coherent Government, effective provision of services, monitoring implementation of policy and legislation and realisation of national priorities. The NYP 2015-2020 is meant to increase the levels of integration in developing youth in South Africa. It is therefore not located on its own, but responds to and interacts with a number of pieces of legislation and policy, some more influential than others in an integrated manner.

(local government youth development framework 2015 – 2020)

#### **4. COMPOSITION OF THE EMALAHLENI YOUTH DEVELOPMENT UNIT.**

##### **4.1. *THE ASSISTANT MANAGER: YOUTH DEVELOPMENT ;***

- a. Responsible for the provision of policy frameworks and or strategies;
- b. Develop and maintain Monitoring and Evaluation systems for the whole Unit;
- c. Is a project manager for youth development in the municipality;
- d. Is responsible for the development of youth development plans for the municipality;
- e. Is responsible for collecting, compiling, analysing and disseminating information related to youth issues and youth development;
- f. Is responsible for consolidating youth development proposals, business plans and programmes in the municipal area of jurisdiction;
- g. Is responsible for performing the day-to-day management of municipality-led youth development activities;
- h. Engages with other youth development role-players and partners external to municipal structure;
- i. Ensures that monitoring and evaluation activities for youth development within the municipality, is undertaken;
- j. Compiles reports on progress regarding implementation;
- k. Representing youth development in all planning and decision-making forums, e.g. Strategic planning, IDP Forums, etc. For effective delivery of the youth development programme, the Youth Manager must have the necessary competency and must be given adequate authority, decision making powers and support within the municipal institution. The Manager must be a Section 57 manager, reporting to the Municipal Manager.

#### **4.2. THE YOUTH DEVELOPMENT MANAGER REPORTS TO:**

- i. The Mayor for any requirements regarding political support for youth development
- ii. The Municipal Manager on performance related matters and engagement with other youth development role-players and/or sectors.

#### **4.3. YOUTH COORDINATORS**

- a. Responsible for coordinating the programmes (operational management)
- b. Responsible for the development and implementation of M&E systems for the operational programmes.
- c. Administrative Officer

The main responsibilities of the unit are as follows:

### **5. FUNCTIONS & RESPONSIBILITIES OF THE EMALAHLENI YOUTH DEVELOPMENT UNIT**

- 5.1 To Manage and monitor the coordination of procedural requirements pertaining to specific functional activities and development initiatives
- 5.2 To facilitate the collaboration with external departments or agencies i.e. sport federations, Government departments etc. to obtain synergy between planned external and internal initiatives relating to social empowerment and youth development
- 5.3 To Interact with all community based structures in order to facilitate the alignment of the needs and priorities of the youth , creating awareness, encouraging participation and attending to arrangements in respect of specific events or programmes
- 5.4 To facilitate the effective and efficient execution of actions and to monitor the delivery of programmes that are associated with youth development
- 5.5 To Plan and organise programmes that are in line with youth development
- 5.6 To Monitor and evaluate short- and long-term objectives and current developments, problems and constraints.

These responsibilities if undertaken successfully are to achieve the following objectives:

## **6. OBJECTIVES OF EMALAHLENI YOUTH DEVELOPMENT UNIT**

- 6.1 The provision of further educational opportunities i.e. bursaries, learnerships and training opportunities, for the members of the youth within our community.
- 6.2 Nurture and support youth development within the community.
- 6.3 Facilitate the youth's entry into the job market through thorough engagements with stakeholders relevant to the local economy which will be a mechanism that will assist with the reduction of youth unemployment, provide support and skills training.
- 6.4 Provide economic opportunities to businesses owned by young people through the L.E.D office.
- 6.5 Build partnerships and networks to render support to youth at risk in a coordinated manner by collaborating with departments and other spheres of government and civil society i.e. awareness campaigns etc
- 6.6 Increase the involvement of members of the youth by ensuring that they become agents in their own development and make a meaningful contribution within their communities.
- 6.7 To ensure that the objectives set out in the youth summit resolution documents which are implemented.

## **7. INTEGRATED YOUTH SKILLS DEVELOPMENT PROGRAMMES**

The Emalahleni Youth Development and Management Unit will need to establish integrated skills development programmes that will have the following components:

- 7.1 Developing and maintaining a skills profile of the youth within the municipality.
- 7.2 Producing and implementing a municipal youth skills development plan annually, which shall be reviewed quarterly.
- 7.3 Provision of an Adult Basic Education and Training (ABET) service to illiterate youth.
- 7.4 Facilitate training relevant to the economic trends of the municipal economy.
- 7.5 Facilitate mentorship, internship and learnership opportunities for unemployed youth both within and outside the municipality.
- 7.6 Facilitate financial support for marginalized youth seeking participation in higher education.



There needs to be an integrated delivery of these components, with annual reporting by the municipality.

It is important that opportunities are created for young people to enable them to deal with challenges such as poverty, inequality and unemployment which can be achieved through partnerships with other spheres of government and non- governmental institutions to ensure the availability of all the necessary and relevant interventions. There is a need for greater co-ordination and integration amongst role-players and a multi-sectorial approach to address all the needs and concerns of the youth of eMalahleni where a special focus is placed on disadvantaged and marginalized youth. Particular attention also needs to be placed on prioritized youth target groups such as young women, youth with disabilities, unemployed youth, school-age out of school youth and youth at risk which would include youth heading households, youth that are in conflict with the law, dependent on drugs and those that are subjected to various forms of abuse.

## **8. ECONOMIC AND SKILLS DEVELOPMENT**

There is a need to change the economic status of the youth by ensuring That members of the youth are empowered to participate in mainstream economic development activities which are aimed at eradicating poverty and meeting the economic needs of the youth. All these interventions will focus on promoting employment, raising incomes, removing barriers that constrain youth participation in the labour market and attain other 'youth-centred' economic development outcomes.

Actions that may be taken to increase youth participation will include:

- i. increasing youth employment through linking youth to national and provincial government projects that are currently being implemented and to also Collaborate with business through the hosting of career expos.
- ii. Private Sector Collaboration which would mean assisting private sector institutions operating within eMalahleni to set and meet youth employment targets and indicators, Develop and implement a project that will require all businesses that procure business from eMalahleni to employ a minimum of 1 student and/or volunteer, for the duration of their contractual obligation.
- iii. Identify employers who will be willing to give students work-based training.
- iv. Supporting Youth owned and led SMMEs to identify their areas of business, areas where they require support and link them to existing SMME support programmes. Encourage engagements with the local NYDA office.
- v. Bursaries: Establish a bursary strategy that is responsive to the human resource development needs of eMalahleni needs to be developed and implemented along with a system for tracking the progress and sustainability of youth that have benefited from bursaries that were awarded to them. Graduates that would like to further their studies should also be considered offered bursaries for post graduate

programmes and also assist in identifying and linking the youth with opportunities for bursary programmes offered by private sector institutions.

vi. Learnerships or Apprenticeships: Source learnership programmes and link member of the youth to these programmes. Young women and people living with disabilities should also be encouraged to participate in learnership or apprenticeship programmes.

vii. Partnerships with Educational Institutions: A formal partnership with training and capacity building service providers to develop soft and hard skills amongst youth needs to be developed.