



SEKHUKHUNE
District Municipality

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DRAFT YOUTH POLICY

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PART ONE: SEKHUKHUNE YOUTH POLICY

1. ACRONYMS AND ABBREVIATIONS

The following acronyms and abbreviations have been used in this Policy

- 1.1. **“SDM”** is the abbreviated version of Sekhukhune District Municipality.
- 1.2. **“SDYP”** means Sekhukhune District Youth Policy
- 1.3. **AIDS** – Acquired immune deficiency syndrome
- 1.4. **HIV**- Human immunodeficiency virus
- 1.5. **NGO**- Non- governmental organisation
- 1.6. **CBO**- Community -based organisation
- 1.7. **NYP** - National Youth Policy
- 1.8. **FET**- Further education and training
- 1.9. **ICT**- Information and communications technology
- 1.10. **HET**- Higher education and training
- 1.11. **AU**- African Union
- 1.12. **NYDA**- National youth development Agency
- 1.13. **SDMYC**- Sekhukhune district municipal youth council
- 1.14. **NDP**- National development Plan
- 1.15. **BBBEE**- Broad based black economic empowerment

2. DEFINITIONS

The following definitions are applicable for the purpose of this policy framework document:

2.1 Policy: A policy is a” predetermined course of action established as a guide towards accepted business strategies and objectives”

2.2 Procedure: A procedure is a method by which a policy should be accomplished; it provides the instructions necessary to carry out a policy statement.

2.3 Executive Mayor refers to Executive Mayor of Sekhukhune District Municipality.

2.4 Youth is defined as a young person between the ages of 14 and 35

2.5 Youth Council refers to Sekhukhune Municipal Youth Council established in terms of this policy.

2.6 Council refers to Sekhukhune District municipal council.

2.7 Chairperson refers to the chairperson of Sekhukhune Youth Council.

3. EXECUTIVE SUMMARY

Sekhukhune Youth Policy reflects the District of Sekhukhune's political and strategic intentions on the mainstreaming of youth development in all policies, programmes and plans. The Policy provides the framework against which the District of Sekhukhune, as well as other sectors of society in Sekhukhune, can develop and implement programmes and projects that will facilitate the inclusion of youth in mainstream socio-economic life.

This Policy was developed within a national and provincial context, dating back to 1994, when youth development was placed high on the transformation agenda of the country's democratic government. At the same time the policy acknowledges that, despite the positive youth development interventions implemented to date, persistent levels of poverty and unemployment; social inequalities and ills and an inadequate or lack of access to development opportunities continue to impede the progress of the youth sector. It builds on all positive youth interventions implemented from 1994 and addresses policy gaps and persistent challenges that hamper full realisation of the rights of young people.

The purpose of the policy is to strategically guide the mainstreaming of youth development by all sectors of society in Sekhukhune and in line with the National Youth Policy (NYP) 2015-2020. The beneficiaries or target group of the Policy are young people, falling within the age group of 14 to 35 years, who live in Sekhukhune. The Policy adopts all twelve (12) principles contained in the NYP 2015-2020 which in essence speak to the approach to mainstreaming youth development.

The Vision and goal of this Policy remains consistent with that of NYP 2015-2020. The key outcomes of the Policy inform its four strategic objectives which are:

- **Strategic Objective 1:** Enabling Environment for Mainstreaming Youth Development;
- **Strategic Objective 2:** Youth & Economic Development;

- **Strategic Objective 3:** Youth & Social Development; and
- **Strategic Objective 4:** Youth & Skills Development.

Each objective has its own set of projects and indicators. These indicators are additional to the overall outcomes of the Policy.

The impact and effectiveness of a Policy lies in its implementation. The Policy therefore explains implementation and support structures as well as role and responsibilities of key role-players such as the Youth Unit, an Inter-Departmental Youth Coordinating Committee, and Sekhukhune Youth Council. Implementation in turn requires sufficient and appropriate resource allocations, ranging from human capital to financial support.

Finally, all policies must be monitored and evaluated in terms of its implementation and its impact, which in terms of this Policy, is the improvement in the lives of youth in Sekhukhune.

4. INTRODUCTION

The policy is informed by the South African Constitution, the United Nations World Programme of Action for Youth to the Year 2000 and Beyond (1995), the African Youth Charter (2006), the National Development Plan (NDP) (2012) and various other policies. The NDP is anchored on the Constitution's vision of a prosperous, democratic, non-sexist, non-racist and equal society. By 2030, the plan seeks to create an inclusive society that builds the capability of its active citizenry.

The Sekhukhune District Youth Policy shares this vision, built on the belief that South Africa has the potential and capacity to eliminate poverty and reduce inequality over the next two decades. This requires a new approach – one that moves away from passive citizenry towards a socially and economically included society in which people are active champions of their own development, supported by an effective government. Young people are a major human resource for development, often acting as key agents for social change, economic expansion and innovation. Their imagination, ideals, energy and vision are essential for the continuous development of society.

The SDYP, in recognition of the vital role young people play in building South Africa, seeks to ensure that there are processes and opportunities that allow young people to develop and realise their potential. The policy avoids quick fixes that divert attention from the complex institutional and systematic issues that need to be addressed. Instead, it seeks to develop capabilities as part of

a long-term solution, which will open opportunities for the youth to participate in and take advantage of what South Africa has to offer.

5. PURPOSE & OBJECTIVES

The overall purpose and objectives of Sekhukhune District Youth Policy is to:

- 5.1 strategically guide the mainstreaming of youth development in all policies, programmes and plans of the Sekhukhune District in particular, and of other sectors of Sekhukhune District society that provide services to youth; and
- 5.2 To align the youth development approach of the Sekhukhune District and other sectors of society to that contained in the NYP 2015-2020
- 5.3 To build the capacity of young people to enable them to take charge of their own well-being by building their asset and realising their potential.
- 5.4 Strengthen a culture of patriotic citizenship among young people and help them become responsible adults who care for their families and communities.
- 5.5 To encourage youth visibility and active participation in different youth initiatives ,projects and nation-building activities
- 5.6 To provide for the establishment, powers and functions of Sekhukhune District Youth Council.

6. AUTHORITY OF THE POLICY

This policy is issued under the authority of the Executive Mayor as the Executive Authority and the Municipal Manager as the Accounting Officer for Sekhukhune District Municipality.

7. LEGISLATIVE AND POLICY FRAMEWORK

The legislative and policy framework within which this policy is developed entails the following:

7.1 The 1996 Constitution of the Republic of South Africa

The Constitution is the supreme law of the country. It entrenches specific rights and responsibilities that apply to everyone, including young people.

7.2 The National Youth Policy 2015-2020

This NYP 2020 builds on south Africa's first NYP, which covered the period 2009-2014. It improves upon and update the previous policy by speaking to the new challenges that South Africa's youth face, while acknowledging that there is more to be done to address the challenges identified in the previous NYP.

7.3 The 1996 National Youth Commission (NYC) Act

This Act established the NYC as a statutory body mandated with developing a National Youth Policy and co-ordinating the implementation thereof. The Act also provides for the NYC to lobby and advocate for youth development in the country.

7.4 The 2000 World Programme of Action on Youth

The United Nations (UN) ministers responsible for youth adopted this programme as a ten year plan to address the problems and needs of young people. It identifies opportunities for young people to participate actively in society, guides youth development and provides concrete proposals for improving the well-being and livelihoods of young people.^{6.5}

7.5 The 2004 Municipal Youth Guidelines

These guidelines provide for establishment of Youth Units in municipalities to assist in planning, setting targets, resourcing, mainstreaming of youth development, lobbying, and evaluating performance. The guidelines advance the establishment of civic society organs such as youth councils and youth organisations to lobby and hold the municipality accountable for youth development in their constituency.

7.6 The 2006 African Youth Charter

This Charter, an instrument of the African Union (AU), strategically guides youth empowerment and development at continental, regional and national levels. The Charter is consistent with the South African Constitution.

7.7 The 2008 National Youth Development Act

This Act provided for the establishment of the National Youth Development Agency (NYDA) including its appointment of board members and NYDA structures at provincial and local level. One of the key objectives of the NYDA is to develop an Integrated Youth Development Plan and Strategy for South Africa

8.1 SCOPE OF THE POLICY

This Policy applies to:

8.1.1 All employees, officials and departments within Sekhukhune District Municipality

8.1.2 All organised youth structures operating in Sekhukhune District

Beneficiaries

- All young people; falling within the age group of 14 to 35 years; that live in Sekhukhune District.
- All organized youth structures and organisations operating in Sekhukhune District.

9.POLICY PRONOUNCEMENTS

This youth policy development and management is guided by the following principles contained in the National Youth Policy of 2015- 2020.

9.1 Accessibility – youth must have access to resources and services that are crucial to their development.

9.2 Responsiveness – all services must respond to the needs, challenges and concerns of youth and act in their best interest.

9.3 Holistic – all services must encompass all, i.e. physical; psychological, social, economic and spiritual aspects of youth and facilitate a smooth transition to adult life.

9.4 Integration – co-ordination amongst role-players to maximize impact of services provided to youth.

9.5 Diversity – services and initiatives must recognize and acknowledge diverse backgrounds of youth.

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

9.7 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.

9.8 Transparency – structures providing services to youth must operate in a transparent and accountable manner.

9.9 Participation and inclusion - the development of policies, programmes and plans for youth must include youth themselves.

9.10 Social cohesion – youth must be included as a significant part of societal structures and activities.

9.11 Social protection – services must promote, protect and address the well-being youth and reduce their vulnerability.

9.12 **Youth Service** – youth must be involved in meaningful activities that benefit communities and develop their sense of patriotism.

9.13 **Redress** – interventions must acknowledge injustices of the past and seek to address these.

10. POLICY CONTEXT

The youth of South Africa, pre-and post-democracy, have always been key role-players in shaping the society we live in. Thus youth development has been high on the transformation agenda of the country's democratic government since 1994, as reflected in the White Paper on Reconstruction and Development (RDP) which states that youth development must generally: *Focus on education and training, job creation, and enabling young people to realise their full potential and participate fully in the society and their future. It must restore the hope of our youth in the future, and in their capacity to channel their resourcefulness and energy into reconstruction and development.*

Government also established institutions to drive youth development by developing and implementing additional youth focused policies and programmes. The National Youth Commission (NYC) and provincial level Youth Commissions were established in 1996. In 2008, the Youth Commission Act was repealed and its structures dismantled with the enactment of the National Youth Development Agency Act, which established the National Youth Development Agency (NYDA) as a national public entity that incorporated the functions of the previous Youth Commission.

Youth focused policies developed by the above-mentioned institutions include;

- A National Youth Policy (NYP) in 2000, which outlined the national approach to youth development;
- A five-year National Youth Development Policy Framework (NYDPF) for the period 2002 to 2007, which emanated from the NYP; and
- The adopted National Youth Policy (NYP) 2009-2014, which revises the 2000 NYP.

- The 2009-2014 NYP builds on all the positive youth interventions implemented from 1994. It also addresses policy gaps and persistent challenges that hamper young people from enjoying and exercising their full political, human, social and economic rights in a just, free and democratic South Africa.
- The NYP 2015-2020 which guide municipalities in mainstreaming youth development into their policies, plans, programmes and management practices. It takes into account the progress made since 1994, builds on the successes of the previous policies and further articulates the NDP's youth specific proposals. It strengthens existing intervention, introduces new ones and sheds those that have not worked. The policy aims to enhance the quality of the services rendered, extend coverage and increase impact, attempting to tackle the gaps and stubborn challenges through new approaches.

It is against this background that Sekhukhune District Youth Policy (SDYP) was developed within this national perspective. It draws on existing policy directives to inform and guide the mainstreaming of youth development in all of the policies, programmes and plans of the Sekhukhune District, as well as other sectors of Sekhukhune District's society. It promotes the full participation of youth in mainstream socio-economic activities and acknowledges youth as both – beneficiaries of services, and agents of change.

11. Current Status Quo

The marginalisation of young people is primarily manifested in high youth unemployment. In a job-scarce environment, joining the world of work is particularly difficult for young people. This is not just a local problem – in 2013 the International Labour Organisation (ILO) estimated that, at a global level, 73.4 million young people who want to work and are actively looking for a job cannot find one. About one out of every two young people (52.9 percent) is unemployed or a discouraged work-seeker, and not enrolled at an educational institution (ILO 2013). The same ILO report states that the world is facing a worsening youth employment crisis, where young people are three times more likely to be unemployed than adults.

South Africa is not immune to this global trend. According to the South African June 2014 labour force survey, 36.1 percent of young people between the ages of 15 and 35 are unemployed, which is almost double the 15.6 percent of adults aged between 35 and 64 who are unemployed. The labour absorption rate for adults is 57.8

percent, almost twice that of young people, at 30.8 percent. Young women face even higher levels of unemployment – 34.5 percent of young women are neither employed nor at school, including further and higher education, compared to 29.9 percent of young men. Although young people are less likely to be employed than older people, they typically have more years of schooling. Those with a tertiary degree have a significantly better chance of finding employment.

A youth-specific policy that focuses on increasing employment chances for young people is needed to prevent the profound personal and social effects of unemployment. Young people who cannot earn their own living find it difficult to move out of their parents' homes and be self-sustainable. They are often marginalised by their communities, unable to find a way to engage meaningfully with society. Young people generally do not qualify for the Unemployment Insurance Fund because it only covers those who have previously held a job. There are many young people who drive community and youth development initiatives and are committed to transforming the lives of others. However, it is also true that young people are both the victims and perpetrators of crime. Research by the Institute for Security Studies (2003) indicates that the 12 to 21 age group has the largest number of offenders and victims compared to other age groups in South Africa. Young people's risky behaviour leads to high morbidity and mortality rates they face the highest HIV/AIDS infection rates. HIV prevalence peaks in women aged between 30 and 34 years (36.8 percent).

In 2013, 2 515 of the total 5 698 transport-related deaths in South Africa were young people. Similarly, 69 percent of deaths due to assault and 59 percent due to intentional self-harm occurred among those aged between 15 and 34 years. According to Statistics South Africa (2014), young people constitute 37 percent of the country's population. This presents a powerful resource for the country, provided the youth are supported and able to become active members of society. The NDP states that: "Having a relatively young population can be advantageous, provided the majority of working-age individuals are gainfully employed.

The challenge is to convert this into a demographic dividend. This will only be possible if the number of working-age individuals can be employed in productive activities" (2012: 98). Yet social norms continue to sideline young South Africans, treating political and economic participation as the prerogative of older people, which is why there is a continued need for policies and implementation frameworks that pay deliberate attention to youth concerns

11.1 Socio-Economic Status

Despite the number of positive transformation interventions aimed at realising the needs of youth that have been implemented since 1994, persistent levels of poverty and unemployment, social inequalities and ills; and inadequate or lack of access to development opportunities continue to hamper the progress of the youth sector in realising its rightful place in developing South Africa.

The above mentioned status quo shows that the youth sector by virtue of its percentage of overall population figures, experiences unacceptably high levels of poverty and unemployment. Social injustices that continue to plague the youth sector include:

- Abuse of drugs, alcohol and other dependency creating substances;
- Poor health, including high risk behaviour such as HIV infection;
- Low self-esteem and confidence;
- Limited access to services and opportunities for rural youth;
- Limited access to services and opportunities for youth with disabilities to compete with their peers;
- Fewer opportunities, especially for young women as well as the incessant challenges of rape, violence and abuse and other such gender imbalances;
- Youth infected and/or affected by HIV and AIDS
- Youth heading and running households being at greater risk of abuse, exploitation and dropping out of school;
- Conflict with the law, including engaging in acts of crime;
- Inadequate or lack of youth participation in democratic processes.

The above demographic statistics in particular confirm that the socio-economic status of youth in Sekhukhune District has not reached the desired levels of achievement. Unemployment remains high and attendance at education institutions is moderate.

In summary, the current status quo validates the critical need to empower and develop youth so that they can make a meaningful contribution to the socioeconomic development of the country and building South Africa as a united, cohesive and democratic country.

12. VISION AND GOAL

12.1 The Vision of this Policy remains consistent with that of the NYP 2020 “Integrated, holistic and sustainable youth development, conscious of the historical imbalances and current imbalances and current realities, to build a non-sexist, non-racist, democratic South Africa in which young people and their organisations not only enjoy and contribute to their full potential in the social, economic and political spheres of life but also recognise and develop their responsibilities to build a better life for all.

12.2 The goal of the NYP 2020 is to consolidate youth initiatives that enhance the capabilities of young people to transform the economy and society. This will be

achieved by addressing their needs; promoting positive outcomes, opportunities, choices and relationships; and providing the support necessary to develop all young people, particularly those outside the social, political and economic mainstream. This policy emphasises the need for various youth development efforts and interventions that holistically respond to all aspects or spheres of young people's lives.

13. EXPECTED OUTCOMES

13.1 The desired outcome is empowered young people who are able to realise their full potential and understand their roles and responsibilities in making a meaningful contribution to the development of a non-racial, equal, democratic and prosperous South Africa. The expected outcomes are as follows:

- A policy and regulatory environment in Sekhukhune District that ensures effective mainstreaming of youth development that improves the quality of lives of all youth in the municipal area.
- Increased number of youth educated and qualified to actively engage in economic activities and a concomitant reduction in the unemployment figures of Sekhukhune District youth.
- Increased number of youth actively involved in social activities within their communities and a concomitant decreased in the number of youth involved in socially deviant behaviour
- Equal access to and increased participation of all youth in socio-economic activities
- Increased number of youth actively participating in civic and democratic processes.

14. FRAMEWORK IMPLEMENTATION

Approach to Youth Development: Mainstreaming as a Policy Choice

- By definition, mainstreaming is a strategy and a process as well as a multi-dimensional effort for making concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes so that inequality is not perpetuated. Successful mainstreaming should lead to greater social integration of a particular group and to the inclusion of a particular issue into all aspects of social, political, economic and cultural life with the objective of full integration and enjoyment of all rights and opportunities.
- The crux of mainstreaming is about bringing the issue; such as

Disability, Gender, HIV and AIDS, etc.; to the centre of development at a policy, programme and project level; with the ultimate goal of achieving equality.

- In terms of youth development, mainstreaming is about ensuring that youth issues are incorporated into all policies and programmes as part of normal planning and budgeting processes.
- Practically this means that: youth are automatically identified and listed as one of the target group of a policy or programme; that all direct and indirect aspects as well as the causes and effects of youth issues are addressed allowing for the development of long-term, holistic and more sustainable solutions;
- Youth issues are moved from the periphery into the mainstream and the implications of decisions, on the lives of youth, are assessed at all times;
- The special needs, concerns and circumstances of youth are addressed as an inherent part of the development and implementation of policies and programmes;
- The goal and principles of integration, inclusion, promoting dignity, independence; social and economic functioning of youth are implemented and practiced;
- The youth are empowered and developed to engage with members of the community on an equal footing; and that community members outside of the youth age group respect and appreciate the participation of youth in community life;
- Better integrated and less “silo” operations are implemented.
- Provision of services to youth and improving the quality of their lives automatically becomes part of everyone’s work plan.
- Youth development indicators are included in the performance contracts of all staff, and monitored.
- This Sekhukhune District Youth Policy is rooted in applying a mainstreaming approach to youth development as described above. Thus, the SDYP advocates mainstreaming and thereby the inclusion of Sekhukhune youth in its all political, social, economic and community

life. However, achieving this requires greater co-ordination and integration amongst role-players and a multi-sectoral approach to address all the needs and concerns of Sekhukhune District's youth.

- A special focus on disadvantaged and marginalized youth.
- Particular attention be paid to prioritized youth target groups such as young women, youth with disabilities, unemployed youth, school-age out of school youth, rural youth and youth at risk, i.e. youth heading households, in conflict with the law, dependent on drugs, subjected to forms of abuse.
- An acknowledgement that young people are a resource and must be agents of their own change.
- Policies, programmes and plans to be transformatory in nature and enhance the capacities of youth;
- Develop, capacitate and empower youth to become responsible people and impart essential skills to them;
- Display long term investment and commitment to young people;
- Have clearly defined exit and retainer (young people see programmes through) strategies and opportunities;
- Include a tracking or monitoring element, i.e. following up on young people who have participated in programmes, for example over a minimum period of three years after participating in the programmes, to check if their lives have been improved and whether changes need to be made to policies and programmes; and be informed by knowledge and reliable data.

The strategic objectives listed hereunder are informed by the Vision, Goal, Principles, Expected Outcomes and mainstreaming approach of Sekhukhune Youth Policy. It is also informed by the key areas of intervention identified in the NYP 2015-2020.

Accordingly, the four (4) key strategic objectives of Sekhukhune District Youth Policy clusters the elements of this policy and the areas identified in the NYP 2015-2020 which are as follows:

- **Strategic Objective 1:** Enabling Environment for Mainstreaming Youth Development;

- **Strategic Objective 2:** Youth & Economic Development;
- **Strategic Objective 3:** Youth & Social Development; and
- **Strategic Objective 4:** Youth & Skills Development.

14.1. Enabling Environment for Mainstreaming Youth Development

This objective responds to the key mandate and responsibility of government which is to develop and implement policies, legislation and regulations that will guide and inform the provision of services to identified target groups. In this instance, the Sekhukhune District is mandated with developing the necessary policies and regulations to ensure that youth development is mainstreamed in all policies, programmes and plans of government and other role-players involved in delivering services to youth. Policies, legislation and regulations provide an overall framework, norms, standards and legal requirements and imperatives in respect of implementation, and are applicable to all sectors of society.

14.1.2 Proposed Projects, Activities and Tasks

- Sekhukhune District municipality Policies & Regulations –
- Mainstreaming- Youth Development
- Develop, adopt and implement the SDYP
- Review, repeal and/or amend any Sekhukhune District regulations to facilitate and promote mainstreaming youth development
- Advice on the Sekhukhune District's Preferential Procurement
- Policy to set a preferential target of 40% for youth owned and/or managed businesses.
- Develop a plan to assist private sectors institutions operating in Sekhukhune District to set preferential procurement targets for youth entrepreneurs.
- Develop youth procurement indicators for Sekhukhune District departments.
- Participate in provincial and national policy development processes to ensure that the views, needs and concerns of Sekhukhune youth are contained therein.
- Develop a generic guideline manual to ensure mainstreaming of youth development in the plans and budgets of Sekhukhune District Municipality
- Develop youth mainstreaming indicators as key results areas in performance contracts of Sekhukhune District staff.

- Integrate youth development plans in Sekhukhune District's IDP, LED and SDBIP.
- Develop a plan for increased co-operation between spheres of government, Sekhukhune District Council , provincial and national youth institutions as well as gender and disability.
- Mainstreaming institutions on common areas of mainstreaming youth development in Sekhukhune District.
- Strengthen and support organised civil society youth structures.

14.2 Youth & Economic Development

This objective responds to the need to change the economic status of youth by ensuring that youth are empowered to participate in mainstream economic development activities, as an essential national process aimed at eradicating poverty and meeting the economic needs of youth. All interventions in terms of this objective 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. The proposed projects for this objective will be geared towards strengthening existing initiatives and introducing new ones as may be required.

14.2.1 Proposed Project, Activities and Tasks

- Link youth to national and provincial government EPWP projects being implemented in Sekhukhune District
- Link youth to national and provincial government PPP socioeconomic development projects.
- Collaborate with business on hosting career expos.
- Private Sector Collaboration - Assist private sector institutions operating in Sekhukhune District to set and meet youth employment targets and indicators.
- Develop and implement an "Employing Sekhukhune District Youth" project that will require all businesses that procure business in Sekhukhune District to employ a minimum of 1 student and/or volunteer, for the duration of their contractual obligations.
- Identify employers who are willing to give students work-based training.

- Develop and implement Youth Business Ventures in Agriculture, Green Economy, Project Management,
- Training in Managing Co-operatives, and Income Generating programmes.
- Convene Sekhukhune District Youth in Business Summit.
- Establish Sekhukhune District Young Entrepreneurs Forum.
- Supporting Youth owned/led SMMEs
- Audit of youth led and managed SMME's to identify their areas of business, areas where they require support and link them to existing SMME support programmes
- Audit of existing SMME support programmes and the services they offer and make this information available to youth SMMEs.
- Assist youth led and managed SMME's to register for BB BEE Status
- Establish a District Youth Fund Lobby group to raise funds for youth in business.
- Engage NYDA on establishing a full service branch in the district

14.3 Youth & Social Development

This objective responds to the social needs of youth and the importance of them Participating fully in the society and communities in which they live as part of building social cohesion and national unity. Interventions in terms of this objective will focus on building the social capital and networks of youth; strengthening their identity, building their self-esteem, developing a sense of belonging and nurturing a shared value system.

14.3.1 Proposed Project, Activities and Tasks

- Develop and implement a Sekhukhune District sport policy, based on the Limpopo Sport Policy and Plan, Implement the School Programme
- Link youth to art, culture and recreational projects implemented in Sekhukhune District.
- Develop and implement an innovative communication project using Facebook and other social networks to inform youth of social activities in Sekhukhune District and the social development projects implemented by Sekhukhune District.
- Youth Health and Welfare - Link youth to social protection, welfare and assistance programmes.

- Develop and implement HIV and AIDS, health and other general well-being awareness and support projects.
- In partnership with Department of Health and Social development train volunteer and caregivers to provide care to families in need, youth with disabilities, and homes for the elderly.
- Develop and implement a Sekhukhune District Sport Plan to increase the participation of youth in sport
- Implement drug and alcohol awareness campaigns
- Supporting Youth in Schools by Developing and implementing environmental awareness programme in Schools
- Develop and implement a “Back-to-Schools” programme where the Executive Mayor, Speaker, Chief Whip and Members of Mayoral Committee adopt schools
- Develop and implement career guidance workshops for Grade 9-12 from poor performing schools.
- Social Cohesion by developing and implementing a Youth in Governance project that includes interaction with young people through social media and workshops on the importance of the IDP.
- Link youth to NGO’s and CBO’s to serve as volunteers.
- Establish Sekhukhune District Youth Council and programme.
- facilitate the active participation of youth as members of, and in activities of Community Police Forums.

14.4 Youth & Skills Development

This objective responds to the education and skills development needs of youth to enable them to fully and actively participate in socio-economic life. The interventions in terms of this objective are targeting the pre-employed, unemployed and employed youth. Interventions will include bursaries, learnerships/ apprenticeship, short skills programmes, career pathing programmes and partnerships with schools and FET colleges.

14.4.1 Proposed Projects, Activities and Tasks

- Bursaries & Learner ships/Apprenticeship
- Develop and implement a bursary strategy and plan that is responsive to the human resource development needs of Sekhukhune District Municipality

- Develop and implement a system for tracking the progress and sustainability of youth that have benefited from bursaries awarded to them.
- Identify and link youth with opportunities for bursary programmes offered by private sector institutions.
- Audit of learnership programmes and link youth to them.
- Encourage young women and those with disabilities to participate in bursary and learnership/apprenticeship programmes Partnerships with Educational Institutions
- Develop formal partnerships with training and capacity building service providers to develop soft and hard skills amongst youth.
- Conduct a study on existing skills amongst youth
- Conduct research on skills in demand in the market
- Develop and implement skills programmes such as vocational programmes, an ICT Training programme ,enrichment programmes on parenting skills, conflict resolution and problem solving in wards
- life skills Programmes for out-of-school youth
- Develop and implement exhibitions and workshops about education, skills development and capacity building programmes which are available for youth and how to access these.
- Audit skills development projects that are implemented in Sekhukhune and link youth to such projects.

15. INSTITUTIONAL STRUCTURES, ROLES AND RESPONSIBILITIES

The provision of integrated and holistic package of services youth is premised on strong and consistent inter-sectoral collaboration and co-ordination between wide ranges of role players from all sectors of society. These role-players include line function departments from all three spheres of government, institutions of higher learning, schools, research institutions, CBOs, NGOs, and private sector institutions.

Thus, it is critical that the Sekhukhune District establishes the institutional structures necessary for ensuring implementation happens in a holistic and integrated manner and involves all role-players. The focus of these structures will be co-ordination and collaboration, which has the additional benefits of ensuring that limited resources are not wasted, work is not duplicated and that

there are no gaps in what needs to be done during the implementation process.

15.1 Management and Implementation Structures

Management and implementation structures are responsible for organizing and supervising the implementation processes; thereby providing day-to-day administrative and operational support. Thus the management responsibility lies mainly with Sekhukhune District officials. These structures could take the form of formal permanent and/or adhoc and/or short-term structures that hold regular meetings, etc. The main responsibilities of these structures are to:

- Plan, organize and supervise implementation processes;
- Provide day-to-day management; administrative and operational guidance and support
- Identify areas of co-ordination and integration for role-players.
- Ensure plans are developed, mainstreamed into current programmes and are subsequently implemented Monitor and evaluate the implementation and impact of policies and programmes;

Sekhukhune District Youth Unit is primarily responsible for co-ordinating and ensuring implementation of this Policy and for the reporting and accounting thereof to the Executive Mayor of Sekhukhune District.

15.2 Support Structures

Support structures provide advice, technical knowledge, expertise and any other task that will assist the management and implementation structures. The main responsibilities of support structures are:

- -Assist and advise in the development and mainstreaming of the provision of services to persons with disabilities.
- Facilitate for the implementation, monitoring and evaluation thereof.
- Work closely with management and implementation structures.
- Contribute to the development of further guidelines for effective implementation of this Policy and related policies and legislation; and
- Ensure the provision of integrated and holistic services.

15.3 Roles and Responsibilities

Mainstreaming youth development requires an inter-sectoral, intra and inter-departmental collaboration. The specific roles and responsibility of role-players are detailed below.

15.3.1 Sekhukhune District Youth Unit

The Sekhukhune District's Youth Unit is responsible for strategically leading, co-ordinating, monitoring, evaluating and reporting on the mainstreaming of youth development in policies, programmes and plans of Sekhukhune District and other sectors of society by:

- Co-coordinating and overseeing the implementation of integrated and mainstreamed youth development programmes in Sekhukhune District
- Motivating for the provision of resources, budget, and access to Sekhukhune District facilities, for programme implementation in the local municipalities;
- Interacting and liaising with Sekhukhune District Departments regarding youth development and establishing the necessary structures to ensure coordinated service delivery;
- Continuously engaging in research projects aimed at informing, monitoring and evaluating and improving service delivery to young men and women in Sekhukhune District ;
- Establishing the necessary systems for and engaging in activities to monitor and evaluate the Sekhukhune District's youth service delivery;
- Providing strategic and technical support in the implementation of the mainstreamed youth development programmes;
- Establish and manage relevant partnerships at a local, provincial and national level with government structures, NGO's, CBO's and other role players whose service is youth focused.

15.3.2 Inter Departmental Youth Coordinating Committee.

An Inter Departmental Youth Coordinating Committee shall be established. This committee shall comprise of representatives from all departments of Sekhukhune District Municipality. Its main role will be to review departmental youth programmes as well as monitor and evaluate programmes.

Key responsibilities of this Committee are to:

- Design a template that will assist with information gathering process on youth

development programmes in the various departments. This process will be able to create alignment as well as ensure integration of processes and activities;

- monitor, review and evaluate the Sekhukhune District's policies, programs, and expenditure affecting young people;
- Facilitate collaborative program planning, implementation and review across all relevant departments; and
- Perform oversight functions.

16. Resources Required

16.1 Mainstreaming youth development and delivering an integrated and holistic package of services to all youth requires sufficient and appropriate resource allocations to ensure successful transformation from policy intent to implementation. These resources range from human capacity to financial support.

16.1.1 In terms of Human Resource Capacity, the following is required:

- professional, experienced and skilled personnel to plan, manage, co-ordinate implementation, monitor and evaluate policies and programmes;
- persons who have an in-depth and fundamental understanding of the mainstreaming youth development approach and the importance of delivering and integrated and holistic package of services to youth; and
- meeting employment targets of persons/youth with disabilities in Sekhukhune District Municipality

16.1.2 Financial resources must be provided by means such as mainstreamed budget allocations. Specific budget can also be allocated to the Sekhukhune District's Youth Unit to perform its role and responsibilities. Finally the Sekhukhune District can raise additional complementary funding either from international donor agencies and institutions; the private sector and other governments for mainstreaming youth development programmes in Sekhukhune District. Financial resources are required for:

- implementation of the proposed projects and activities of each strategic objective
- policy and regulations development, reviews and amendments;
- community development programmes, especially awareness raising and information

- projects monitoring and evaluation systems, processes and activities;
- developing and implementing a communication strategy on youth issues; and
- establishing and maintaining co-ordination structures and mechanisms.

17. MONITORING AND EVALUATION (M & E)

The Sekhukhune District's Youth Unit, as the custodian and champion of SDMYP will be responsible for monitoring and evaluating:

- the implementation of this Policy ; and
- the impact of the Policy on improving the lives of youth in Sekhukhune District.

The broad indicators that will reflect the impact of implementation of this Policy is listed below. Impact Indicators are presented for each strategic objective of this Policy. Specific percentages are not reflected in this Policy because these will be informed by existing baseline data, as well as annual improvements and achievements that will change the status quo and hence the indicators.

17.1 Strategic Objective 1: Enabling Environment for Mainstreaming Youth

Development Indicators

- Increased percentage of Sekhukhune District youth actively participating in socio-economic life.
- Decreased percentage in cases of violation of rights.
- Increased percentage of reports of youth acting responsibly.
- Increased percentage of levels of satisfaction with the integrated and holistic package of services being delivered
- Increased percentage of youth receiving services.
- Number of policies/regulations that mainstreamed youth development.
- Increase in percentage of youth that report an improved quality of life.
- Youth development incorporated in the plans and budgets of SDM IDP, LED & SDBIP

17.2 Strategic Objective 2: Youth & Economic Development

Indicators

- Increased percentage of youth, who are able to be economically active, 40 of whom are participating in mainstream economic activities.

- Increased percentage of youth placed in relevant and meaningful employment in the labour market.
- Increased percentage of contribution of youth owned/led businesses
- Increased percentage of youth access to general technical and vocational guidance programmes, placement services, continuing education, job retention and return to work programmes.
- Increased percentage of youth employed
- Decreased youth unemployment figures
- Number of SMMEs and other business initiatives owned and managed by youth that are viable and successful economic entities.
- Increased number of youth owned SMMEs
- Functional Sekhukhune District Young Entrepreneurs Forum
- Annual Youth Business Summit

17.3 Strategic Objective 3: Youth & Social Development

Indicators

- Number of youth participating in sport, art, culture and recreation activities.
- Number of youth aware of the mainstreamed youth development services for youth in Sekhukhune District.
- Reduced percentage of youth involvement in criminal activities.
- Increased number of youth participating in community activities.
- Increased numbers of prioritised youth target groups needs being met.
- Number of youth participating in alcohol and drug abuse programme

17.4 Strategic Objective 4: Youth and Skills Development

Indicators

- Formal partnership with FET colleges.
- Increased number of youth with the relevant skills and capacity to engage in economic opportunities.
- Increased number of youth that have formal educational qualifications.
- Increased number of prioritised youth target groups that have formal educational qualifications.
- Increased number of employers participating in learnership /apprenticeship and short skills programmes.
- Audit report of skills development projects

PART TWO: ESTABLISHMENT OF SEKHUKHUNE DISTRICT MUNICIPAL YOUTH COUNCIL

1. Purpose of the Municipal Youth Council

- 1.1 To provide for the establishment, powers and functions of Sekhukhune District Youth Council.
- 1.2 Provide for the principles guiding the composition of the Sekhukhune District Youth Council.
- 1.3 To outline mechanisms for the election and disqualification of members of the Sekhukhune District Youth Council.
- 1.4 To determine the term of office and manner in which vacation of the office should be managed.
- 1.5 To establish basic guidelines for operations of the Youth Council that include its planning processes, its meetings and administration matters,
- 1.6 To create regulatory environment for its financial activities,
- 1.7 To provide for legal matters pertaining to it, and to provide for matters connected herewith.

2. Legislation

2.1 Constitution of Republic of South Africa 108 of 1996

Section 152(1)(a) stipulates that the objects of local government are among others “to encourage the involvement of the communities and community organization in the matters of local government” The purpose of the Municipal Youth Council is therefore to enhance participatory democracy in local government.

2.2 Municipal System Act 32 of 2000

Section 16(1) stipulates that the municipality must develop a culture of municipal governance that complements formal representative government with system of participatory governance. Section 17(4) states that “A municipal council may establish one or more advisory committees consisting of persons who are not councilors, to advise Council on any matters within the Council’s competence. When appointing the members of such committee, gender representativity must be taken into account”.

2.2 National Youth Development Agency Act 54 of 2008

This Act calls for active Youth structure, which aims to promote and champion youth interests and coordination of mainstreamed programmes to achieve equitable benefits for young people.

2.3 National Youth Policy 2015-2020

This policy demand active involvement and meaningful participation of young people in all youth related matters/aspects. The NYP clearly articulates that “Youth have right to participate in the planning implementation of youth development by becoming the custodians of their developers”.

3 Scope of the Policy

- a. The scope of this policy shall apply to Sekhukhune District Youth Council operating within the jurisdiction of Sekhukhune District Municipality.

4 Status of the District Youth Council

4.1 The Objectives of the District Youth Council are:

4.1.1 To enhance participatory democracy in the district municipality).

4.1.2 To serve as a legitimate body of representative for the youth in all created platforms.

4.1.3 To lobby and advocate for the implementation of youth empowerment and development within all sectors of the society.

4.1.4 To forge relations and partnership with relevant stakeholders in youth empowerment and development.

4.1.5 To organize a vibrant youth civil society sector.

4.1.6 To coordinate, facilitate advice and monitor the mainstreaming of youth development in the policies and programmes of the municipality.

4.1.7 To build relations with other youth organizations and non-governmental organizations

5 Functions and Powers of Sekhukhune District Municipal Youth Council

5.1 To play advisory role on matters affecting youth development.

- 5.2 Liaise with the provincial, national and other local spheres of government on youth issues, and other youth organization and non-government organizations in the municipality nationally and internationally.
- 5.3 Monitor, review and input on the development and impact of municipal policies on youth in the municipality and make recommendations.
- 5.4 Advocate and lobby for an enabling environment for youth participation in all private and public institutions; and
- 5.5 Drive strategic research and policy development on youth development, capacity building and resource mobilization initiatives;
- 5.6 Recommend policy intervention, strategies and programmes for youth development to the municipality.

6 District Youth Council

6.1 Election Criteria

6.1.1 The established Local Municipal Youth Council shall nominate the members from their local youth councils deemed fit and eligible to contest election during conference of District Youth Council.

6.1.2 Each local municipality will be represented proportionally at the District Youth Council conference.

6.1.3 The person nominated shall not be above 35 years and below the age of 16 years.

6.1.4 Person/s working for the local municipality or district municipality within which the municipality is demarcated shall not be nominated and or elected into District Youth Council.

6.1.5 There shall be nominations from the floor of candidates for positions in the committee of District Youth Council

6.1.6 A person should not be elected if after February 1997 has been convicted of offence and sentenced to imprisonment without option for a period of not less than twelve months.

7 Election Procedure

7.1 The process of electing the members of District Youth Council will be conducted and led by members of Independent Electoral Commission.

7.2 The delegates at such electoral conference of District Youth Council shall vote by secret ballot for their preferred candidates into the following positions:

7.2.1 Chairperson

7.2.2 Deputy Chairperson

7.2.3 Secretary

7.2.4 Deputy Secretary

7.2.5 Treasurer

7.2.6 Fifteen(15) Additional Committee members

7.3 At least 50% of the total elected members of the District Youth Council shall be women..

8 Proportional Representation at District Youth Council Elective Conference

8.1 The attendance of such municipal youth council conference shall be in the following arrangement:

8.1.1 60% delegation from Local Municipal Council with voting rights

8.1.2 30% delegation from political parties as per their proportional representation in Municipal Council with voting rights.

8.1.3 10% delegates from District disability forum with voting rights

9. Disqualification

9.1 A person may not be appointed as a member of the youth council if he or she

9.2 Is not a South African citizen and ordinarily resident in the jurisdiction of Sekhukhune district municipality

9.3 Is an unrehabilitated insolvent

9.4 Is a member of parliament, any provincial legislature or any municipal council

9.5 Is employed by the national, provincial or local government on a full time basis

9.6 Has notwithstanding paragraph 6.1.6, at any time been convicted of theft, fraud, perjury, or an offence under the Corruption Act, 1992(Act no. 94 Of 1992), or any other offence involving dishonesty

9.7 Has been convicted after commencement of the Constitution of the Republic of South Africa, 1993(Act No. 200 of 1993), and has been sentenced to a period of imprisonment of not less than one year without an option of a fine

9.8 Has as a result of improper conduct, been removed from office of trust

9.9 Has been declared by a court to be mentally ill or disordered

10. Responsibilities of District Youth Council

10.1 Hold meetings of the council once in three(3) months

10.2 Hold General Council once in two and half years.

10.3 Receive and discuss reports from and presentations of initiatives and programmes by the Local Municipalities and relevant stakeholders, which foster youth empowerment and development.

- 10.4 Assist to cascade information related to youth development and distribution of publications and other documents that seek to assess the need of young people within the respective local municipalities
- 10.5 Identify the challenges faced by youth within the respective local municipalities, communicate those with relevant stakeholders and or suggest possible solutions.
- 10.6 Assist in organizing youth functions/events and also implementation of youth programmes/activities.
- 10.7 Give feedback to youth on issues raised
- 10.8 Discuss issues raised by local youth council and suggest possible solutions or interventions of relevant stakeholders/role players.
- 10.9 Liaise with the Municipality and other relevant stakeholders on youth empowerment and development matters.

11. Responsibilities of District Municipality

- 11.1 The Municipal Council shall play a supportive role to District Youth Council as the extended arm of the institution
- 11.2 The municipality shall see to it that Youth Council is supported in terms of issues such as transport, typing, photo copy, faxing and sending out correspondences
- 11.3 The Youth Council should, with assistance of the municipality prepare an annual capacity building and training needs assessment for members of the committee
- 11.4 The annual budget should take into account any funds budgeted by the municipality for the capacity building and training the youth council
- 11.5 The municipality may include in the training capacity building programs, generic training needs including communication, interpersonal skills, community upliftment, conflict management and negotiations skills etc.
- 11.6 Training needs on municipal policies and processes
- 11.7 Specialized training needs including meeting procedures, secretariat services (minutes taking and report and letter writing), basic of book keeping and accounting, budget monitoring and evaluation
- 11.8 Training needs on youth policies

12. Term of Office

- 12.1 The members of District Youth Council shall be in the office for a period equivalent to the term of Municipal Council
- 12.2 Members that cease their membership before term ends shall be replaced through co-option provided that such co-option shall be filled through voting by hands in a meeting of the District Youth Council that forms a quorum of 50 plus one of the total number of the District Youth Council members.
- 12.3 No person shall be elected as a member of Sekhukhune Youth Council for more than 2 consecutive terms

13. Termination of Membership

- 13.1 The following may serve as sufficient grounds to terminate the membership of a Youth Council Member:
- 13.1.1 Death and Resignation
- 13.1.2 Proof of mental illness.
- 13.1.3 Inability to discharge duties.
- 13.1.4 Elected to position of a Councilor.
- 13.1.5 Failure to attend three consecutive meeting of district youth council which he\she was duly invited at least 3 days before such meeting
- 13.1.6 Proof of involvement in any criminal activity.
- 13.1.7 Any conduct that undermines the youth council and that puts youth council in disrepute.

14. Committees of Sekhukhune District Youth Council

- 14.1 The Youth Council may, from time to time, form committees to enable it to perform its functions. Committees should include but not limited to the following;
- 14.1.1 Advocacy- creating awareness of issues affecting youth as well as being the voice of the underprivileged
- 14.1.2 Arts and Culture- promoting focus in arts and culture among the youth.
- 14.1.3 Health- Targeting issues relating to epidemic such as HIV/AIDS and TB
- Sports and Recreation- encouraging healthy lifestyle among the youth.

14.1.4 Environment and Infrastructure- dealing with environment and infrastructure related matters

14.1.5 Feeding scheme and disabilities- helping those in need who may be affected by hunger or disability as well as other groups who are underprivileged.

15. Administrator of the Youth Council

15.1 The head of administration in the office of the Executive Mayor, or any person authorized shall serve as the administrator for the Youth Council. Such an administrator shall;

15.1.1 Act as an ex-officio member of the Youth Council;

15.1.2 Is the accounting officer of the Youth Council for purpose of the Municipal Finance Management Act;

15.1.3 Be responsible for the management and administrative control of the affairs of the Youth Council.

16. Reporting

16.1 In addition to any other duties or functions assigned to the Youth Council by Sekhukhune District Youth Council Policy or any other Council directive, the youth council shall :

16.1.1 On quarterly basis submit to the Mayor a report on its activities;

16.1.2 Within the Municipal Council prescribed time frames after the end of the financial year, the Youth Council must prepare and submit to the Mayor and Council an annual report, including a report of activities undertaken in terms of its functions set out in Sekhukhune District Youth Council Policy

16.1.3 A statement of the progress achieved during the preceding year towards the realization of its functions.

17. Dispute Resolution

17.1 The following mechanisms are recommended when disputes arise within municipal youth council:

17.1.2 Remedial efforts should be employed to deal with and resolve disputes.

17.1.3 The youth council should appoint one or more persons within or outside the District Youth Council but maximum of three in number, to resolve the dispute through mediation.

17.1.4 Should mediation fail, the matter must be submitted to the executive committee of the district youth council for arbitration.

17.1.5 Should arbitration fail for some reasons; a matter must be referred to Sekhukhune District Municipal Council through channels decided upon by Executive Mayor and a decision of the Sekhukhune district municipal council would be final and binding.

18 Transitional Arrangement

Sekhukhune district Municipality is mandated by this policy to establish interim Youth Council committee in preparation for the official election and launching of Sekhukhune District Youth Council provided that such interim structure will not be in place more than 6 months.

17. COMMENCEMENT DATE

Commencement date for this policy shall be upon approval by Sekhukhune district municipal council.

18. POLICY REVIEW

The policy will need to be reviewed periodically for improvement. Where it is concluded that it is not achieving the desired results, a policy review process along the same lines as the policy development process shall be undertaken and changes\ amendment made during the policy review session should be recorded. However, where it is deemed to be not necessary to review the policy, evidence leading to such decision should be recorded. The policy will be reviewed after every 3 years and will remain in force until and unless it has been withdrawn and amended by Sekhukhune district municipal council.

19. ENQUIRIES

Enquiries should be directed to Special Programme Unit in the Office Of the Executive Mayor, Sekhukhune District Municipality

20. CONCLUSION

The youth of the Sekhukhune District continue to experience socio-economic inequalities that negatively impact on their quality of life. The purpose of this Youth Policy is therefore to address this status quo by strategically guiding the mainstreaming of youth development in all policies, programmes and plans of

the Sekhukhune District in particular, and of other sectors of Sekhukhune District society in general. Effective and consistent implementation of this Policy should deliver the expected outcomes of the Policy; which; collectively will create a better life for all youth in the Sekhukhune District.