

Lepelle-Nkumpi Youth Development Policy

DEPARTMENT: MUNICIPAL MANAGER'S DEPARTMENT

DIVISION : SPECIAL PROGRAMMES UNIT

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Championing the interests of the youth whilst rallying them behind the vision of the Municipality

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1. INTRODUCTION

Lepelle-Nkumpi is one of the local municipalities within the Capricorn District Municipality in Limpopo Province and is located in the southern part of Capricorn District. The municipality is pre-dominantly rural with a population of approximately 241 414 people and covers 3,454.78 km², which represents 20.4% of the District's total land area. The municipality is divided into 29 wards which comprises a total of 110 settlements. About 95% of its land falls under the jurisdiction of Traditional Authorities. According to the Stats SA Community Survey 2007, the municipality has an estimated population of 241 414 people with a total of 58 483 households and an average household size of 4.13. According to Stats SA's Community Survey 2007 49% of the Lepelle-Nkumpi population is under 19 years old and 6% is elderly residents.

Age	LNLN Survey 2007
Children (0-19)	45 %
Youth (20-34)	27 %
Middle Age (35-64)	22 %
Elderly (65+)	6 %

It is an undisputed fact to note that, our youth are marred by inadequate work/employment opportunities, lack of skills, diseases and gender discrimination. Given this situation, investment in youth is not only a social obligation but rewarding in economic sense. This is because the youth are the Country's most valuable asset, are an integral component of the development process and they provide for and safeguard the future of the nation. This calls for Stakeholders to make a concerted effort to plan, implement, monitor, evaluate and strengthen activities of the youth.

This policy is developed as a step forward to invest in the Youth.

Lepelle-Nkumpi Municipality's Youth Development Policy is anchored on the twin notion of up a substantial component of Lepelle-nkumpi Municipality Area. Seeing that youth have a major influence on the development as well as on the Municipal future competitiveness, youth related matters will need full and long-term investment from the Municipality.

The Municipality sees youth population as not a homogenous grouping but rather a grouping that comes from diverse backgrounds.

Empowerment in a post-apartheid context involves privileging and mainstreaming youth related activities in the overall process of youth development with the ultimate goal to reinvent the time-honoured notion of dignity in labour, instil national consciousness and patriotism in our young citizens, so as to lay the foundation for the emergence of a responsible citizenry in the service of a one and indivisible Municipality.

2. THE POLICY FORMULATION PROCESS

This Policy is the result of an interactive process where there were discussions and deep level of public participation during the drafting process. As such, it was necessary to develop a policy document based on the outcome of workshops with various stakeholders that were factored into this policy document.

3. POLICY VISION

By 2017 all young men and women of Lepelle-Nkumpi Municipal Area must be free from any form of discrimination. They must enjoy integrated, holistic and sustainable development in a caring, liveable, democratic, united, peaceful and prosperous Municipality with active participation in social, economical and political spheres of life.

4. DESIRED OUTCOMES

4.1. Young men and women enjoying a full and abundant life, enabled to become active participants in activities which fulfill their potentials, hopes, dreams, ambitions and are able to participate fully in economic, social, political, cultural and spiritual life.

4.2. Young men and women affording life's necessities, accessing basic needs and having restored dignity as human beings.

5. POLICY OBJECTIVES

Lepelle-Nkumpi Municipality puts this policy in place with the purpose to:

Mainstream issues of youth development as central cross-cutting issues in all Municipal programmes.

Ensure that all young men and women are given meaningful opportunities to reach their full potential both as individuals and as active participants of society;

Address the major concerns and issues that are critical to young men and women; Implement youth programmes and provide services that are relevant and beneficial to the youth;

Highlight the importance of youth development to building and sustaining a productive, democratic and equitable Municipality;

Provide a framework with common goals for development and promoting a spirit of co-operation and co-ordination among departments, non-government organizations, community based organizations, youth organizations and the business sector;

Recognize that young men and women are active contributors to the nature of society today and not merely as a major resource and inheritors of a future society. Sensitize government institutions, departments and organs of civil society towards youth development as well as to acknowledge the initiatives of young men and women; Ensure that government authorities work in a co-operative, harmonious and co-ordinate manner when designing and delivering programmes and services which address youth development needs and opportunities and

Encourage an understanding among young men and women of the processes of governance and provide opportunities for their participation in local programmes

6. PRINCIPLES AND VALUES UNDERPINNING YOUTH DEVELOPMENT

Lepelle-Nkumpi Municipality shall ensure that all youth development initiatives are based and influenced in their design, direction and implementation by the set of eight principles and values:

6.1. Holistic and Integrated

Lepelle-Nkumpi Municipality considers youth development as an important focus area for all of its units, civil society organizations, private sector and development institutions and agencies.

Policies and programmatic interventions within the Municipality shall reflect an integrated, cross-sectoral and holistic approach to youth development.

6.2. Redress

The Municipality shall always take into cognisance the differential manner in which youth have been affected by injustices of the past. Injustices shall be addressed through equitable policies, programmes and the allocation of resources.

6.3. Non-discriminatory

The Municipality shall promote non-discriminatory approach to youth development initiatives and programmes where socializing influences of gender, race and disability And the impacts of these are acknowledged. The Municipality shall also promote equal opportunities and treatment, based on fundamental human rights.

6.4. Acknowledging diversity

The Municipality shall always recognize cultural, spiritual, language and all other forms of diversity when dealing with the development of young people.

6.5. Responsive

The Municipality shall respond to issues of youth by understanding and acting in the best interests of young people and integrated youth development in terms of the current realities.

6.6. Sustainable

In all development initiatives, the Municipality shall ensure that the needs of the present generations are not met with compromising the ability of the future generations to meet their own needs.

6.7 Participatory and inclusive

The Municipality shall create platforms, processes and mechanisms to share information and involve the youth in matters of their own development and the development of the community as a whole. Young people shall be active participants in their development as opposed to passive recipients of services. Youth Development Office shall capacitate the youth so that they can be active participants. The Municipality shall create an environment that supports the continued life-long development of young people and their skills and capacities, their mass participation in democratic processes, as well as in nation-building initiatives.

6.8. Transparent and accessible

The Municipality, in dealing with youth development issues and programmes, shall operate in a transparent and accountable manner, accessible to young men and women.

7. YOUTH DEVELOPMENT GOALS AND SPECIFIC PROGRAMATIC INTERVENTIONS

Lepelle-Nkumpi Municipality shall strive through this integrated policy to achieve the following goals by applying interventions mentioned under each goal:

Goal 1

7.1. **Instilling** in all young men and women an awareness of, respect and active commitment to the principles and values enshrined in the Bill of Rights and a clear sense of national identity

Programmatic Interventions shall include

Promoting an awareness of the content of the Constitution amongst young people, along with knowledge of their rights and responsibilities

Promoting an awareness and understanding of the historical and cultural heritage of our country.

Promoting national unity by upholding the principles of non-racism, non-sexism, non-xenophobic and democratic society.

Goal 2

7.2. **Recognizing** and promoting the participation and contribution of young people in the reconstruction and development of the Municipality.

Programmatic Interventions shall include

Involving young men and women in the planning, decision-making and implementation components of all youth and development programmes.

Assisting young people in attaining the knowledge, skills and experiences required to enable them to effectively participate in the Municipality's development and society as a whole.

Mobilizing and supporting young people in community, provincial and national development efforts through programmes which promote leadership, practical skills and opportunities for participation.

Goal 3

7.3. **Enabling** young men and women to initiate actions which promote their own development and that of their communities and broader society

Programmatic Interventions shall include

Designing and implementing programmes and services which promote opportunities for voluntarism amongst young men and women. Youth participation in Local Youth Fora and Ward Committees are some of platforms where the youth shall display the spirit of voluntarism and patriotism.

Fostering creativity and innovation amongst young men and women, which promotes initiative and independence, instead of dependency and entitlement.

Creating platforms for acknowledging, recognizing and celebrating excellence and leadership amongst youth through a Youth Leadership and Excellence Awards Programme. Such Youth Leadership and Excellence Awards shall cover all aspects of youth life such as:

Community Leadership Excellence Award.

Academic Excellence Award.

Entrepreneurship Excellence Award.

Science and Technology Excellence Award.

Youth in Employment Excellence Award.

Arts and Culture Excellence Award.

Sports Excellence Award.
Environment and Conservation Excellence Award.
Youth with disability Achiever and Excellence Award.

The idea is to celebrate youth life. This is a creative stage of life and must be celebrated as such. The Municipality shall facilitate access to resources for development projects and activities by youth development organizations, development institutions, the private sector, and government agencies.

Goal 4

7.4. **Developing** an effective, co-ordinate and holistic response to the issues facing young people.

Programmatic Interventions shall include

Building the capacity of youth development organizations and any other departments or institutions involved with youth affairs to effectively design, implement, manage and monitor youth development programmes and services.

Enhancing and developing professional skills, standards, competencies and behaviors amongst young workers. This shall be done by ensuring that learnerships are market related and lead to employment.

Identifying and responding to current gaps in the body of knowledge concerning and relating to young men and women through the design of a comprehensive, gender-disaggregated strategy for research into the needs and challenges facing young people.

Strengthening mechanisms for collaboration and co-operation amongst relevant government, non-government and community stakeholders.

Facilitating access to adequate resources directed towards youth development programmes and promoting financial accountability and sustainability.

Promoting the harmonization of other policies, research, programmes and strategies oriented towards young people.

Goal 5

7.5. **Creating** enabling environments and communities, which are supportive of young men and women, presenting positive role models whilst promoting social justice and national pride.

Programmatic Interventions shall include

Promoting and safeguarding the rights of young people and the responsibilities that the broader community has towards them.

Promoting the principles of citizenship, participation and well being among young people.

Ensuring that young people have access to adequate and appropriate programmes and services regardless of their geographic location, race, gender, level of disability, social, religious and economic circumstances.

8. STRATEGIC THRUSTS FOR YOUTH DEVELOPMENT

The Municipality hereby adopts the following areas of intervention which are inter-related and integrate the promotion of income-generating initiatives with complimentary initiatives in health, education, social welfare, housing, infrastructure development and institutional development:

8.1. Strategic Thrust 1: Sound Wellbeing of Young People

The Municipality shall design and implement projects that promote a safe and supportive environment which involves families, friends, peers, and communities.

The Municipality shall forge partnerships across sectors to ensure that the health needs of young people are approached in a holistic manner through a health policy for all and in the provision of youth friendly health services.

The Municipality shall address poor living conditions as a threat to the social functioning and wellbeing of young people and their families through increased access to poverty alleviation programmes, both as participants in the implementation of these programmes, and as a specific target audience.

The Municipality shall investigate possibilities of putting into place multi-purpose youth centres and where possible such centres shall be established and resourced.

The Municipality shall facilitate increased youth access to leisure, sports and recreational activities through the establishment of Thusong Service centres.

8.2. Strategic Thrust 2: Education and Training

The Municipality shall facilitate design and implementation of a comprehensive and co-ordinate approach to address issues of access to education including financial assistance, specific challenges faced by young people, learner participation in structures of governance and the mobilization for examinations and scarce subjects.

The Municipality shall work with the Department of Education to ensure that youth under 19 years of age are fully pre-occupied with education and training and maintain good pass rates and lower drop-out rate, as well as the early identification of youth at risk as part of a programme for all young people who are illiterate and or under-qualified.

The Municipality shall facilitate the broadening of the involvement and capacity of communities, the private sector and other stakeholders in learning and education.

The Municipality shall participate in campaigns to demystify and raise the interest of young people in technical subjects to achieve the objectives of the Human Resource Development Strategy of South Africa.

The Municipality shall facilitate increased meaningful participation of young people in structures that deliberate on education and training issues.

The Municipality shall mobilize communities and the private sector to increase shared responsibility for education infrastructure and investment.

8.3 Strategic Thrust 3: Economic Participation and Empowerment

The Municipality shall create a Youth Development Fund with the aim to promote youth participation in the development of the local economy. Youth Development Fund shall be accessible to youth owned organizations and businesses that need support in order to directly address the high youth unemployment and economic inactivity.

The Municipality shall ensure that at least 30% young entrepreneurs benefit from business opportunities created by the municipality. To achieve this policy commitment, the Youth Development Office and other relevant departments shall develop a database for youth in business and closely work with Supply Chain Management Unit to ensure empowerment and compliance of this clause.

The Municipality shall enter into twining agreement for the purpose of networking and sharing expertise between youth in business and big businesses.

The Municipality shall develop a comprehensive Economic Participation and Empowerment Strategy for young people.

The Municipality through its Skills Development Unit, shall co-ordinate youth training programme within the institutional framework of learnerships within established Sector Education and Training Authorities. This shall be done by establishing learnership agreements with employers for long-term unemployed young people as part of a National Youth Service initiative.

The Municipality shall provide market driven, practical and accredited training for unemployed youth and out-of-school youth focusing on entrepreneurial and business skills.

The Municipality shall create an enabling environment that is conducive to youth participation in the employment opportunities offered by local government through Human Resources strategies, policies and plans that are youth-sensitive. This shall be achieved by:
Setting youth employment targets or quotas linked to the Employment Equity Plans.

Ensuring that human resources policies and practices like recruitment policy are designed and implemented in such a way that they facilitate and enhance youth participation in the employment opportunities offered by the Municipality.

Facilitating the identification, development and mentoring of young men and women in leadership and or senior roles within the Municipality.

Providing mentorship and coaching support for young employees to ensure career pathing and retention of young people in the employment by the Municipality.

Introducing exchange programmes to allow for job enhancements, through knowledge and exposure to career options and to the workings of local government.

Facilitating the establishment of a youth network to allow young employees to share ideas, challenges and their success stories.

Facilitating access to support structures that young men and women continuously require as they deal with physical, emotional and social challenges.

Participate in internship programmes that seek to give skilled young people opportunity to gain experience in their special fields at times in fulfillment of qualification requirements.

The Municipality shall seize all opportunities available to put young people in the mainstream economy. Programmes like Accelerated and Shared Growth Initiative of South Africa (ASGISA), Extended Public Works Programme and Zibambele are going to be utilized effectively as anchor programmes for youth economic participation

8.4. Strategic Thrust 4: Justice and Safety

The Municipality shall work with relevant organizations that deal with diversion programmes. Emphasis on restorative justice can address the of victims and make offenders take responsibility for their actions through meaningful participation of families and communities at large.

The Municipality shall further participate in training young offenders for re-entering into society within the context of understanding the issues that place young people at risk.

Life skills projects to integrate aspects that discourage youth involvement in crime such as drug education shall be conducted. The Municipality shall encourage youth to be part of anti-crime structures.

8.5. Strategic Thrust 5: Social Mobilization, Capacity Building and Advocacy

The Municipality shall work towards building and strengthening vibrant civil society organizations dealing with youth development.

The Municipality shall establish Local Youth as vehicles for youth mobilization and participation. Rules regulating the establishment of such for shall be developed and adopted by the Council.

Local Youth shall be formed within a scope of Lepelle-nkumpi Municipality's Community Participation Policy wherein they are regarded as sector fora.

9. DEFINITION OF A YOUNG PERSON

9.1. Lepelle-Nkumpi Municipality endorses the age category as per the National Youth Commission Act which is from 14 years to 35 years of age.

9.2. Lepelle-Nkumpi Municipality also believes that it is necessary to further categorise the age group for the purpose of specific and targeted interventions. These categories are as follows:

Youth between 14-19 years Issues of focus for this age group are: education and training; safety at homes, schools and community; advancing social welfare; promoting moral regeneration; building patriotism and encouraging participation in schools, community and Municipal affairs.

Youth between 20-24 years Issues of focus for this age group include transition from school to work; learnerships; further education and training; parenting; participation in community and Municipal affairs; building patriotism and seeking employment.

Youth between 25-30 years Issues of focus for this age group include job stability; career enhancement; participation in community affairs; consolidating patriotism; safety and security; family planning; learnerships and self-employment.

Youth between 30-35 years Issues of focus for this age group include job stability; career achievement; home ownership; wealth creation; social investment and self-employment.

10. PRIORITY TARGET GROUPS WITHIN Lepelle-Nkumpi MUNICIPALITY

10.1. Young Women

Young women face particular difficulties in our society such as unemployment, teenage pregnancies, victims of male violence and abuse thus creating a situation where they feel threatened and powerless. HIV is the leading cause of death among African females. The Municipality shall, through its Gender Office and Health Unit design intervention programmes targeting young women.

10.2. Unemployed young men and women

It is recognized that unemployment brings with it other social ills such as participation in crime, drug and alcohol abuse, poor health and loss of confidence to participate in broader society. Young black men and women in particular experience the highest unemployment levels. The Municipality shall ensure that it takes youth into cognisance when there are employment opportunities.

10.3. Out-of-school young men and women Children and youth between the ages of 5-24 do not attend any educational institution within the Municipality. The Municipality shall design programmes tailor-made for relevant age groups so as to ensure that out-of-school youth is kept occupied.

10.4. Rural young men and women

Rural young people are more disadvantaged than those who live in urban settings. They have less access to services, facilities as well as employment opportunities. The Municipality commits itself in redressing the imbalances between urban and rural youth.

10.5. Youth at risk (pregnancy, sexual assault, abuse, substance abuse, emotionally disturbed)

This policy recognizes that there are a number of factors that can place young people at risk, such as fragmentation of communities, legacy of apartheid policies and practices, upheavals of political struggles and the process of urban migration. The Municipality shall collaborate and partner with relevant stakeholders to address any risk that young people might face.

10.6. Young men and women with disabilities

Young men and women with disabilities require specific strategies of support and assistance to ensure that they have adequate access and opportunities to participate fully in society. The Municipality shall take measures within the scope of Vulnerable Groups Policy: Disabled People to develop relevant strategies.

This policy advances a developmental approach to disability, where human rights, participation and inclusiveness are promoted. The value of difference is acknowledged as well as the need to overcome physical, emotional and mental barriers to youth participation.

10.7. Young people living and working on the streets

Young men and women who live and work on the streets are a particularly vulnerable group in society today. The Municipality shall collaborate with relevant Departments to determine accurate information on their numbers and the factors that have led them to this situation.

Appropriate interventions shall be designed and implemented to reduce the number of young people living on the streets.

The youth working on the streets shall be assisted to graduate to small, micro and macro entrepreneurs.

10.8. Young men and women living with HIV/AIDS

HIV/AIDS has affected young people more directly than any other age cohort. As the number of young men and women who are diagnosed as HIV Positive increases, there is a need to ensure that their particular problems and challenges are Lepelle-Nkumpi addressed. The Municipality shall, through Health Unit and Youth Development Section, conduct awareness campaigns and training to promote positive lifestyle among the youth.

11. RIGHTS, RESPONSIBILITIES AND OBLIGATIONS

11.1. Youth Rights

Municipality agrees with the internationally defined rights of young people as presented in the UN Declaration of Human Rights and the Convention on the Rights of the Child. These are re-enforced by the youth who see these rights as critical for their participation as citizens.

The right to Quality Education

The right to participate in all decision-making processes relating to the welfare of the youth.

Protection from human harmful drugs, use of firearms and all forms of exploitation be it sexual abuses or child labour.

The right of youth especially the girl-children to decide about their marriage and future.

The right to gainful employment either in the public or private sector on completion of formal or non-formal education.

The right to participate in governance issues.

The right to form Associations and or organization.

The freedom of opinion, conscience and expression.

The right to access appropriate information.

The right to leisure, cultural and sports activities and to live in a good and healthy environment.

The right to maintain child-parent relationship.

Every effort shall be

Made to promote the above rights to ensure greater understanding by the populace and to foster advocacy for legal and social initiatives needed to promote positive youth development.

11.2. Responsibilities and obligations of the youth

Responsibilities are critical in promoting and achieving the rights as there is an integral relationship between rights and responsibilities. In this instance the youth has responsibilities to Strive to meaningfully contribute to the social, cultural, economic and political development of this municipality.

Respect and maintain the laws of South Africa and Lepelle-Nkumpi Municipality.

Refrain from all forms of violence, substance drugs, and practice safe sex habits.

Promote the policy of national reconciliation.

Promote peace, security and development.

Respect and protect public property.

Promote gender equality and respect for the rights and dignity of girls and women.

Discourage acts of violence, crime, exploitation and oppression of vulnerable groups.

Actively participate in the fight against STD's (STI's) and the spread of HIV/AIDS.

Honour and respect Municipality symbols.

Promote and defend democracy through active participation in the democratic process at all levels.

Take ownership of their future and decision-making that affects their wellbeing.

Take advantage of opportunities to develop and contribute

Be good citizens and contribute to social and economic development.

Advocate for their development.

The above responsibilities shall be promoted by all agencies and individuals involved in the process of youth development and the Municipality shall facilitate the provision of support to youth, to ensure they understand and accept their responsibility.

11.3. Responsibilities of parents

The freedoms and opportunities provided to all citizens in our country today allow parents to re-establish a nurturing and safe environment for their families. Lepelle-Nkumpi Municipality recognizes that all parents and adults have the following responsibilities towards its young men and women:

To support their psychological, emotional and physical well being

To act as positive role models

To encourage their participation in community life and development

To support their development and growth

To assist young people in reaching their goals and full potential

To promote the development and sustenance of family values

To be sensitive to their needs and difficulties

To respect and accept their talents, resources and ideas to society today and not just in the future

Many young men and women are themselves parents. Good parenting and the fulfillment of parental responsibilities is also a youth development issue.

11.4. Responsibilities of civil society

In developmental local government, civil society and its representative organizations have a critical role to play in governance, development and sustainability. In specific reference to youth, civil society provides the location of their socialization, learning and growth. Accordingly, civil society is challenged to play a supportive, guiding and mentoring role for its youth such that their potential, energy and drive is harnessed and channelled.

11.5. Responsibilities of business

Businesses are encouraged to support youth development and advancement in the fields of learnerships, job opportunities, career development, mentorship and social responsibility programmes starting at school level.

Businesses within Lepelle-Nkumpi Municipality shall be encouraged to plough the portion of their social responsibility percentage to Youth Development Fund. The Municipality shall enter into negotiations with relevant business chambers to ensure that this policy statement is adhered to.

12. INSTITUTIONALISATION OF YOUTH DEVELOPMENT

12.1. The implementation of this policy shall rely on proper institutionalization of youth development. The Municipality opts for mainstreaming as the viable option.

12.2. Youth Development political champion shall be the Mayor. This is in line with the National Integrated Youth Development Strategy, legislations and Lepelle-Nkumpi Strategy on Capacity Building.

12.3. The policy implementing section shall be called Youth Development Office (YDO). This office shall not function as a Youth Desk wherein only one person who is at the junior level is found dealing with youth matters.

12.4. Youth Development Office shall promote integration of youth development that cuts across units and departments. Issues that can be highlighted but not limited are HIV/AIDS, poverty, unemployment and economic development.

12.5. Youth Development Office shall be allocated a budget and its activities shall be in line with the Integrated Development Plan and the Service Delivery Budget Implementation Plan.

12.6. Youth Development Office shall administer Youth Development Fund.

12.7. There shall be bi-annual plenary sessions convened by the Youth Development Office. Delegates from Local Youth Fora and other relevant youth formations shall attend such sessions.

12.8. General Plenary Sessions shall be used as the platform to get the progress each unit within the Municipality has made in putting youth development on the agenda.

12.9. Local Youth Fora shall be taken as the legitimate and statutory structures for youth participation and youth development. These structures shall report directly to the Youth Development Office.

12.10. Local Youth Forum may at their own need meet with one another at certain geographic areas. In such cases, Youth Development Office shall facilitate such meetings.

13. INSTITUTIONS THAT WILL BE IMPLEMENTING AGENTS OF THIS POLICY

Mayor

(Political principal, overseer, champion)

Youth Development Office

- Policy implementation, YDF admin, LYF support, convener bi-annual plenary
- Youth Economic Participation
- Youth Development Fund
- Youth Initiated developmental projects

The policy is approved under Council resolution number 8.1.3.05/2012