YOUTH POLICY 2020

Prepared by:

Integrated Social Development Policy, Planning and Research (IPPR) Unit
Version control and edit dates

Last edit Date : 2020/10/26
Distribution protocol : Internal and community stakeholders
Authors
HS Business Solutions
CoJ: IPPR Unit - Johan van Staden

THIS DOCUMENT IS A DRAFT FOR CONSULTATION PURPOSES AND IS NOT AT THIS POINT AN APPROVED POSITION OR POLICY INSTRUMENT OF THE CITY OF JOHANNESBURG METROPOLITAN MUNICIPALITY
Table of Contents

1. Introduction ........................................................................................................................................ 4
   1.1. Problem Statement ......................................................................................................................... 4
   1.2. Rationale .......................................................................................................................................... 5
   1.3. Policy Goals and Objectives ........................................................................................................... 6
   1.4. The desired policy outcomes ........................................................................................................... 6
   1.5. Scope and Application of Policy ...................................................................................................... 7
      1.5.1. Implementation Cohort ............................................................................................................. 7
      1.5.2. Beneficiaries ............................................................................................................................. 7

2. Regulatory framework ......................................................................................................................... 8

3. Policy Instruments .............................................................................................................................. 11
   3.1. International Imperatives ............................................................................................................... 11
   3.2. National, Provincial and Local Imperatives .................................................................................... 12

4. Definitions, acronyms and abbreviations ........................................................................................ 14
   4.1. Acronyms and abbreviations .......................................................................................................... 14
   4.2. Definitions ...................................................................................................................................... 15

5. Role clarification ................................................................................................................................. 16
   5.1. Roles and Responsibility of Actors ............................................................................................... 16
   5.2. Delegation of Authority ................................................................................................................ 18

6. Provision and Procedures of the Policy ............................................................................................ 18
   6.1. Conditions and Implementation of the Policy: ............................................................................. 18
   6.2. Policy Directives and Interventions ............................................................................................... 20

7. Contravention of policy ....................................................................................................................... 23

8. Monitoring and evaluation .................................................................................................................. 23
9. Policy review ........................................................................................................................................26
1. Introduction

The youth of South Africa, pre-and post-democracy, have always been key role-players in shaping society. Youth development has become a national priority across the globe, and the future of many countries like South Africa depends on swift changes that target youth development as a critical component of development strategies. Given the youthful nature of the South African population, much of the socio-economic challenges faced by the nation namely poverty, inequality, joblessness and poor health affect the youth in particular.

Johannesburg has a large and diverse youth population. This suggests the need for diverse models of service delivery and the Youth Policy (the Policy) offers more opportunities for Council to support young people within the City of Johannesburg. This Policy builds on the work that has already been done by the City Council and Departments and is situated within the context of the vision of the City for 2030, the Integrated Development Plans 2017-2021, the City’s Growth and Development Strategy and the Human Development Strategy of the City of Johannesburg.

The City of Johannesburg Metropolitan Municipality (CoJ) must place a priority on integrating youth issues into the wider Council programmes. Youth development objectives can be achieved when youth strategies are supported by funding, resources and dedicated staff. The Policy aims to improve and update what is already being done to advance the situation of young men and women and to suggest areas of high-impact strategic focus.

This Policy outlines the plight of youth in Johannesburg and describes the challenges and desired outcomes for them. It further clarifies roles and responsibilities and provides measures for implementation, monitoring and evaluation.

1.1. Problem Statement

The City of Johannesburg has a youthful population and the City of Johannesburg’s youth is one of its most powerful interest groups. The population pyramid for the City of Johannesburg reflects a large youth population (persons aged 14 (fourteen) -35 (thirty-five)) which constitutes over 40% of the population. Johannesburg’s youth experience challenges of unemployment and marginalisation. According to the 2019/20 IDP review, the expanded unemployment rate for Johannesburg is 31.5% compared to the youth
unemployment rate of 41.2%. Unemployment is more prevalent among youth than the rest of the population.

Johannesburg’s youth are over-represented as offenders and victims of crime. Records indicate that young men between the ages of 15 (fifteen) and 29 (twenty-nine) years, are disproportionately involved as victims and as perpetrators of crime. In addition, they are at risk of substance abuse, high-risk sexual behaviour and HIV infection (Patel, Nyoo and Loefell, 2004).

Unemployment, in particular youth unemployment, is one of the CoJ’s most pressing social and economic challenges and also poses a major obstacle to transformation, growth and development. When almost half of the City of Johannesburg’s youth is unemployed, prospects for the future look bleak. Unemployment also affects economic welfare, production, the erosion of human capital, social exclusion, crime and social instability. The social exclusion of youth from the labour market, coupled with youth poverty, substance abuse, crime and violence all point to the need to address and improve social-economic conditions of youth in the City of Johannesburg.

Youth development initiatives take place across a range of line departments within the CoJ. However, there is a lack of coordination on youth issue projects, and therefore it is critical that the CoJ implement this Policy in an integrated manner.

1.2. Rationale

Given that the City of Johannesburg’s youth forms the basis of the next generation of city citizens and rates base, strategic interventions to mitigate against endemic exclusion is crucial. Breaking the cycle of social exclusion amongst the youth can be channelled through participation, as proactive participation minimises the risk of exclusion. Research indicates that youth demonstrate enormous self-reliance if they are in a supportive environment (Du Toit, 2003; Moller, 1992, sighted in Patel et al, 2004). Providing a supportive environment and a sense of belonging for the youth are critical and can be achieved through carving out a space for them in sports and recreation, as well as in arts and culture.

The Policy is a framework for developing Council plans, strategies and programmes that respond to the aspirations, needs and priorities of Johannesburg’s young people and their communities. It:

a) Advocates for young people to be active participants in their development and that of their communities;
b) Reaffirms the Council's commitment to youth empowerment through ward-based youth participation;

c) Seeks to promote accountability in a coordinated manner amongst youth service providers; and

d) Seeks to ensure a comprehensive and integrated approach to youth development in the City of Johannesburg that addresses the challenges of youth within the City of Johannesburg.

1.3. Policy Goals and Objectives

The overall aim of the Policy is to engender the active involvement of young people and to further:

a) Establish a youth development institutional model, aimed at creating opportunities for youth representation in decision making and participation in terms of issues affecting youth within the CoJ.

b) Guides all initiatives related to youth development and therefore develop and implement a coordinated, multi-sectoral, interdisciplinary and integrated approach in designing and executing programmes and interventions that impact on major youth issues.

c) Build linkages, partnerships and networks to render support to youth-at-risk in a coordinated manner by collaborating with other line departments and spheres of government, particularly the Social Development Department of Gauteng Provincial Government and civil society.

d) Guide programmes to improve young people’s entry into the job market and thus work towards reducing youth unemployment through skills development and support to youth-owned businesses.

e) Ensure that youth service delivery is aligned to the municipal service delivery priorities.

f) Ensure that youth development processes start at community level where young people are.

g) Ensure a proper monitoring and evaluation system for youth development.

1.4. The desired policy outcomes

This Policy strives to achieve:

a) Improved quality of life for young people in the City of Johannesburg by mitigating against social and economic challenges that may impair their human development.

b) Increased youth involvement and active citizenship by building the capacity of youth organisations and emerging youth leaders to become agents in their development, in order to make meaningful contributions to their communities.
c) Future leaders that are ethical, have high moral standards and act responsibly, in both their public and private lives.
d) Provision is made for youth development programmes and activities are planned and budgeted for across all Municipal Entities (MEs).
e) Promotion of youth mainstreaming across all platforms and initiatives to ensure active and participative citizenry among youth.

1.5. Scope and Application of Policy

The Policy is closely aligned with Council’s IDP and with other key plans such as the Human Development Strategy, Joburg 2040 Growth and Development Strategy (GDS), Johannesburg Youth Development Strategy and the Joburg 2030 Strategy. The alignment of the Policy to the CoJ IDP ensures clear KPIs relating to youth development issues within departments and MEs.

The Policy identifies possible actions/activities to assist in pursuing a high standard of living for young people within the City of Johannesburg municipal area.

1.5.1. Implementation Cohort

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

1.5.2. Beneficiaries

a) All young people between 14 (fourteen) and 35 (thirty-five) years of age who live in Johannesburg;
b) The CoJ recognises the gap between Early Childhood Development and Youth Development services and will implement bridging interventions in the age group 10 (ten) -14 (fourteen) years;
c) All organized youth structures and organisations operating in Johannesburg.

2. Regulatory framework

The following key legislative imperatives provide a mandate to the CoJ to manage, support and regulate activities within the Policy scope:

<table>
<thead>
<tr>
<th>Act</th>
<th>Relevance</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Constitution of the Republic of South Africa, Act No. 108 of 1996</td>
<td>The Constitution is the supreme law of the country. It entrenches specific rights and responsibilities that apply to everyone, including the youth. Chapter 2, Section 9(3) states that “the state may not unfairly discriminate directly or indirectly against anyone on one or more grounds, including race, gender, sex, pregnancy, marital status, ethnic or social origin, colour, sexual orientation, age, disability, religion, conscience, belief, culture, language and birth”; In addition, section 10 states that “everyone has inherent dignity and the right to have their dignity respected and protected”. Chapter 7 of the Constitution mandates local government to promote the social and economic development of communities and community participation in matters of local government. This includes the youth.</td>
</tr>
<tr>
<td>Basic Conditions of Employment Act, No. 75 of 1997</td>
<td>The Act provides for the minimum conditions of employment that employers must comply with.</td>
</tr>
<tr>
<td>Broad-Based Black Economic Empowerment Act, No. 53 of 2003</td>
<td>The Act provides for the promotion of black economic empowerment in how the state awards contracts to suppliers and service providers.</td>
</tr>
<tr>
<td>Child Justice Act, No. 75 of 2008</td>
<td>This Act created a new procedural framework for dealing with children that find themselves in conflict with the law. It promotes a rights-based approach to children accused of crimes, but also seeks to ensure accountability and respect for the fundamental freedoms of others. It also aims to create special mechanisms, processes or procedures for dealing with children who</td>
</tr>
<tr>
<td>Act</td>
<td>Relevance</td>
</tr>
<tr>
<td>------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Employment Equity Act, No. 55 of 1998</td>
<td>The Act provides for the measures that must be put in place in the workplace to eliminate discrimination and promote affirmative action.</td>
</tr>
<tr>
<td>Labour Relations Act, No. 66 of 1995</td>
<td>The Act includes several provisions that specifically prohibit discriminatory treatment of employees and job applicants.</td>
</tr>
<tr>
<td>Municipal Structures Act, No. 117 of 1998</td>
<td>The Act inter alia sets out to provide for an appropriate division of functions and powers between categories of municipalities; to regulate the internal systems, structures and office-bearers of municipalities; provide for appropriate electoral systems and provide for matters in connection therewith.</td>
</tr>
<tr>
<td>Municipal Systems Act, No. 32 of 2000</td>
<td>The Act inter alia provides for the social and economic upliftment of local communities; universal access to essential services that are affordable to all, the municipality working in partnership with the local community, community participation; an enabling framework for local government, human resource development, empowering the poor and overall social and economic upliftment of communities in harmony with their local natural environment.</td>
</tr>
<tr>
<td>National Youth Development Agency (NYDA) Act, No. 54 of 2008</td>
<td>The Act provides for the establishment of the National Youth Development Agency (NYDA) aimed at intensifying youth development services and focus. It mandates the NYDA to develop an Integrated Youth Development Strategy for South Africa and initiate, design, coordinate, evaluate and monitor all programmes aimed at integrating the youth into the economy and society in general. The Act further instructs the agency to promote a uniform approach by all organs of state, the private sector and non-governmental organisations to matters relating to or involving youth development.</td>
</tr>
<tr>
<td>The Promotion of Equality and Prevention of Unfair</td>
<td>The Act provides for the amplification of the constitutional principles of equality and elimination of unfair discrimination.</td>
</tr>
<tr>
<td>Act</td>
<td>Relevance</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Discrimination Act, No. 4 of 2000</td>
<td>The Act provides for national, provincial and local spheres of government to facilitate cooperation in the implementation of policies and legislation, including coherent government, effective provision of services, monitoring, implementation and realisation of national priorities.</td>
</tr>
<tr>
<td>The Intergovernmental Relations Framework Act, No 13 of 2005</td>
<td>The Act provides for national, provincial and local spheres of government to facilitate cooperation in the implementation of policies and legislation, including coherent government, effective provision of services, monitoring, implementation and realisation of national priorities.</td>
</tr>
<tr>
<td>White Paper for Social Welfare of 1997</td>
<td>The White Paper for Social Welfare makes provision for youth development. It sets out youth needs and the approach welfare departments will take in addressing those needs. It also prescribes interdepartmental and inter-sectoral cooperation regarding youth issues and identifies specific needs such as youth with disability, youth involved in substance abuse, homosexual youth, young victims and survivors of crime, young people who are HIV positive and have AIDS, etc.</td>
</tr>
<tr>
<td>The White Paper on Local Government of 1998</td>
<td>The White Paper on Local Government identifies the need for municipalities to ensure that all citizens, regardless of race, gender or sexual orientation, have access to at least a minimum level of services. The paper further states that accessibility is not only about making services available, but also about making services easy and convenient to access.</td>
</tr>
<tr>
<td>Skills Development Act No. 97 of 1998</td>
<td>This act is key in building the youth’s capacity to be employable or make a living as an entrepreneur. It aims to expand the knowledge and competencies of the labour force in order to improve productivity and employment. The main aims of the Act are:</td>
</tr>
<tr>
<td></td>
<td>• to improve the quality of life of workers, their prospects of work and labour mobility;</td>
</tr>
<tr>
<td></td>
<td>• to improve productivity in the workplace and the competitiveness of employers;</td>
</tr>
<tr>
<td></td>
<td>• to increase the levels of investment in education and training in the labour market and to improve the return on that investment;</td>
</tr>
</tbody>
</table>
City of Johannesburg Youth Policy Third Draft

2020

<table>
<thead>
<tr>
<th>Act</th>
<th>Relevance</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>- to promote self-employment;</td>
</tr>
<tr>
<td></td>
<td>- to improve the delivery of services.</td>
</tr>
</tbody>
</table>

3. Policy Instruments

The South African youth development sector is regulated by various policies that provide broad guiding principles and act as a departure point for the design the CoJ’s Youth Policy. These are:

3.1. International Imperatives

<table>
<thead>
<tr>
<th>Policy instrument</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainable Development Goals</td>
<td>The United Nations Sustainable Development Goals (SDGs) are goals which all 191 UN member states have agreed to achieve by the year 2020. The United Nations Millennium Declaration, signed in September 2000, commits world leaders to combating poverty, hunger, disease, illiteracy, environmental degradation and discrimination against women. The SDGs are derived from this Declaration and specific targets and indicators have been allocated to each Goal.</td>
</tr>
<tr>
<td>World Programme of Action on Youth 2000 and beyond</td>
<td>The World Programme of Action on Youth for the year 2000 and beyond was adopted by the United Nations’ ministers responsible for youth. The 10 (ten) year plan seeks to actively address the challenges faced by youth across the world in a practical way. It also contains concrete proposals on how countries should improve the well-being and livelihoods of young people in their respective countries. This policy framework seeks to deliver opportunities that would enhance young people’s participation in society and provide practical guidelines for youth development support by national and international institutions.</td>
</tr>
<tr>
<td>United Nations World Programme of Action</td>
<td>The UN World Programme of Action provides a policy framework and practical guidelines for national action and international support to improve the</td>
</tr>
</tbody>
</table>
### Policy instrument Description

**on Youth 2000 and beyond**  
Situation of young people. The Programme of Action focuses in particular on measures to strengthen national capacity in the field of youth and to increase the quality and quantity of opportunities available to young people for full, effective and constructive participation in society.

**Commonwealth Youth Charter 2005**  
The Commonwealth Youth Charter provides the parameters for the development of youth policies in all Commonwealth countries. It is focused on creating societies wherein youth are empowered to develop their creativity, skills and potential as productive and dynamic members of society.

**The African Youth Charter of 2006**  
The African Youth Charter (AYC), adopted in May 2006 and endorsed by AU heads of states in July 2006, is a political and legal document that serves as a strategic framework that gives direction to youth empowerment and development at continental, regional and national levels. The charter is in line with the efforts of the African Union (AU) that seek to provide an avenue for effective youth development.  
South Africa has signed and ratified the AYC as it is consistent with the South African Constitution and nearly all its provisions are in line with the socio-economic programmes being implemented or envisaged.

**Youth Employment Accord 2013 and the Skills Accord 2011**  
The Youth Employment Accord and the Skills Accord have been acknowledged and ratified by all critical sectors of society such as government, business, labour, civil society and NGO’s. They aim to improve the skills of the youth and the sensitization of the economy at large to the employment needs of the youth.

### 3.2. National, Provincial and Local Imperatives

**Policy instrument Description**

**City of Joburg Growth and Development Strategy 2040**  
The Strategy provides a blueprint on challenges hampering young people and identifies key shortcomings in developing the youth. It further proposes the provision of better skills and education for youth to enhance the skills needed in the job market.
<table>
<thead>
<tr>
<th>Policy instrument</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>City of Joburg Human Development Strategy</strong></td>
<td>The CoJ has developed a Human Development Strategy (HDS) as a partner to its economic development strategy, Joburg 2030 and Joburg’s Growth and Development Strategy 2040. The intention of the HDS is to provide a framework for other CoJ policies to accommodate a human development perspective and address conditions such as poverty, inequality and social exclusion on a city-scale.</td>
</tr>
<tr>
<td><strong>New Growth Path 2011</strong></td>
<td>The New Growth Path (NGP) released in 2011, articulates a vision to place jobs and decent work at the centre of economic policy. It sets out a target of 5 000 000.00 (five million) new jobs to be created by 2020. It also sets out key jobs drivers and priority sectors such as infrastructure, the agriculture value chain, the mining value chain, the green economy, the manufacturing sectors and tourism. It is based on strong, sustained, and inclusive economic growth and the rebuilding of productive sectors of the economy, so that all of society, including youth, can benefit.</td>
</tr>
<tr>
<td><strong>National Development Plan, 2012</strong></td>
<td>The National Development Plan (NDP) is designed to enhance sector plans with its fundamental thrust of eliminating poverty and reducing inequality by 2030. It indicates that elimination of poverty and reduction of inequality can be realized by growing an inclusive economy, building capabilities, enhancing the capacity of the state and promoting leadership and partnership within society.</td>
</tr>
<tr>
<td><strong>National Youth Policy 2020</strong></td>
<td>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 needed 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.</td>
</tr>
</tbody>
</table>
The IDP sets out a commitment to youth development, including awareness raising, providing life and work skills for ‘at risk youth’ and building the capacity of youth structures. The provisions of this Policy will facilitate the IDP’s programmatic goals. Furthermore, the development of young people is central to the building of a City that is caring, safe, well-run, inclusive and allows youth to access the opportunities that improve their own lives. In short, youth development is related to all the strategic focus areas of the IDP.

The NYDPF provides the context for the government’s youth development approach urging for an integrated, holistic youth development strategy. It also advocates for the values of equity, diversity, redress, responsiveness to the needs and contexts of young people, and an orientation that is sustainable, participatory, inclusive, gender-sensitive, accessible and transparent to be consistent in all aspects of the youth development strategy.

Through this strategy the dti’s mission is to mainstream the YEDS within the dti and its agencies and all strategies and programmes geared for enterprise development at national, provincial and municipal levels. The objectives of the YEDS are to strengthen and unleash the potential of the participation of youth in the economy by raising the value and the profile of youth-owned and -managed enterprises and designing support programmes suitable to this end; and to foster human capital development with a special focus on youth entrepreneurship, business management and technical skills.

4. Definitions, acronyms and abbreviations

In this Policy, unless the context indicates otherwise, the English text prevails in the event of a conflict in meaning with other texts.

4.1. Acronyms and abbreviations

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>AU</td>
<td>African Union</td>
</tr>
<tr>
<td>AYC</td>
<td>African Youth Charter</td>
</tr>
</tbody>
</table>
### 4.2. Definitions

<table>
<thead>
<tr>
<th>Concept</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounting Officer</td>
<td>Means the City of Johannesburg Metropolitan Municipality’s Municipal Manager, also known as “City Manager”.</td>
</tr>
<tr>
<td>Policy</td>
<td>A Policy translates government’s political vision into programmes and actions to deliver outcomes, i.e. desired changes in the real world. It outlines the government's decision regarding a particular course of</td>
</tr>
</tbody>
</table>
Concept | Definition
--- | ---
action that will be undertaken or an issue that needs to be addressed and provides a broad framework for decision-making and implementation.
Youth | The CoJ endorses the age category articulated in the National Youth Commission Act of 1996 (Act No. 19 of 1996). Youth include all people from 14 (fourteen) years to 35 (thirty-five) years of age. This Policy deals with youth between the ages of 14 (fourteen) – 35 (thirty-five) years of age and also makes special provision through its interventions for youth 10 (ten) years to 14 (fourteen) years who are transitioning from adolescence to youth. Interventions are also designed and categorised around various age groups.
Youth Development | A process which prepares young people to meet the challenges of adolescence and adulthood through a coordinated, progressive series of activities and experiences which help them to become socially, morally, emotionally, physically, and cognitively competent.
Youth Empowerment | Youth empowerment refers to the process of increasing personal, interpersonal skills and political power to enable young women and young men or groups of people to improve their life situation. It requires the full participation of young women and young men in the formulation, implementation and evaluation of decisions determining the function and well-being of the society.

5. Role clarification

5.1. Roles and Responsibility of Actors

a) The CoJ is the custodian of this Policy and all powers are vested in the Accounting Officer (City Manager) to ensure legitimate implementation thereof.
b) It is the responsibility of the CoJ-DSD to design annual implementation programmes and action plans to give effect to this Policy. The programmes and action plans will be based on regular feedback from the recipients of the programmes.
c) The CoJ-DSD will be responsible for monitoring this Policy and ensuring that adequate training and awareness-raising is provided on this Policy.

d) The implementation of this Policy is the shared responsibility of the entire CoJ’s Line Departments and MEs.

e) The following internal stakeholders will be consulted on matters relating to the youth:

   i. The CoJ-DSD and its GEYODI programmes. CoJ-DSD will be the lead department for external community Youth Development issues.

   ii. Tourism, Events and Marketing: Arts and Culture Programmes, Events.


   iv. Group Corporate & Shared Services: Trainee, bursary, apprentice opportunities and work seeker’s database.

   v. The Group Strategy Policy Coordination and Relations office for inclusion in the strategic planning of the CoJ.

   vi. Department of Health – appropriate and accessible health care.

   vii. JMPD – Ensure community safety and assist CoJ-DSD with updated data on youth crime statistics and offences to inform planning.

   viii. Communications – provide access to communication and information.

   ix. Environment & Infrastructure Services – Ensure that youth have equal access to the physical built and other services provided or open to the general public.

   x. Department of Economic Development for Business Support/ Entrepreneurship opportunities, business analysis and Skills Development.

f) The provision of an integrated and holistic package of services for the youth is premised on strong and consistent inter-sectoral collaboration and co-ordination between wide ranges of role-players from all sectors of society. The following are strategic external stakeholders:

   i. The youth and representative structure of the CoJ as the main beneficiaries of the Policy are to be engaged through various channels to ensure appropriate and correct youth development initiatives;

   ii. Gauteng Provincial Department of Social Development;

   iii. Gauteng Provincial Department of Cultural Affairs and Sport;

   iv. Gauteng Education Department;

   v. Gauteng Provincial Department of Community Safety;

   vi. Gauteng Provincial Department of Health;
vii. Gauteng Provincial Department of Economic Development and Tourism;
viii. National Youth Development Agency (NYDA);
ix. South African Youth Council (SAYC);
x. Civil Society Organisations (including NGOs, CBOs and FBOs; and
xi. Ward Committees and Rate Payers Associations.

5.2. Delegation of Authority

Sections 59 to 65 of the Local Government: Municipal Systems Act 32 of 2000 provide as follows: “59”. Delegations – “(1) A municipal council must develop a system of delegations that will maximise administrative and operational efficiency and provide for adequate checks and balances, and, in accordance with that system, may delegate appropriate powers.” In terms thereof Council hereby delegates all powers and duties to the Accounting Officer which are necessary to enable the Accounting Officer:

a) to discharge the Policy responsibilities conferred on Accounting Officers in terms of the Municipal Systems Act 32 of 2000 and this Policy;
b) to maximize administrative and operational efficiency in the implementation of this Policy; and
c) to enforce reasonable cost-effective measures for the implementation of this Policy; and proper monitoring and evaluation; and
d) to comply with his or her responsibilities in terms of Section 115 and other applicable provisions of the Municipal Systems Act (Act 32 of 2000).

Provision for sub-delegation:

a) The Accounting Officer may in terms of section 79 of the Act sub-delegate any Youth Development powers and duties, including those delegated to the Accounting Officer in terms of this Policy, but any such sub-delegation must be consistent with herein above.

6. Provision and Procedures of the Policy

6.1. Conditions and Implementation of the Policy:

The successful implementation of this Policy rests on the following critical factors:
a) Providing training, capacity building and sensitization of youth development and specifically on the Policy. The first level of sensitization is within the CoJ’s entities themselves. All departments must be aware of the Policy and enabled to support the planning and implementation processes. This would ensure that youth development is mainstreamed into departmental plans;
b) Mobilizing support for the implementation of this Policy and communication around the Policy. Whilst there has been stakeholder participation in its development, on-going sensitization thereof is critical. 
c) Endorsement of the Policy by all partners and buy-in sourced from all stakeholders, both administratively and politically;
d) Engagements with the private sector, MEs and donors;
e) Strategically locate the youth unit/directorate in such a manner that the City managers take direct responsibility;
f) Functional and effective institutional arrangements meeting the following minimum standards:
   i. Institutional arrangements should be in place and internal departments should be ready to act and deliver on their responsibilities;
   ii. Key stakeholders must be involved and informed at all stages;
   iii. Multi-Sectoral youth forums must be established and enabled to function effectively at ward level;
   iv. Reporting procedures and mechanisms from ward level to citywide must promote and ensure accountability on the utilization of funds and meeting the KPIs for youth development;
g) Municipal Budgeting for youth development. The approach to youth development programmes at ward level requires the allocation of specific budgeting and resources. CoJ in its IDP processes must allocate sufficient resources to:
   i. Improve its human resource capacity for youth development;
   ii. Ensure that a budget is earmarked for youth development in line with the programmatic priorities of the CoJ; and
   iii. Ensure that the budget is equitable, based on the population and the needs of young people in the municipality.
h) Establishment of a CoJ Transformation Committee chaired by the Chief Operating Officer or his designate responsible for Transversal programmes and represented by all Departments and MEs. The CoJ Transformation Committee must:
   i. Meet twice a month in order to oversee the implementation of transformational programmes including Gender equality, Disability and Youth.
ii. Ensure an official in each Department and ME is assigned duties to report on GEYODI matters;

iii. Coordinate the implementation of the Policy in their Departments;

iv. Identify the system to collect, collate and package gender-disaggregated information for purposes of revealing non-discriminatory or equality within the Departments and Municipal Entities and among citizens that it interfaces with;

v. Ensure relevant reports from all Departments and ME serves before the GEYODI Section 79 committee.

vi. Collect, collate and package gender-disaggregated information for purposes of revealing non-discriminatory or equality within the Department and ME and among citizens that it interfaces with;

vii. Promote and monitor the implementation of Youth budgeting;

viii. Attend CoJ Youth Forum meetings held on a quarterly basis coordinated by CoJ-DSD;

i) Reporting on progress:

i. All the Departments should report progress on the Policy implementation plan to their Executive Directors;

ii. All input must be forwarded from the relevant Executive Directors to the CoJ-DSD for consolidation and reporting to the Human and Social Development Sub Mayoral Cluster Committee and to the GEYODI Section 79 Committee.

j) Implementation of this Policy must be aligned with Executive Management Team score cards and annual Service Delivery Business Implementation Plans.

k) The Policy must be aligned to the CoJ IDP and clear KPIs relating to youth development issues within departments and MEs developed.

l) This Policy will come into effect upon approval by the CoJ Council and an action plan for implementation must be developed within 6 (six) months thereafter.

6.2. Policy Directives and Interventions

CoJ-DSD, as lead department on youth, has the responsibility of designing annual implementation programmes and action plans. Linking specific Departments and MEs with each intervention will ensure clarity regarding expectations and accountability and thus form part of the annual design process.

The following proposed programmes would be a basic platform for implementation and action plans:
<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Job Creation Programmes</td>
<td>The CoJ will, through its various departments and MEs, initiate programmes that result in the creation of sustainable jobs for young people. This will be done through the empowerment of youth owned companies through the awarding of tenders and the provision of support to youth owned companies to enable them to create jobs for young people. Career development programmes aimed at preparing youth for the labour market will also be implemented. Programmes aimed at linking young people with employment opportunities must be implemented.</td>
</tr>
<tr>
<td>b) Youth Economic Development Programmes</td>
<td>The CoJ will, in partnership with other stakeholders such as the Gauteng Enterprise Propeller and the National Youth Development Agency, implement programmes aimed at developing young people's skills in the economic sector. These programmes will address issues such as business proposal writing skills and financial management. A business incubator programme aimed at developing youth owned businesses will be implemented. In addition, a citywide entrepreneurship development programme will be implemented by the CoJ.</td>
</tr>
<tr>
<td>c) Poverty Alleviation Programmes</td>
<td>The CoJ will have programmes targeting young people who are poverty-stricken. Such programmes will address issues such as access to education, skills development and access to the CoJ's Social Package. Programmes targeting children and youth in child headed households will be implemented.</td>
</tr>
<tr>
<td>d) Skills Development Programmes</td>
<td>The CoJ will implement skills development programmes in its Skills Centres. Such programmes will be aimed at providing young people with skills to help them gain access to economic opportunities. Life skills training will be provided to the youth. The training provided will be aimed at ensuring that the skills acquired can be used by trainees in responding to the labour market and economy's needs.</td>
</tr>
<tr>
<td>e) Health and Environment Programmes</td>
<td>The CoJ will implement programmes aimed at ensuring that young people live a healthy lifestyle. There will be specific programmes that address issues of HIV/AIDS, teenage pregnancy, drug- and alcohol abuse.</td>
</tr>
<tr>
<td>Programmes to engage the youth on conserving and protecting the environment will be implemented. The CoJ will involve young people in projects such as greening the city and waste management programmes.</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td></td>
</tr>
<tr>
<td><strong>f) Public Safety and Social Crime Prevention Programmes</strong></td>
<td></td>
</tr>
<tr>
<td>The CoJ will implement programmes that involve young people in creating safer communities. In addition, these programmes will address issues such as victim empowerment, rehabilitation of ex-offenders and youth in conflict with the law. Programmes targeting youth at risk, youth in conflict with the law and ex-offenders will be implemented. Programmes that involve the youth in proactive initiatives to promote safety and combat crime will be implemented.</td>
<td></td>
</tr>
<tr>
<td><strong>g) Recreational Programmes</strong></td>
<td></td>
</tr>
<tr>
<td>The CoJ will provide facilities and resources to the City of Johannesburg’s youth for recreational purposes. These initiatives will include activities such as the establishment/support of youth clubs that utilize CoJ facilities after school hours for dancing, drama, poetry, etc.</td>
<td></td>
</tr>
<tr>
<td><strong>h) Arts, Culture and Heritage Promotion Programmes</strong></td>
<td></td>
</tr>
<tr>
<td>The CoJ will provide resources and implement programmes aimed at promoting arts, culture and heritage among young people. The CoJ will facilitate access to facilities such as the theatre for young people to develop their talents in the arts and culture sphere. Heritage promotion programmes to educate the youth and to promote the preservation of our heritage must also be rolled out.</td>
<td></td>
</tr>
<tr>
<td><strong>i) Good Governance</strong></td>
<td></td>
</tr>
<tr>
<td>The CoJ will implement programmes aimed at promoting good governance within the city and civic education programmes. These programmes will be aimed at promoting and deepening democracy and enhancing public participation. Specific educational programmes to educate the youth about the system of local government and IDP processes will be implemented.</td>
<td></td>
</tr>
<tr>
<td><strong>j) Youth Moral Regeneration Programmes</strong></td>
<td></td>
</tr>
<tr>
<td>The CoJ will champion a youth moral regeneration programme. This programme will be aimed at ensuring that young people are at the centre of programmes aimed at regenerating the moral fibre of society. Under this programme the CoJ will focus on issues such as human rights, xenophobia</td>
<td></td>
</tr>
</tbody>
</table>
and gender equality. This will be done through various platforms such as workshops, seminars and campaigns.

7. Contravention of policy

Paragraph 5.1 (a) herein above recognises the CoJ as the custodian of this Policy and that all powers are vested in the Accounting Officer (City Manager) to ensure legitimate implementation thereof. The CoJ reserves the right to act in case of breach by any party responsible for the implementation of this Policy and in case of contravention the CoJ may:

a) Evaluate the performance of the government officials involved and reserves the right to suspend and/or re-instate until investigation is completed;
b) Enforce the law in case of any criminality involved; and

c) Withdraw partnership agreements in case of stakeholders and beneficiaries breaching the terms of this Policy.

8. Monitoring and evaluation

Monitoring and Evaluation of government interventions (i.e.: programmes, projects, and policies) is carried out in order to determine the relevance and appropriateness of the intervention being monitored and evaluated, the effectiveness of its design and its implementation, the efficiency of resources invested in the intervention (i.e.: this policy), the impact of the policy upon the target group, and the sustainability of the results brought by the policy.

The Department of Social Development in the City of Johannesburg shall in its quest to monitor and evaluate all its interventions, including this policy, employ the results-based monitoring and evaluation approach. It is upon this approach that all monitoring and evaluation functions within the department shall be based.

The imperative of employing the results-based (or outcome-based) monitoring and evaluation approach, lies in that, instead of only focusing on counting the programme, projects, or policy outputs, as well as its activities and resources, it enables institutions, and governments in particular to measure and evaluate the results, and then provide information for decision-making. Results-based monitoring and evaluation
provides feedback on the actual outcomes and goals of the City’s actions. Thus, it further provides answers to the following questions, i.e.:

a) What are the goals of the policy?

b) Are they being achieved?

c) How can achievement be proven?

Monitoring and evaluation revolve around a number of key elements these are: inputs, activities, outputs, outcomes, and impacts. Government departments (across the three spheres) in South Africa are mandated by the National Treasury to adopt a results-based approach in implementing and managing the service delivery. This, thus, emphasizes the essence of planning, monitoring, and evaluation, along with management of inputs and activities in order to realize results.

Results-based monitoring and evaluation systems are a powerful public management tool that will be employed by the Department of Social Development in order to demonstrate and enhance accountability, transparency, and results. Monitoring and evaluation of this policy shall involve the following ten activities or steps as depicted in sequential form below (these are further explained under section 9 of the Monitoring and Evaluation framework of the Department of Social Development), i.e.:

1) Step one: conducting a readiness assessment;

2) Step two: agreeing on outcomes to monitor and evaluate;

3) Step three: selecting key performance indicators to monitor outcomes;

4) Step four: setting baselines and gathering data on indicators;

5) Step five: planning for improvement – selecting results targets;

6) Step six – monitoring for results;

7) Step seven – the evaluation in M&E, using evaluation information to support a results-based management system;

8) Step eight – reporting the findings;

9) Step nine – using the findings, and

10) Step ten – Sustaining the M&E system within the organization.

Section 11 of the monitoring and evaluation framework provides a broad overview of how we plan to execute the monitoring and evaluation of policies and other interventions within the department. In addition to the monitoring evaluation process detailed under section 11 of the monitoring framework, the monitoring and evaluation function within the department seeks to address the following aspects regarding the performance of interventions within the department, i.e.:
a) Compliance with monthly and quarterly reporting of data;
b) Supporting the department's interventions through provision of formative feedback on progress towards attainment of targets (monthly and quarterly targets);
c) Providing recommendations on way forward (possible policy expansion), and
d) Providing an assessment of possible contributions to long term impacts of the policy, and the department.

The following represents the typical steps that will be undertaken in monitoring and evaluating this policy within the department

a) Stakeholder Consultations;
   i. Liaise with stakeholders on matters of performance;
   ii. Identify relevant performance information to track;
   iii. Identify parameters and scope of monitoring, and
   iv. Establish what would constitute enough evidence to support data reported.

b) Development of Monitoring Tool
   i. Establish a monitoring tool to be used in collecting and analyzing data on monthly and quarterly basis.

c) Data Collection
   i. Liaise with stakeholders on matters concerning performance information;
   ii. Gather data from regions (project sites);

d) Data Analysis
   i. Collating data from regions (project sites);
   ii. Cleaning and analyzing data obtained/ received from regions;

e) Report Writing
   i. Draw conclusions post data analysis;
   ii. Produce findings based on data analysis;
   iii. Develop policy monitoring and evaluation reports;

f) Stakeholder Consultation
   i. Liaise with stakeholders (units/programmes) on outcomes of policy monitoring reports;
   ii. Present report findings to stakeholders;

g) Development of Management Response
   i. Produce a management response on the implementation of recommendations from quarterly monitoring reports;
ii. Track implementation of recommendations from quarterly and monthly monitoring reports.

9. **Policy review**

In terms of section 17(1) (e) of the MFMA this Policy must be reviewed every 3 (three) years and the reviewed policy tabled to Council for approval as part of the budget process.