



Province of the
EASTERN CAPE
COOPERATIVE GOVERNANCE
& TRADITIONAL AFFAIRS

Special Programmes Unit

Tyamzashe Building | Civic Square | Bisho | 5605
P/Bag X0035 | Civic Square | Bisho | 5605
Tel: +27 (0)40 940 7258 | Fax: +27 (0)40 639 2135
www.eccogta.gov.za

DRAFT YOUTH POLICY


Physical Address	Tyamzashe Building Phalo Avenue Bhisho 5605
Postal Address	Department of Corporative Governance and Traditional Affairs Private Bag Bhisho 5605
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Contact Person	Ms Nolubabalo Nkonya
Designation	Deputy Director
Component	Special Programmes Unit
Telephone No.	040 940 7189
Fax No.	086 232 9625
E-mail Address	Nolubabalo.Nkonya@eccogta.gov.za
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Related Policies	Training & Development Policy, Recruitment Policy, Attraction & Retention Policy, Preferential Procurement Policy Framework Act (Act 5 of 2000) Recruitment & Selection Policy; SCM Policies; Career Path Development Policy; Training and Development Policy; Sexual Harassment; Ethics and Integrity Management Policy; Guidelines on the involvement of Traditional Leaders in rural/community development programs

OFFICIAL SIGN OFF

1. Head of Department

This Youth Policy has been approved by Mr. Andile Fani in his capacity as Head of Department of the Department of Cooperative Governance and Traditional Affairs. The Youth Policy demonstrate the Department's commitment to youth development agenda in the execution and realisation of its mandate in supporting municipalities and traditional institutions by improving its internal capacity to deal with issues of youth people.

I am satisfied and concur with the content of this policy. The development of the Youth Policy will ensure the department is able to exercise its powers in compliance with the law and guide decision-making in the department

Signed:	
Designation:	Head of the Department
Date:	03/04/2023

1. EXECUTIVE AUTHORITY

The Department Cooperative Governance and Traditional Affairs has unprecedented opportunity to improve the lives of the people by effectively rendering services that it is expected to provide. We have envisaged a department that has the required capacity to respond adequately to challenges of its people.

I therefore, trust that the guidance from this Youth Policy will contribute to intentionally enhance the capacity of youth people through addressing their needs, promoting positive outcomes and providing integrated coordinated package of services. Opportunities, choices, partnerships, and support necessary for holistic development of all young people inside and outside the department.


Signed:	
Designation:	Member of the Executive Council for the Department of Cooperative Governance and Traditional Affairs.
Date:	19/04/2023

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DEFINITION OF TERMS

Terms and definitions that will be used throughout the procedure that need clarification for the reader, this can also include any keywords including technical terms, abbreviations that may be used in this document.

Terminology and Acronyms	Definitions
Youth	Young people between the ages of 15 and 35
Youth Development	An intentional holistic approach that provides space, opportunities, and support for young people to maximise their individual and creative energy and their personal development as well as development of the broader society through contribution in eradication of economic and social ill.
Youth at Risk	Can be defined as a young people whose background and circumstances places them at risk of the future offending or victimisation
Gender	Refers to the socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for all genders including LGBTQIA+ community.
Social cohesion	The process through which individuals or groups are included to participate fully in society in which they live.
Stakeholder	Refers to a group or individuals with vested interest who may add value, contributes towards the development or a benefit from interventions in youth sector.
Democracy	a political system that allows the citizens to participate in political decision making or elect representatives to government bodies
Empowerment	Refers to the process of "conscientisation" which builds critical analytical skills for an individual to gain self-confidence in order to take control of her or his life. Empowerment of women is an essential process in the transformation of gender relations because it addresses the structural and underlying causes of subordination and discrimination.

LIST OF ACROYNMS

CWP	Community Works Programme
EPWP	Expanded Public Works Programme
IYDS	Integrated Youth Development Strategy
NYP	National Youth Policy
SPU	Special Programmes Unit
YEDS	Youth Enterprise Development Strategy

1. PREAMBLE

The Eastern Cape Department of Corporative Governance and Traditional Affairs Youth Policy is developed as one of the critical responses to the challenges facing young people in the local government sphere. The policy is an enabler and empowering tool for young people to prosper and contribute positively to their communities and beyond. The department aims to accelerate youth development and implementation of Youth set asides as stated by the National Youth Development Policy 2020-2030.

2. PURPOSE OF THE POLICY

The youth policy seeks to improve the lives of young people within with the following objectives:

- ◇ Mainstream youth responsive programmes into all departmental plans, policies and budget;
- ◇ Provide strategic guidance to Departmental Management and staff on the implementation of issues affecting young people as well, opportunities available for them and youth set asides.
 - (i) Support municipalities to establish youth structures for effective joint planning implementation and evaluation of NYP imperatives;
 - (ii) Support municipalities to integrate the support for youth enterprise development in their IDPs;
 - (iii) Comply with the youth set asides targets:
 - a. Achieve 30% youth representation on the departmental organogram.
 - b. Achieve 5% of youth appointments in senior management level.
 - c. Achieve 30% youth set side procurement targets.

3. APPLICATION AND SCOPE

This policy applies to all directorates, including districts support centres and traditional leaders.

4. LEGISLATIVE FRAMEWORK

This Youth Policy (2021-2024) is informed by various national and international legislative frameworks.

- a. the Constitution of RSA 1996.
- b. National Youth Employment Accord, 2013

- c. Integrated Youth Development Strategy 2022-2025
- d. National Youth Policy 2020-2030
- e. National Development Plan; 2030 vision.
- f. Youth Enterprise Development Strategy 2013-2023
- g. National Drug Master plan 2019-2024 (4th Ed)
- h. Basic Conditions of Employment Act 75 of 1997.
- i. Skills Development Act 97 of 1998 updated 2007.
- j. National Youth Service Framework (2002).
- k. National Youth Development Agency (NYDA) Act No. 54 of 2008.
- l. African Youth Charter (2006).

5. GUIDING VALUES AND PRINCIPLES

Youth development is therefore guided by the vision of non-racial and non-sexist democracy that is being built through transformation, reconstruction of our society and social cohesion. All these have shaped the following values and principles.

a. VALUES

The department policy shall promote the following policy values:

- i. **Inherent dignity:** Inherent worth and inborn dignity of youth.
- ii. **Heterogeneity:** Young people as instrument and agents of their own development.
- iii. **Social cohesion:** The promotion of social and economic inclusion.
- iv. **Non-discriminatory:** all youth development initiatives should not discriminate against young people based on age, gender, race, sexual orientation, disability.

b. PRINCIPLES

- i. **Accessibility:** All young people from all genders including LGBTQAI+ of diverse backgrounds must access resources and services crucial to their total development.
- ii. **Holistic:** youth development initiatives must encompass all aspects of a young person's life and respond to their physical, psychological, social, economic, and spiritual needs within the socio-political environment thus ensuring that they gain the necessary knowledge, skills, and experience required to ensure smooth transition into adult life.

- iii. **Integration:** the need for different key role players such as government, municipalities, civil society, private and business sectors to coordinate their efforts to ensure greater impact in developing young people.
- iv. **Transparency and accountability:** institutions and organisations involved in youth development should operate in a transparent and accountable manner.
- v. **Participation and inclusion:** the department must design policies and programmes for and with young people, involve them as key participants of the programmes in-order to own outcomes.
- vi. **Social cohesion:** youth development interventions should promote inclusion of young people as significant part of societal structures by involving them in democratic and nation building activities.

6. STATEMENT OF COMMITMENT

The Department commits itself to implement the following:

- a. to be the key driver of sustainable transformation initiatives and governance mechanisms that value diversity of its employee population
- b. recognise developmental needs of young people.
- c. removal all cultural and customary practices that still subject young people to gross neglect and discrimination within provincial and local government spheres.
- d. to encourage young people to be agents of transformation to achieve independent living, education, employment, and social integration.

7. SITUATIONAL ANALYSIS

The department has one thousand three hundred and thirty-eight (1338) staff population. Of this figure youth representation is at 7.8%.

8. INSITUTIONAL SUPPORT TO IMPLEMENT POLICY

8.1 Departmental Management:

- a. Ensure that employment equity plan has clearly youth targets to comply with youth set aside requirements.
- b. Implement NYP priorities.
- c. Provide on the job training opportunities for young people.

- d. Adopt and implement a youth development responsive budgeting to ensure youth mainstreaming.

8.2 Employees:

- a. Shall treat all young people in the department with respect, dignity, and equality.
- b. Meaningfully participate in departmental youth matters
- c. Be agents of transformation

8.3 SPU unit:

- a. Coordinate youth focal programmes in the department.
- b. Monitor the implementation of the policy.

9. POLICY PRIORITY INTERVENTIONS

In line with the preamble, the department continues a path towards a holistic and positive youth development approach that will focus on the following priority areas:

- a. Education and Skills development & Job Creation.
- b. Economic Transformation and Entrepreneurship
- c. Social Cohesion

9.1 EDUCATION, SKILLS DEVELOPMENT AND JOB CREATION FOR YOUNG PEOPLE

The Department of Corporative Governance and Traditional Affairs shall implement various programmes to prepare young people for the workplace towards reducing unemployment. Projects may include:

- i. 5% youth employment of the total staff establishment
- ii. The requirement for experience for entry level jobs should be abolished and implementation monitored to enable youth to enter the labour market.
- iii. Work preparation programmes through internship and learnership training to aid unemployment should be provided.
- iv. Provide skills training programmes to address staff retention and attraction to promote upward mobility.

9.2 SOCIAL COHESION

The Department shall form relations with other youth organisations to play an effective role in promoting social cohesion. This shall be done by:

- i) Facilitating partnerships with key stakeholders to accelerate youth development initiatives.
- ii) Creating awareness programmes that include joint awareness raising campaigns, pamphlets on a particular issue such as combating gender based violence.
- iii) Encourage participation in community and civic decision making
- iv) Increase variety of sporting codes to allow heterogeneity in participation
- v) Coordinate Youth Development Work Group with all internal stakeholders to examine the various services provided to young people.
- vi) Ensure continuous and consistent information sharing and information flow on initiatives related to youth development within the department.
- vii) Develop capacity building initiatives with youth structures, networks, and forums across municipalities.

9.3 ECONOMIC TRANSFORMATION AND ENTREPREURSHIP

This policy calls for the department to work close with local municipalities and form partnership with the private sector to create jobs initiatives to help address youth unemployment. The department shall:

- i) Achieve 30% youth set-aside procurement from private sector doing business with the department.

9.4 PHYSICAL AND MENTAL HEALTH PROMOTION

- ii) Support healthy lifestyles through physical and mental promotion
- iii) Promote mental health amongst youth by supporting and dealing with the root cause
- iv) Combat substance abuse through implementation of NDMP
- v) Support LGBTQIA+ youth community to eliminate hate crime, gender based violence

10. COMMUNICATION OF THE POLICY

The Youth Policy must be communicated by means of workshops and circulars to all employees of the Department and municipalities.

11. APPROVAL OF THE POLICY

The policy must be approved by the Member of the Executive Council on the recommendation of the Head of Department as per the updated Departmental Delegations and the policy will become official on the date it is signed by the Executing Authority (i.e., MEC for Cooperative Governance and Traditional Affairs).

12. DISPUTE RESOLUTION MECHANISM

In the event of disputes arising out of this policy, such disputes shall be dealt with in terms of the grievance procedure and labour legislation applicable in the Public Service.

13. REVIEW OF THE POLICY

This policy may be reviewed every third year from the date of approval and when there are material changes in the enabling legislations.