



YOUTH DEVELOPMENT POLICY

DRAFT

(For Public Participation)

POLICY RELATING TO YOUTH DEVELOPMENT

TABLE OF CONTENTS

- 1. INTRODUCTION**
- 2. RETIONALE FOR POLICY**
- 3. LEGISLATIVE FRAMEWORK**
- 4. DEFINITION OF YOUTH**
- 5. SITUATIONAL ANALYSIS**
- 6. POLICY VISION**
- 7. POLICY GOAL**
- 8. POLICY VALUES AND PRINCIPLES**
- 9. YOUTH INTERVENTIONS**
- 10. CONCLUSION**

1. INTRODUCTION

The Draft Mangaung Youth Development Policy is a second version developed since the adoption of the first youth policy adopted in 2005 by former Mangaung Local Municipal Council. It exists in context different from that of its predecessor due to developments that took place between 2005 and 2015. Amongst others, these include the amalgamation of National Youth Commission and Umsobomvu Youth Fund to create a National Youth Development Agency through an Act of Parliament, the National Youth Development Agency Act [Act 54 of 2008]. This development led to dissolution of Provincial Youth Commissions which existed as federal structures, established separately through respective provincial ordinances, and NYDA exist as

a single unitary structure at a national level with Provincial Boards established in all nine provinces of the country.

Mangaung Municipality also changed from a Category B to Category A municipality inheriting a wider scope of functions and powers as per section 156 of the Constitution of the Republic and Municipal Structures Act. These are but two examples of developments that had implications for Mangaung Youth Policy adopted in 2005, as well as implementation of youth development initiatives in the municipality. Moreover there has been introduction of National Youth Policy 2009 – 2014, and subsequently National Youth Policy 2015 – 2020 both of which were still to be considered in the municipal youth policy.

Formulation of Mangaung Youth Development Policy 2015 [hereafter referred to as Policy, unless otherwise stated] took place in the context of these developments and its intention, inter alia, is to integrate policy imperatives and recommendations of National Youth Policy, ensure alignment with a new institutional machinery of youth development, and a new category of the municipality. The Policy also intends to guide municipality on how best to take into account priorities of youth development when doing planning of and budgeting for its activities as required by the NYDA Act.

1.1. Background Information

Since the advent of a democratic dispensation, youth development as an area that requires a dedicated focus and intervention, has received a necessary attention from the government established through a will of the people. Before the dawn of democracy in 1994, South Africa under apartheid did not have a youth policy designed for empowerment and development of youth as a vulnerable but valuable sector of society.

In appreciation of a need to focus on development of young people as a sector, the democratic government developed the first ever National Youth Policy in 2000, as a

working document to guide government and other roleplayers on matters of or connected to youth development. Although the NYP 2000 was never adopted, it had legitimacy as an instrument that guided youth development in the country, and also established a foundation for formulation and adoption of National Youth Development Policy Framework (2002 – 2007) which identified clear cut policy and programmatic intervention for the sector. The NYDPF period lapsed after a five years policy cycle in 2007, and was succeeded by a more comprehensive National Youth Policy 2009 – 2014 which sought to:

- identify gaps in the NYDPF and propose strategic policy interventions designed to fill them, thus speeding up further development of youth;
- define the targets of the new interventions;
- address the continuous needs of the youth by focusing on areas where supplementary action were required;
- ensure mainstreaming of youth development in programmes run by different key role players;
- position policy implementation in the context of institutional responsibilities and processes;
- map the process through which progress on policy implementation will be assessed; and
- specify the monitoring and evaluation mechanism for the purposes of accountability and continuous improvement of interventions.

The existence and evolution of youth policy in the country was supported by the establishment of institutional machinery and legislative instruments, both of which evolved with the progress made in pursuit of transformation of a society as whole. This included creation of the National Youth Commission in 1996 established through the National Youth Commission Act [Act 19 of 1996], Umsobomvu Youth Fund in 2001 registered as section 21 company and funded through proceeds of the Demutualization Levy Act of 2001. The National Youth Commission dealt primarily with issues of youth policy formulation, lobby and advocacy, monitoring and evaluation of youth development

practices, and establishment of principles and models for effective youth development in the country. Its existences were supported by the Provincial Youth Commissions in all provinces, which were established separately by their provincial ordinances but carried the same mandates.

Umsobomvu Youth Fund primary mandate was to promote integration of young people into the mainstream economy through provision of entrepreneurship support and skills development programmes. The Fund also established its provincial offices throughout the country to ensure visibility and accessibility of its services to all young people in the country.

The two institutions were supported by the establishment Youth Development Offices in all spheres of government to ensure intergration and institutionalization of youth development in both government departments and municipalities

These institutions existed to give effect to the imperatives of various generations of National Youth Policy, integrate youth development into Government's Programme of Action, and to ensure that youth development remains at the center of the county's transformation agenda.

In 2008, both the National Youth Commission and Umsobomvu Youth Fund were merged to establish the National Youth Development Agency following the enactment of National Youth Development Agency Act [Act 19 of 2008] wherein mandates of the two institutions were consolidated to ensure coordination and cohesion between policy, programme and implementation.

1.2. Global Context of Youth Development and Youth Policy

The subject of development, emancipation and empowerment of young people has earned its significance at all levels of society, and has over the years evolved to become a topical issue in any discourse that searches for progress, development and sustainability of humanity.

In efforts to ensure sustainability, the global community of nations, through various resolutions taken at the United Nations General Assembly, called for all member states to promote well being of young people through comprehensive policies and action plans, with focus to addressing poverty, employment and social integration.

Moreover the World Programme for Youth Action Beyond 2000 acknowledges that young people are the major part of human resource for development and key resource for social change, economic development and technological innovation. Therefore the way their challenges and potentials are addressed by the policy will influence current and future social and economic conditions and the well being of future generations.

“The Commonwealth Youth Charter of 2005 also provides the parameters within which youth policies in all Commonwealth countries can be developed. It is focused on creating societies where young women and men are empowered to develop their creativity, skills and potential as productive and dynamic members of society. The Charter highlights the importance of full participation of young women and men at every level of decision-making and development. It posits the following principles and values for youth development: gender inclusivity; empowerment and social equity; human rights; and sustainability and integration or mainstreaming of youth issues across all socio-economic developments at all levels in government” (DTI, 2013:25)

The African Youth Charter (2005) was adopted by the member states of the African Union and it requires such states to recognise and to give effect the rights enshrined within the Charter with regard to youth. Inter alia, the Charter includes a right to development (Article 10) that “Every young person shall have the right to social, economic, political and cultural development with due regard to their freedom and identity and in equal enjoyment of the common heritage of mankind”. Consistent with the Commonwealth Charter, it also emphasizes that (Article 11) “Every young person shall have the right to participate in all spheres of society”, and prescribes that, through legislation, the State Parties shall guarantee participation of youth in decision making bodies and processes at local, national, regional and continental levels of governance,

and give priority to policies and programmes that will integrate the marginalised youth into the mainstream of society.

These developments both in the global and African context are an appreciation of the significance of young people as a valuable sector to the development and progress of humanity, and yet the most vulnerable to social ills that plagues our society. In all contexts, there is emphasis on a need to develop youth policy as a guiding instrument for governments at various levels or spheres to address matters related to youth development and empowerment.

This global consensus affirms youth policies as indispensable instruments to address challenges and aspirations of young people, and therefore all nations that value their youth should have such policies in place

2. RATIONALE FOR MANGAUNG YOUTH DEVELOPMENT POLICY 2015

In light of both the background information on evolution of youth development in the country and global context of national youth policies across the globe and the continent, there is a general consensus about the importance of a youth policy at various spheres of government to ensure effective integration of youth matters at all levels of societal transformation and development. In his address to the National Council of Provinces, the former President of South Africa, Mr Thabo Mbeki, emphasized that *“Youth Development must become an integral part of what we do in the provinces and municipalities. Youth development and participation must form part of our development of Integrated Development Plans” (Mbeki, 2003).*

Congruent to this call, Mangaung Municipality adopted its first youth policy in 2005, which in line with South African policy cycle had to be in force for 5 years, and make a way for formulation of a new one, or otherwise be reviewed to create a new version that relates to new environment or circumstances of youth development.

Therefore the 2015 Policy is a progression of the first 2003 policy, and is intended to respond to new circumstances of the current generation of youth in the municipality. It also appreciates changes and developments that took place in the youth development environment necessitated by a need to continuously improve youth development machinery for effectiveness and efficiency. These changes, as discussed above, included merger of National Youth Commission and Umsobomvu Youth Fund to establish the NYDA, repeal of the National Youth Commission Act and enactment of NYDA Act. The Provincial Youth Commissions were also dissolved and their respective ordinances repealed to make a way for establishment of the provincial structures of NYDA.

However, institutionalisation of youth development as integral part of government departments and municipalities through Youth Directorates and Local Youth Units respectively was not affected by these developments, and therefore offices responsible for youth development remain functional to date.

It is therefore important that the work of this machinery responds to the ever changing circumstances and priorities of youth development, and create a space wherein various generations of young people are allowed to be pioneers of their own destiny. Since government receives a new mandate from the electorate every 5 years, and the planning and implementation cycle is aligned to this duration, with annual reviews to measure progress and effect necessary adjustments, the Policy must also take these developments into cognisance and align itself with the planning and implementation cycle of government. This means that the Policy will align itself with the Integrated Development Planning (IDP) and budgeting cycle of the municipality, locate youth development priorities within the context of priorities of the broader society, but also inform IDP and budget priorities on youth development.

The 2015 Policy recognises that youth are an integral part of a democratic and pluralistic society, wherein all sections of society must be afforded an equality of opportunity and a platform to express their challenges and propose feasible solutions to such challenges,

and also become part of the decision making processes on matters that relates to their governance. In this light, it is therefore necessary to appreciate this Policy as an instrument that reflects aspirations of young people in Mangaung and is a confirmation of their voices with regard to their own development, empowerment and rights.

The Policy gives effect to the requirements of local government policy and legislative framework, particularly in relation to democratisation of development through community participation during planning and design of municipal programmes.

3. LEGISLATIVE AND POLICY FRAMEWORK APPLICABLE TO 2015 POLICY

The 2015 Policy does not exist in isolation from all policies, legislations, strategies and Accords that have a bearing on development and empowerment of young people residing within the territory of South Africa. It exists in harmony with and seeks to give effect to all these instruments and ensure policy coordination and coherence in the youth development sector. The following instruments are considered to be of significance to the 2015 Policy:

3.1. Constitution of the Republic of South Africa [Act 108 of 1996]

“The Constitution of Republic of South Africa (1996) is the supreme law of the country entrenching specific rights, responsibilities and principles that everybody must uphold. It lays the foundation for youth economic empowerment. For example, Chapter 13 Section 217 calls for redress of economic imbalances of the marginalised members of the South African population, which is inclusive of the youth. It also contains the Bill of Rights, which enshrines the rights of people (including the youth) and affirms the values of human dignity, equality and freedom” (DTI, 2013:26).

3.2. National Youth Development Agency Act [Act 54 of 2008]

The Act establishes the National Youth Development Agency and determines its mandate which include development of National Integrated Youth Development Strategy and formulation of guidelines for implementation of youth policy. The Act also requires

NYDA to initiate and monitor all programmes aimed at integrating youth into the mainstream of the economy and society as a whole. In essence the Act gives NYDA powers to play a monitoring role over the programmes and initiatives of government departments and municipalities aimed at development of young people. Unlike the National Youth Commission Act that gave the National Youth Commission powers to develop National Youth Policy, NYDA Act bestows only responsibility to develop guidelines in relation to implementation of a youth policy to NYDA. The Act further establishes principles that should guide youth development interventions and programmes in all spheres of government and sections of society.

3.3. Municipal Systems Act [Act 32 of 2000]

In line with a principle of participatory democracy, Chapter 4 of the Act requires municipality to create a conducive environment for participation of communities in preparation, implementation and review of its IDPs and budgets. Furthermore it requires municipalities to take necessary measures to capacitate communities for effective participation in their affairs.

These requirements make it compulsory for municipality to consult with communities at a planning and identification stage of development priorities they must pursue. This is a stage that creates a platform for young people to participate in both IDP and budget process and it provides an opportunity for them to contribute issues related to their development. To ensure equality of opportunity in and effective public participation, the Act further requires municipality to effectively disseminate information about such processes and contribute towards capacity building of communities to enable them to participate in municipal affairs. Young people are not only a valuable resource in the community, but they constitute a significant number or even the majority, and their non participation in or exclusion from these processes compromises the ability of the municipality to effectively address a triple challenge of unemployment, poverty and inequality.

Therefore in the context of this Act, a conscious effort is necessary to ensure that young people are mobilized as part of the community but also as a sector to ensure their participation in IDP and budget processes of the municipality because youth participation is a cornerstone of youth development, and without which, the ideal principles enshrined in the National Youth Policy will be impossible to achieve.

3.4. Skills Development Act [Act 97 of 1998], National Skills Development Strategy III, Human Resource Development Strategy, National Skills Accord

The Act provides for creation of Sector Education and Training Authorities (SETAs) charged with a responsibility to, inter alia, develop sector skills plan that identifies backlog of skills (critical, scarce or otherwise) needed in a specific sector of the economy, and develop such measures necessary to address the backlog. These measures may include both 18.1. and 18.2 learnerships, with the latter creating an opportunity for unemployed youth to acquire skills and a possibility of employment with the employer involved in the learnership agreement. Moreover SETAs are empowered to allocate funds for development of skills that falls within their jurisdiction, some of which are occupationally based and have a potential to contribute towards absorption of the unemployed into the labour market through skills training.

The National Skills Development Strategy (NSDS) III also recognize SETAs as being best positioned to acquire and provide information about labour market skills needs and relevant training provision required. The Strategy acknowledges the inadequate skills levels and poor work readiness of many young people leaving formal secondary and tertiary education and entering the labour market for the first time. The problem is also compounded by inadequate linkages between institutional and workplace learning, thus reducing the employability and work readiness of the successful graduates from FET and HET institutions, many of whom are youth. It is within such a context that partnerships with SETAs are also critical in order to access

an industry and sectoral information about their skills needs, occupational requirements and training programmes that must be implemented to respond to such needs.

In light of high levels of youth unemployment, and low levels of requisite skills in the economy, the municipality must recognize the existence of SETAs as a crucial partner and a role player in its efforts to address challenges faced by youth within its jurisdiction. It is inevitable that such partnerships must be established because government has acknowledged its limitation and appreciated that they can be addressed through an involvement of all roleplayers, including Labour, Industry and Civil Society, who are amongst the signatories of the National Skills Accord.

The Accord was established to secure buy-in from various roleplayers, and all have agreed to eight (8) commitments, including making internship and placement opportunities available within workplace, and also to expand level of training throughout the country.

All these initiatives create an opportunity for the municipality to respond to employment and skills development challenges confronting young people in Mangaung

3.5. Youth Employment Accord (YEA)

Adopted in 2013, the YEA also emphasizes on aspects of the NSDS III in relation to provision of training opportunities, including second chance for young people who did not pass matric/ Grade 12, as one of the strategies towards increasing their employability and actual employment. Implementation of Youth Brigades programme designed to encourage culture of civic duty amongst youth and build a social cohesion creates an opportunity for youth to acquire work experience whilst they make a meaningful contribution to development and transformation of their communities. Parties, including organized business, have, through the Accord, committed to supporting efforts intended to address youth unemployment challenge

through implementation of measures such as promoting youth entrepreneurship and youth cooperatives, which are also inclusive of youth specific targets in terms of employment and procurement from their businesses

The Accord therefore presents the municipality with a leverage to engage and establish partnerships with organized business at various levels for implementation of all relevant interventions identified within its framework.

3.6. Broad Based Black Economic Empowerment (BBBEE) Strategy and BBBEE Act [Act 53 of 2003]

Against a background that apartheid has systemically and purposefully restricted majority of South Africans from meaningful participation in the economy, the BBBEE Strategy emphasize a need to deracialise and transform in a manner that will enable it to meet the needs of all economic citizens, people and their enterprises, in a manner that is sustainable and equitable, and this vision had its roots in the Freedom Charter of 1955.

Black Economic Empowerment is defined “*as an integrated and coherent socio-economic process that directly contributes to the economic transformation of South Africa and brings about significant increases in the numbers of black people that manage, own and control the country’s economy, as well as significant decreases in income inequalities*”. It is located within the context of broader national empowerment strategy that is focused on historically disadvantaged people in particular black people, women, youth and people living with disabilities. The definition of BBBEE in terms of the BBBEE Act is expressly clear about the inclusion of youth in any efforts intended for economic empowerment of black people in the country.

In this light, young people are also appreciated as economic citizens who must intentionally be integrated in any efforts of economic transformation and

empowerment for the benefit of the previously disadvantaged people. These efforts relate to all elements of BEE process which, inter alia, include human resource development, enterprise development and preferential procurement.

In the context of this Policy and the municipal environment, both the BBBEE Strategy and BBBEE Act dictates that the municipality, in pursuit of its developmental mandate, must be biased towards economic empowerment of its youth through strategies such as enterprise development and preferential procurement.

3.7. Youth Enterprise Development Strategy (2013 – 2023)

Department of Trade and Industry adopted a ten year Youth Enterprise Development Strategy (2013 – 2023) (YEDS) with a vision of *“A South Africa that has a dynamic youth entrepreneurship culture and developed youth-owned enterprises, operating in all sectors of the economy, which contribute to economic growth, poverty reduction and employment creation as well as assist in bringing about economic transformation and an equitable society”*. The objectives of YEDS include increasing number of youth owned enterprises in all economic sectors and self employed youth, as well as their access to business development support including financing, training and access to markets using instruments such as procurement opportunities and preferential procurement system. Part of the mission of YEDS is to be mainstreamed in all strategies and programmes geared towards to enterprise development in all three spheres of government. In the context of the municipality this would also include incorporation of aspects of YEDS into Local Economic Development Strategy and Economic Development sections of the municipal IDP, which ultimately determine allocation of budget for implementation.

YEDS also offers an opportunity for a municipality to pursue partnership with DTI, as the custodian, and its agencies for implementation of interventions and programmes recommended in the strategy.

In pursuit of YEDS objectives, the municipality can expand its capacity and resource base for implementation of its own youth entrepreneurship development programmes by accessing funds and capacity established and available for implementation of YEDS.

3.8. National Development Plan 2030

As the country's master plan for development towards 2030, the National Development Plan (NDP) aims to eliminate poverty and reduce inequality by 2030. The NDP prescribes strategies in various sectors required to achieve this ideal, and has a particular focus on youth. It acknowledges a need to urgently reduce the alarming levels of youth unemployment and provide young people with a wide range of opportunities.

The Plan notes that South Africa has an urbanizing and youthful population, and this phenomenon presents an opportunity to boost economic growth, increase employment and reduce poverty. This view resonates with some of the principles of the National Spatial Development Perspective (NSDP) that people living in areas of low development potential, presumably rural areas, must be provided with training and labour market intelligence and be encouraged to migrate to areas of high development potential, which are likely to be urban, in order to access economic opportunities. Consistent with this pattern, and at least in theoretical terms, young people living in areas of low development potential in the Free State are likely to be attracted to a Mangaung which is the only metropolitan municipality in the province with Bloemfontein as the capital city. The municipality is also a host to renowned institutions of higher learning attracting youth from all over the country and continent who also add to the demand for infrastructure and services such as accommodation, health, police services and transport.

In recognition of high levels of youth unemployment the Plan had, amongst others, proposed strengthening of the National Youth Service Programme (NYSP),

introduction of new community based programmes that offer youth life skills training, and entrepreneurship development. It has further acknowledged the importance of increasing both the number and performance of students in areas of literacy and mathematics by improving a school system.

Appreciating the importance of food and nutritional security to cognitive development of fetus and young children, the Plan had, under measures targeting youth, proposed nutritional intervention targeting pregnant women and young children.

In light of the status of the NDP, which establish a framework for all spheres of government, there is a need for the municipality to ensure implementation of programmes identified therein such as NYSP and nutritional security to ensure that cognitive and physical development of the future generations is not compromised by any nutritional deficiencies. These programmes are surely additional to other programmes identified in the Plan, but have already been discussed in sections above.

3.9. FS Growth and Development Strategy and Provincial Government

The Free State Growth and Development Strategy (FSGDS) as a blueprint of development in the province, identifies priorities and influences allocation of resources within government. The FSGDS and Strategic Plans from all provincial departments acknowledge youth development as a critical focus area for government, and have, to a reasonable extent and in line with their respective mandates, made provision for implementation of youth development programmes.

In compliance with requirements of National Youth Policy, all departments have established offices responsible for youth development locates in Directorates of Special Programmes as part of the machinery and integration of youth development in the province.

Youth development remains a standing item in the agenda of all four government technical clusters responsible for monitoring of the implementation of FSGDS Programme of Action. Targets for programmes such as the National Youth Service are set at a provincial level requiring departments to determine their contribution toward achieving them.

This environment creates an opportunity for the municipality, which has a locational advantage due to its proximity to the provincial headquarters, to influence type of youth development programmes that provincial departments could implement and establish partnerships on such programmes which will be implemented within its jurisdiction. This will enable the municipality to tap into provincial government resources set aside for youth development, ensure synergy and coordination, and avoid duplication that often occurs and waste resources.

3.10. Integrated Development Plan and Budgeting

Mangaung Metropolitan Municipality's Integrated Development Plan and Budget are the ultimate instruments that confirm and reflect the planned youth development programmes for specific financial year. Both instruments are products of public participation as shown in section 3.3 above, and they create an opportunity for young people to contribute towards their formulation. Whilst processes leading to their formulation and review are open to the whole community, participation and contribution of young people does not necessarily come natural resulting in inadequate inclusion of youth development programmes in the IDP, and thus compromising its budget allocation. Alternatively significant budget allocation for youth development would be made but in the absence of legitimate youth policy and programmes in the IDP, its distribution and spending is at risk of not being responsive to the needs and aspirations of youth.

In view of the above, it is therefore very important that municipality engage in an extraordinary to mobilize young people to become part of community participation

processes and also ensures that it empowers them through their organized structures for effective participation.

4. DEFINITION OF YOUTH

In line with the National Youth Policy 2015 – 2020 youth is defined as those people falling within the age group of 14 to 35 years. This is based on the mandate of the National Youth Commission Act 1996 and the National Youth Policy 2000. This inclusive approach takes into account, both historical as well as present-day conditions. Although much has changed for young people since the advent of democracy in 1994, the motivation for 35 years as the upper age limit of the youth has not yet changed since historical imbalances in the country are yet to be fully addressed. This definition is also consistent with the definition of youth as contained in the African Youth Charter (African Union, 2006) which defines youth as those between the ages of 15 and 35 years, although the latter excludes the 14 year olds. This does not present a challenge as South Africa includes a broader rather than narrower definition of youth.

5. SITUATIONAL ANALYSIS OF YOUTH IN MANGAUNG

5.1. Demographics

In terms of the municipal IDP Mangaung has an estimated population of 747 341 based on Census 2011, and about 83.2% of those are Blacks. This number represents 16% increase from Census 2001 when the population was estimated at 645 438. Bloemfontein is reported to host two thirds of the total population, and intra-migration patterns showed that between 2007 and 2011 an estimated 50 000 people have relocated from Botshabelo to Bloemfontein, whilst Thaba Nchu population remained somehow stable for this period.

MMM population is fairly young and mostly female, a characteristic believed to be advantageous to the municipality regarding prospects of economic growth, employment and poverty reduction. Figure 1 below shows the largest segment of the population is in the age cohort 20 – 24, with 0 – 34 age cohort exceeding the older population significantly. In line with this situation, the municipality acknowledged a need to pay a special attention to youth as sector, and consistent with the spirit of the National Development Plan 2030 have committed to align itself with a view of strengthening implementation of youth service programmes for skills and experiential training, and entrepreneurship develop

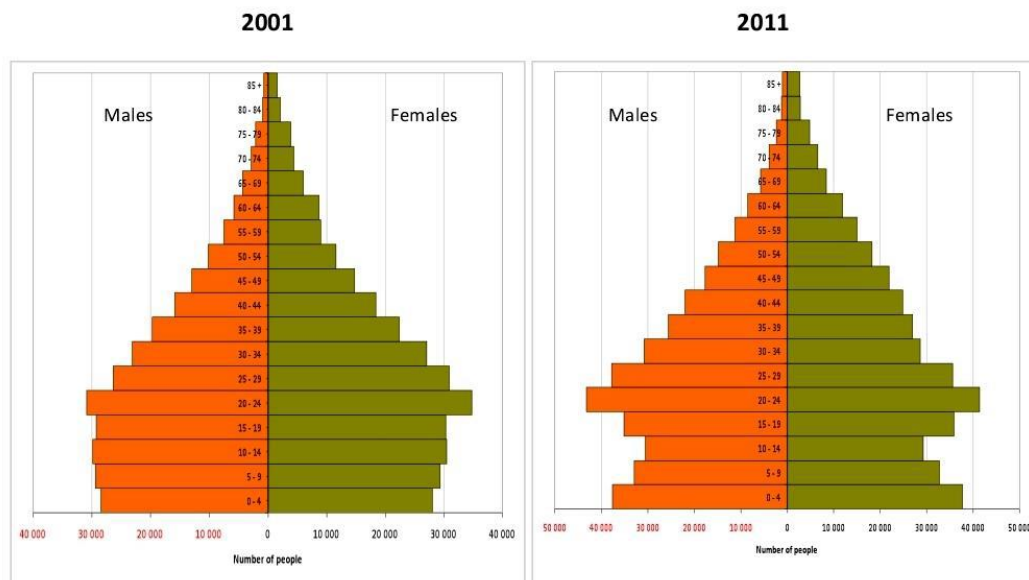


Fig 1: Demographic Profile of Mangaung Metropolitan Municipality

A comparison between 2001 and 2011 shows a significant increase in the share of children between 0 and 4 years, and are the second highest after the 20 -24 age cohort. In light of measures proposed under youth in the NDP, it is necessary for the municipality to also look at nutritional interventions targeting pregnant women, to ensure that future generations of youth are not cognitively and physically compromised by poor nutrition during their early development. The expansion of this age cohort, as shown in

figure 1, makes proposal of the NDP in this regard very relevant and applicable to the situation of Mangaung.

5.2. Unemployment and Economic Analysis

In terms of Stats SA Census of 2011, unemployment rate in the municipality is 27.7%, meaning of the 292 971 economically active people, 81 152 are unemployed. This rate represents a decline from 40.1% in 2001.

However youth unemployment remains significantly higher at 37.2% compared to the total unemployment, and it absolutely means that out 150 128 young people in the municipality who are economically active 55 847 unemployed. The trend is almost consistent with youth unemployment rate nationally recorded at 36.1% by quarter 1 of 2014 (Stats SA: Status of Youth- National and Provincial Labour Market). Nonetheless, according to the same source youth unemployment in the Free State province is the highest in the country recorded at 48.2% in the first quarter of 2014 from 34.9% in 2008 of the same quarter. Additionally, it is also important to note that youth don't only constitute the majority of Mangaung population, but they only constitute a significant majority (68.7%) of the total employed.

This phenomenon has a potential to create a burden for Mangaung as more and more unemployed youth, some of whom unskilled and under-skilled may migrate to the city in search of employment opportunities.

The 2014/15 IDP contends that an increase, especially amongst African population, has been mainly as a result of migration from adjacent municipalities like Mantsopa, Naledi and Masilonyana, and other provinces like Eastern Cape and Northern Cape. Although not stated in the IDP, it can however be assumed that this migration pattern is caused by pursuit of economic or employment opportunities believed to be endemic to the cosmopolitan character of the municipality. Presence of high quality Higher Education Institutions within the region also attracts young people from all over the country and some of them choose to remain in the city beyond completion of their studies, adding to

not only to population growth but also demand for services and opportunities from government.

This pattern is however consistent with principles of the National Spatial Development Perspective which encourages investment in human resource and provision of labour market intelligence for areas with low development potential and encourage them to migrate to areas with high potential like Bloemfontein where they are likely to find employment. This follows a rationale of targeted economic investments in such areas of high development potential for optimal impact and benefit in respect to economic growth and employment creation.

Although the IDP reported an average growth rate of 3 percent based on 2007 University of Free State research, and that Mangaung is the largest contributor to the provincial Gross Domestic Product (GDP), the Gross Value Add (GVA) of most economic sectors in the region has shown a decline in the period 1996 and 2011 (See Table 1 below)

Table 1: Sector contribution to the Mangaung GDP

Sector	MMM (96)	MMM(2011)	%Change
Agriculture, Forestry and Fishery	1.5%	1.2%	-0.3
Mining and Quarrying	0.0%	0.1%	0.1
Manufacturing	0.5%	0.3%	-0.2
Electricity, Gas and Water	1.3%	0.9%	-0.4
Transport, Storage & Communication	2.6%	2%	-0.6
Construction	1.7%	1.1%	-0.6
Finance, Real Estate & Business Services	1.8%	1.7%	-0.1%
General Government Services	2.7%	2.8%	0.1%

Although the Mining and Quarrying contribution to Mangaung GDP have increased, it is however reported that the situation is likely to remain constant until 2016. The decline in virtually all sectors would be expected to lead to an increase in the unemployment rate and especially amongst youth, but to the contrary the opposite occurred as shown above. This scenario requires an inquiry to have a better understanding of the local economic structure and how best can it be exploited to address a challenge of youth unemployment.

Such inquiry will also assist to identify type of skills required in various sectors of the local and provincial economy and ensure that training programmes implemented are responsive to the demand of the required skills. Focus groups and individual interviews conducted with unemployed youth identified through non probability sampling revealed the divergent views regarding reasons for unemployment. Whilst lack of experience was a dominant view, the sizeable number of unemployed youth also mentioned the following factors:

- Incomplete qualifications
- Government failing to create job opportunities at a threshold rate
- Strong competition
- Limited access to information about all available jobs as some are only advertised through internet and commercial newspapers which at times are not affordable
- Connections (favoritism)
- Gender based discrimination
- Internal job advertisements

These factors reveal the heterogeneity of the circumstances of the unemployed youth, and are worth of consideration by the municipality, especially in its attempt to address challenges of youth unemployment. All these circumstances and a thorough

understanding of the structure of the local economy are very important, particularly in respect to identification of growth areas in the economy, type of skills required and interventions that must be put in place to ensure a match between skills supply and demand.

In a separate consultation with young entrepreneurs, an aspect of public procurement was also cited as one of the factors contributing to current levels of youth unemployment. There was a general perception that the municipality shows preference for companies from outside Mangaung and the province, and lacks vision with regard to using its procurement system as a catalyst for local economic growth and employment creation for young people. They also argued that although the implementation of transversal contracts is legally acceptable, the system seem to have a negative impact to the development of the whole sector due to what is perceived to be an empowerment of the selected few at the expense of many youth enterprises, and therefore a proper impact assessment may be necessary to establish certainty about implications of the system for the youth economic empowerment.

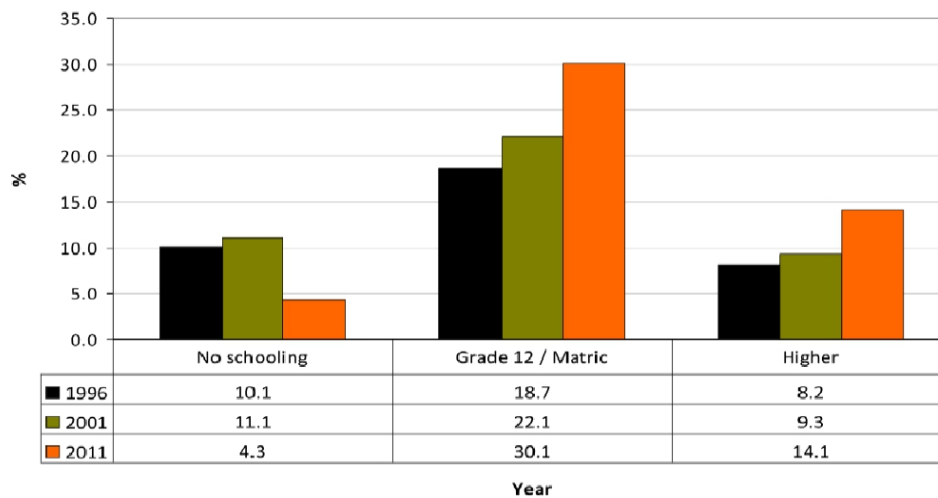
5.3. Education and Training

Whilst the province has shown a significant improvement in Grade 12 pass rate, the National Youth Policy 2015 -2020 noted that a large number of young people are dropping out of school without getting a National Senior Certificate/ Grade 12 or alternative FET qualification. In 2011, only 31% of youth nationally had completed their Matric/Grade 12, and this could have been a result of the fact that about 65% of one million young people leaving school annually exit without Grade 12 certificate.

The NYP also noted the low uptake and pass rates for Mathematics and Science at Grade 12 level which inhibit growth in higher education, particularly engineering, science and technology. In view of the importance of these subjects to address scarce and critical skills needed by the economy, failure to develop responsive programmes and other interventions may have undesirable consequences for the goals of National Development Plan. Figure 2 below show that in terms of 2011 StatsSA, only 30% of

Mangaung, Youth Development Policy

Mangaung population has achieved Grade 12, and 14.1% have higher qualification. It also shows that only 4% has no schooling, which by implication means that more than 50% of the population is without Matric/Grade 12, a situation that is not ideal for economic growth and development of the municipality.



Young people are of the view that education and training must be located within the context of National Youth Policy, which does not only seek to impart academic and technical skills to youth, but strives to address their holistic development. This amongst others include creation of a conducive environment for young people to pursue their aspirations and develop their faculties including in areas of entrepreneurship, sports, arts and culture, civic duty which are not always an integral part of the ordinary school curriculum. As platforms where young people spent most of their time, institutions of learning must also be appreciated as factories wherein talents and gifts of young people could be nurtured beyond impartation of just academic skills. Programmes dealing with transfer of practical knowledge and skills at all levels of education are necessary to address some of the limitations that young people are confronted with post completion of certain levels of education.

Engagement with various categories of the unemployed youth confirmed a need, where possible, for introduction of such programmes that give young people an opportunity to acquire practical knowledge in order to prepare them to deal effectively with the

demands of the real world. Practical programmes in areas of entrepreneurship and life skills will, at a school level, address challenges such as learning how to formulate a business plan/proposal, proper curriculum vitae, and conducting research because lack of these skills are amongst factors that they consider to constitute obstacles to their entrance in the mainstream economy.

A significant number of young people in the city have incomplete qualifications due to financial exclusions and inability to access bursaries provided by both private sector and government. Some of these qualifications are in line with scarce skills by various Sector Education and Training Authorities (SETA). The incomplete qualification extend beyond drop out and include those students that have completed theoretical training in the University of Technology and require experiential/workplace training as an integral part of their learning programmes to obtain a full qualification.

Although there are existing efforts between institutions of higher learning, provincial government, selected SETAs and private sector companies in the municipal area to place students in workplace/experiential training programmes, there is still a significant number of such students who are not absorbed by these interventions. In light of the non existence of some SETAs and/or their programmes in the province and those that exist but could not give a clear account of their programmes within Mangaung, one can infer that this phenomenon exacerbates the unfortunate situation of such students and undermines the letter and spirit of the National Skills Accord.

Failure of some SETAs in the province to provide information with regard to their youth development interventions in line with the scope of their mandates may mean that such SETAs have not yet implemented clear cut skills development interventions targeting youth. This limitation requires municipality to have an interest in the work of all SETAs in its jurisdiction, identify areas of possible partnerships and sought appropriate interventions where SETAs shows no commitment towards implementation of skills development interventions targeting youth. However identification of possible areas of partnerships for implementation of skills development interventions must be informed by a demand of type, quantity and levels of skills needed in various sectors of the local

economy to ensure that young people are trained in areas that have exit opportunities in a form of further training or economic opportunities. Therefore an in-depth knowledge of all sectors of the local economy, their growth potential in terms of both contributions to the GDP and employment creation, and skills needed is critical to guide municipality on its decisions regarding the priority skills development initiatives.

Other challenges confronting young people during their student life include conditions and costs of student accommodation, student transport and food security. It has been reported that some of the landlords take advantage of the weakness in the National Student Finance Assistance Scheme (NSFAS) and set exploitative rental costs, whilst on the other hand don't maintain their rental stock and subject students to unacceptable living conditions. The desperate situation of students for accommodation, especially closer to their institutions leaves them with limited options, but to resort to such conditions and rental costs. The absence of by-laws and the Rental Housing Information Office regulating rental housing market in Mangaung Metropolitan Municipality as well as the non-existence of the Provincial Housing Tribunal in the Free State are perceived as main enabling factors contributing towards the proliferation of this malpractice by landlords because there are no instruments to enforce implementation of the Rental Housing Act (Act 50 of 1999) and Rental Housing Amendment Act (Act 34 of 2014). Students that are subjected to unacceptable living conditions and exploitative rentals have no recourse within the municipality, and this situation at times impacts negatively on their learning environment and academic performance.

Vulnerable students in particular also perceive absence of this institutional set up for regulation of rental housing market in both the province and municipality as a total disregard of the law, especially in the context of Act 34 of 2014 that made it a mandatory for the municipality to establish such Rental Housing Information Office. The absence of the latter is however linked to a perceived lack of commitment from provincial government because Act compels provincial government to assist municipalities that have achieved level 3 of accreditation in establishing such offices. Although Mangaung is a metropolitan municipality, it has not yet been granted level 3 accreditation, and

would somehow rely on provincial government for assistance regarding establishment of Rental Housing Information Office.

Population growth in Mangaung, especially resulting from migration, will increase a demand for rental housing and create a conducive environment for landlords to continue imposing exploitative rentals in the name of demand and supply, and taking advantage of the absence of the tribunal and related office. The net result will be a negative effect on youth and students in particular, especially in Bloemfontein, and for this reason the matter would require attention to curb these exploitative practices but also to ensure that the rights of the landlords as well are protected in the context of the Act.

There is an evidence of a growing need for food security amongst students in all higher education institutions within the municipality. A plethora of research in the area of food security has shown a causal relationship between food/nutritional insecurity and poor academic performance. Many studies have confirmed that poor nourishment has a negative impact on cognitive development, and hunger is also an impediment towards effective learning amongst young people. The existence of the School Nutrition Programme under the Department of Basic Education is a commendable initiative of government introduced to alleviate the impact of food insecurity amongst learners. Lessons could be learnt from this initiative, especially with regard to improving the physical and cognitive development of learners, their physical activity and academic performance, and be used to develop suitable intervention for students at higher education level.

The study conducted by Meals on Wheels Community Service, a reputable Non-Government Organisation in existence for more than 50 years, to establish the impact of its food security programmes on their beneficiaries revealed that food insecurity due to non availability of food is amongst contributing factors to the increasing levels of crime and internal family conflicts. The study indicated that some of respondent's family members, mostly young people, have resorted to stealing, house breakages and mugging to solicit income required to acquire food to meet their nutritional needs, and for

that reason food insecurity is confirmed to be amongst those factors that contribute to crime.

The matter affects mostly young people and students (not in the NSFAS or bursary schemes) from poor families to the extent that they become vulnerable to crime or dropping out from their studies. Lack of access to adequate food also borders on violation of a constitutional right of these young people to have access to sufficient food, and Constitution imposes a responsibility on the state to pursue a progressive realization of this right within its available resources.

Whilst the 2014/15 Mangaung IDP had committed to establishment of food gardens to promote food security in poor households, a clear strategy to pursue realization of this right, especially amongst students in higher education institutions to minimize the impact of hunger on their academic performance may be necessary. This strategy should cater for everybody affected and must be stratified accordingly in order to respond to all strata of this vulnerable section of the community, with emphasis and biasness towards youth and students.

5.4. Youth Entrepreneurship

In light of the current levels of youth unemployment in the municipality, and the perception that government is not able to create employment at a required threshold, entrepreneurship should become a culture cultivated and promoted within the youth sector. As shown above that youth unemployment is not only 10% higher than total unemployment, but it constitutes 68% of the total unemployment in the municipality.

Moreover trend analysis has shown that there is a strong probability that youth unemployment in the municipality, consistent with the provincial pattern, may currently be higher than 37.2% as reported in 2011. Logic also dictates that the cosmopolitan character of the municipality and the investment philosophy encouraged by the National Spatial Development Perspective will lead to more young people immigrating into the municipality in search for economic opportunities. The undesirable situation of exclusion of young people from the mainstream economy may be exacerbated by the low levels of

entrepreneurial activity. According to Global Entrepreneurship Monitoring (GEM) (Year) youth in country constitute only 0.9% of the 8.9% Total Early Stage Entrepreneurial Activity reported about South Africa. This data effectively means that for every 9 new businesses established in the country, only one is started by a young person. Additional to this problem is also those enterprises motivated by necessity instead of innovation, making such enterprises to contribute virtually little to creation of employment for youth and local economic development. Low levels of innovation and productivity has been associated with increasing rates of unemployment, and may even exist in the midst of high entrepreneurial activity.

According to Naude´(2013:13), studies have found a mixed bag of findings and lack of empirical evidence regarding entrepreneurship as a driver for economic growth, productivity and employment. Some of these studies have found a U- shape relationship between entrepreneurial activity and productivity and growth. This phenomenon, prevalent in developing countries, is a reflection that entrepreneurs in these countries are less innovative and tend to be proportionately more “necessity” motivated. This argument does not necessarily discourage promotion and support for entrepreneurship to address social problems like poverty of income, but instead seeks to encourage focus on promoting innovative entrepreneurship as a priority to address challenges of poverty and economic exclusion at a large scale. In this context entrepreneurship becomes beneficial not only to the owner of an enterprise to local economic growth and development. Naude´(2013:4)also shown that entrepreneurship has been remarkably resurgent in countries that achieved substantial levels of poverty reduction like China, and international donors and development agencies have started to prefer it to improve sustainability and effectiveness of aid.

Promotion of youth entrepreneurship has been part of government priority interventions in the youth development sector. A necessary institutional and policy framework has been established through; inter alia, National Youth Development Agency (NYDA), National Youth Policy (NYP), Youth Enterprise Development Strategy (2013 – 2023), and youth products in Development Finance Institutions. The NYP reported the allocation of 2.7 billion set aside by IDC and SEFA specifically for youth owned

business, additional to allocation made to NYDA to assist youth business with training, funding and market linkages.

However interviews with a non representative sample of and consultative engagements with young entrepreneurs have shown that there is a limited knowledge about such institutions and those interventions intended for their benefit. Whilst NYDA is an exception in this regard, because most young people are aware of it, they have expressed dissatisfaction about access to its services. This amongst others include long waiting periods between approvals of grant/loan applications and actual disbursements, very little loan amounts, and non-availability of their services in other areas like Thaba Nchu and Botshabelo. The latter is consistent with the observation made in YEDS about low levels of entrepreneurial activity in rural areas which is mostly a result of lack of infrastructure [including information and communication], limited markets and low levels of skills. Although the municipality has youth center in Botshabelo and youth office in Thaba Nchu, none of these offices have the adequate capacity to deal with the needs of young entrepreneurs. Unlike in NYDA offices in Bloemfontein, lack of computers and free internet access for young entrepreneurs in these centers compromises their possibilities of been exposed to an information necessary for their progress and development. The existing Memorandum of Understanding between the municipality and NYDA does not yield desired results in this regard, because services such free access to internet and business funding application for youth are limited only to a branch of NYDA situated in Bloemfontein and not extended to other towns of the municipality.

This challenge of access to information has far reaching consequences because it implies that the young people in general will not access interventions set in place for their empowerment. Young entrepreneurs have made reference to other countries that have Free Wi-Fi Zones as a strategy to ensure accessibility to information for its citizens and believe that Mangaung, as a metropolitan municipality, could lead by example in the province.

The situation of lack of exposure to information due poor or no access to internet services for youth to conduct their own research is also exacerbated by lack of research

on the state of youth entrepreneurship in the municipality and province. The current institutional machinery consisting of Youth Development Unit in the municipality and NYDA office in the province do not have a personnel dedicated to conducting youth research, but instead this function is centralized at the national office of NYDA which has so far generated little information in this regard. This is regardless of the emphasis of YEDS on the subject of monitoring, coordinating and collecting data on progress made regarding youth enterprise development in both the province and the municipality. Whilst YEDS assigns this function to Provincial Departments of Economic Development, institutions established with a sole mandate of youth development, including youth enterprise development, have an obligation to ensure that this goal is realized through engagement, partnerships and implementation of YEDS imperatives.

Although NYDA mandate includes transfer and development of entrepreneurial skills to young people, such responsibility as well cannot be exclusive to a single institutions that has a limited personnel dealing with this aspect in its employment. Training and development of entrepreneurial skills amongst youth should form a core business and a key performance area of Local Economic Development programmes of the municipality and Department of Economic Development in order to encourage innovation, productivity and a sustainable economic growth and development. In line with Principles for Effective Youth Development, such training must be in linked with demand management of goods and services to be procured by municipality and the province to ensure that government uses its public expenditure to build capacity within its own economy, create jobs and promote entrepreneurship for the benefit of especially youth. Although YEDS requires private sector companies and State Owned Enterprises (SOEs) to allocate 30% procurement quota for youth businesses, such allocation should also be enforced in both provincial departments and municipalities based on the logic that young people are the most affected by unemployment and economic exclusion. Therefore policies, strategies and programmes of especially government with a potential to bring young people into the mainstream economy must be exploited optimally. The municipal procurement policy and practices need to set aside predetermined minimum targets for procurement of goods and services from youth enterprises, and since youth constitute

68% of the unemployed, 30% quota should be considered as the minimum in that regard. Establishment of such targets must be accompanied with programmes for entrepreneurship education and training to cultivate culture of innovation and productivity as opposed to tenderpreneurship that reduces young people to just being conveyor of wealth and not necessarily creating wealth.

Funding for youth owned enterprises is amongst significant challenges encountered by young entrepreneurs. Additional to lack of knowledge of some financing institutions is the problem of accessibility to services of those that are known. Young entrepreneurs have expressed their frustrations about collateral required by lending institutions, and not only in the private but also in public sector institutions charged with developmental mandate. A significant number of youth are not aware about the Youth Entrepreneurship Collateral Fund reported in YEDS and is intended “to address the difficulty of young entrepreneurs to secure funding due to their lack of assets to serve as collateral”. The fund is established to provide non-refundable, once-off grants to young entrepreneurs in both SMMEs and cooperatives to use as collateral towards securing loan with the third party lending institutions. As already indicated that the such opportunities cannot be seized by youth unless they are known, and much it is a responsibility of youth to take an effort and find out about their existence, it also a responsibility of the municipality, through Youth Unit, and NYDA to develop such measures that will enable youth to know about their existence. Information sessions organized through these institutions must be adequately informative and must reveal this kind of information to young entrepreneurs and design such initiatives that will promote their accessibility. Moreover the municipality in particular must also establish such systems that will enable it to monitor and evaluate the impact of such initiatives to youth living in its jurisdiction.

Young entrepreneurs are also of the view that the municipality itself should establish a dedicated Local Youth Fund additional to the existing enterprise funding programmes to ensure that youth owned business in its jurisdiction are not disadvantaged by limited resources that are contested by all other youth in provincially and nationally. Existence of such Fund is perceived to be the contribution of the municipality to the already

existing pool of resources earmarked for promotion of youth enterprise development but acknowledging that such pool is not adequate to deliver at a required threshold in order to make a significant impact in the sector.

In terms of Section 152 (1) (c) of the Constitution of the Republic of South Africa, municipality has an obligation to promote social and economic development as part of its objects. Integral to the promotion of economic development is promotion and development of entrepreneurship, and this also requires implementation or support of entrepreneurship education programmes targeting particularly young people in school and capacitate them with such information and skills that will enable them to set up business and access the required support from the existing institutions that play role in business development support. Acknowledging the importance of entrepreneurship education in schools, YEDS has proposed inclusion of this education into the school curriculum. However mandated by the Constitution the municipality as well, has a role to promote this aspect in the context of its local economic development mandate, and must at least implement or support such programmes intended to encourage practical learning about entrepreneurship amongst learners. The programme once implemented by Students In Free Enterprise (SIFE) from the University of the Free State called Learners In Free Enterprise (LIFE) in schools around the Free State province in partnership with the Department of Education established a good model for promotion of entrepreneurship education in schools. This model also linked both entrepreneurship education and National Youth Service as learners were required to identify income generating activities as means of raising capital towards solving the community problems they identified. This example is used to confirm that the involvement of the municipality in promotion of entrepreneurship education is possible and viable, especially through partnerships with other fraternal organizations. The objective of creation and development of new SMMEs identified in the IDP should also include entrepreneurship education as part of the strategies employed to achieve this ideal.

5.5. Arts and Culture

Promotion of Arts and Culture constitute an important aspect of youth development. This sector by its own character is dominated by young people and has a potential to make a significant contribution toward reduction of youth unemployment and exclusion. The current institutional arrangement and the total number personnel employed to deal with the sector in the municipality is perceived as lack of appreciation of the scope and importance of the sector. Moreover absence of the programmes and virtually lack of budget for development of Arts and Culture in the municipality militates against efforts required to address challenges of this youth development sector and leads to crucifixion of many talents and dreams related to arts and culture.

Over the years there has been a decline in promotion of developmental programmes of arts and culture in schools, such as school choir competitions, and low levels of stage drama in theatres is indicative of both the limited production in communities and the support given to the aspiring actors in the region. Whilst Film Industry is appreciated as important part of the creative economy and is one of the focus areas of the Industrial Policy Action Plan 2, not much has been done in both the municipality and the entire province about this economic sector, regardless of its significance and potential to absorb youth into the mainstream economy. The revised draft of the White Paper on Arts, Culture and Heritage (ACH) is emphatic on the role of local government in promotion and support of Creative Industry because the development of this sub-sector has a potential to create employment and promote economic justice. It required provincial government and municipalities to include programmes that promote Creative Industries and ACH in their Growth and Development Strategies and IDPs respectively. The IPAP 2 has primarily focused on the Crafts, Music and Film as the subsectors of the creative industry and has expanded on their contribution to the national GDP. It made the following observations about each subsector

- Based on the baseline study conducted in 2010, the Crafts sector contributes 0.14% (R3.3 billion) to the GDP and employs estimated 273 000 people across the country. The sector has a potential of growth as its

designs and business skills improve, it will have a positive impact to both rural and urban local economies, including creation of jobs. In appreciation of this potential and the challenges confronting the sector, the Department of Trade and Industry (dti) has developed a Customized Crafts Sector Programme to, inter alia, address competition arising from imports, design and business skills deficiencies, property rights, quality control and access to markets. The programme presents the municipality with a platform to coordinate and organize its local crafters to benefit accordingly, but an emphasis need to be made that in consideration of the current deficiencies of personnel within the unit responsible for Arts and Culture, such opportunities may be missed.

- Music industry has a potential to make a significant contribution to the growth of the economy, and creates an opportunity for generation of income required to reduce poverty and mitigate its effects. This genre is labour intensive and a good economic multiplier, and carries a potential to increase its contribution to creation of employment beyond the sector. However problems confronted by artists in the municipality have diminish effect the potential of this industry and its contribution to human development, economic growth, poverty alleviation and social cohesion. If adequately supported through creation of an enabling environment such as accessibility to recording studios subsidized by the state, provision of training, intellectual property, marketing and financing, the sector will grow significantly and promote innovative entrepreneurship amongst young musicians. But just like employment seekers would get discouraged if they are unsuccessful in the efforts of searching for employment, young and talented artists also become discouraged when an enabling and support environment required for realization of their aspiration does not exist. The non existence of an enabling environment serves as an alter upon which young talents and dreams are crucified, and this matter creates a serious policy problems that requires attention.

Responding to the constraints identified by the IPAP2, the municipality, as a sphere close to the people, is best positioned to initiate processes that will establish training needs of artists and facilitates such skills training interventions required to address to address them. The existence of Culture, Arts, Tourism, Hospitality and Sports Sector Education and Training Authority (CATHSSETA) charged with a responsibility to develop skills in the sector presents an opportunity for a possible partnership for implementation of appropriate skills development programmes targeting artists, particularly in areas of recording, financial management, entrepreneurship, marketing and intellectual property. Through the office of Arts and Culture within the municipality, facilitation to establish partnerships specifically in the area of this genre is also necessary, although such partnership will cater for all other genres of arts, culture and heritage. Programmes for development of required skills for a holistic development of young artists are also requirement of the principles of effective youth development identified in the National Youth Policy. Existence of youth structures/formations that coordinates all artists in the sector serves as a necessary capital that could be used for identification and implementation of skills development programmes for artists. There is a need to ensure that organizations such as the Free State Youth Arts Council and Free State Arts and Culture Associations established at a provincial level are also established at the metropolitan level to ensure a strategic and narrow focus to the affairs of Mangaung with regard to ACH.

- The IPAP has reported about the Film and Television sector in terms of its contribution to economic growth and employment. There is an acknowledgement that the sector is faced with many challenges especially competition from international content. It makes reference to a research conducted by National Film and Video Foundation Box Office in 2011 which reported that of the 204 films shown in South African cinemas, only 22 were locally produced. In appreciation of the potential

of this genre to not only create jobs, although mostly will be temporary jobs, but also to link the country to the international market and promote knowledge of South African culture and heritage in other parts of the world, IPAP has emphasized a need for an increased roll out of the South African Film and Television Production Incentive. However in the interest of ensuring sustainability of jobs created within the sector, focus of this Incentive programme will be on television, including telemovies, series, miniseries, documentaries etc.

The municipality, consistent with the character of a developmental local government and the constitutional mandate of economic development, needs to appreciate the existence of this industry in its area of jurisdiction and provide such an enabling environment for local actors to have access to opportunities created by such Incentive Programme as well as the increase of South African Broadcasting Corporation (SABC) channels, expansion of media outlets, and growth of satellite and digital technology, which are seen to have opened new platforms for local products. The local sector specific strategy should be developed in consultation with relevant and affected parties in order to assist the municipality to quantify the size of the sector, establish the needs and opportunities and what could be done to exploit its potential.

The fact that a launching conference of CCIFSA was held in Mangaung in 2015 will always associate the existence of this structure with the municipality. Moreover its current and first president was born and schooled in Bloemfontein, and these matters will create a historical link for the municipality and matters of creative industry. These developments are a recognition that Mangaung is a space within which acting stars, some have featured in internationally renowned movies like Blood Diamonds, Hotel Rwanda, and Catch A Fire, are born. But many of them had to leave this space due to lack of support and recognition of the industry, develop their talents and rise to stardom elsewhere.

Broadcasting of local content through various media outlets, especially channels that show Mzansi movies, shows that production of local content in the municipality and province is virtually nonexistent. This, in comparison with provinces such as Limpopo and Eastern Cape is disturbing and need an attention from the provincial and local government. A platform should be created with people, especially youth, to have a dialogue on all that needs to be done to address these weaknesses. The availability of individuals from Mangaung who are renowned in the sector, some of whom living in Gauteng province, may be appreciated as the human capital that could be used to develop and enhance the contribution of the Film and Television in Mangaung local economy.

Whilst there are facilities suitable for promotion of Arts and Culture, including Mmabana Cultural Center, Civic Theatre and Pacofs in its jurisdiction, the municipality has not yet exploited an opportunity created by existence of these institutional endowments by establishing necessary partnerships and implement programmes intended for development of arts and culture through them. In the context of the revised White Paper it has become mandatory that the municipality conducts an audit of the available ACH infrastructure and ensures that there is at least one multifaceted Community Arts and Culture Center per ward. This mandate will be virtually impossible to fulfill with the current budget allocation to the section and programmes of Arts and Culture within the municipality. In pursuit of this mandate, audit of infrastructure endowments for promotion and support of ACH is a necessary preceding step towards identification of all types of facilities that were not primarily created for Arts and Culture but could be used for this purpose. These amongst others include community halls, schools and public spaces. In fact, the White Paper encourages municipalities to develop Public Art Spaces for purpose of display of artworks, development and showcasing of artistic talent. This policy imperative is consistent with views of artists in the municipality that facilities should not always be viewed and restricted to indoor structures because public spaces can be used for such display artworks and performances. Reasonable measures should

be put in place to facilitate an ease of access to both indoor and outdoor facilities for local artists, and this should include high order facilities for big local events.

Although MACUFE is celebrated for its stature and economic spin-offs, the perception amongst young artists is that it showcase the already well established talent and does little for development of artists in the area, and remains good only in that context. In order to address both aspects of development (production) and showcasing, a programme such as Basha Youth Arts Festival once implemented by the then Free State Youth Commission remains relevant to date. The programme involved both identification of talent, training and mentoring, and showcasing as the last stage, and it targeted marginalised youth in the province, provided them with development support, gave them platform to showcase their talents and rewarded them accordingly. This model could provide basis upon which development of arts and culture could be promoted, and its implementation could be linked to annual events like “We Are Back Home Festival” taking place in Thaba Nchu, and MACUFE as the exit opportunity for young deserving artists. Both events receives support from the municipality through commitment of resources from its budget, and this arrangement gives the municipality a leverage to make a condition of a quota for inclusion of local artists identified through Basha Arts Festival platforms.

Artists expressed a great sense of displeasure about how arts and culture sector is perceived, just an activity of leisure and entertainment, instead of seeing it as real work like other occupations and enterprise for economic self-empowerment like other businesses. The products offered by NYDA for youth economic empowerment are also perceived to be discriminatory against many genres of Arts and Culture, compromising the relevance of this institution to the development of this sector. Accordingly NYDA is expected to support all sectors of youth development, particularly those sectors dominated by and endemic amongst youth, and also have a potential to reduce youth unemployment and promote peer education on important issues of society. Lack of understanding about the sector and failure to appreciate its heterogeneity has compromised even the creative and production capacity of the municipality by failing to support Fashion Design as one of the critical genre of the sector. There is a

considerable number of private academies providing training in this skill critical in textile and clothing manufacturing industry. These institutions have over the years produced qualified graduates, but due to the absence of support to consciously facilitate access to markets, some of the best designers in the country have left to provinces like Gauteng, and are making significant contribution to the growth of this industry in those provinces. The Central Business District (CBD) is inundated by retail stores that sell clothing produced elsewhere in the country and in the world, at the expenses of the abundant designers and seamstresses available within the municipality who are left to fend for themselves in an industry flooded by cheap imports that are manufactured elsewhere. Lack of attention to Arts and Culture sector made the municipality for over the years fail to recognize that genre and skill such as Fashion Design accompanied by seamstress is a significant player in the manufacturing sector and has a potential to create massive number of jobs for youth and other groups of society. The sector also has a trickle-down effect that stimulates industries such as modeling, photography, and events, all of which combined have a potential to make a significant contribution to the local economy. In essence the Local Economic Development Strategy that does not relate to this industry and its catalytic nature in other industries is deficient. Conducive conditions for resuscitation of the textile sector, especially in Botshabelo exist both in terms of skills and physical infrastructure due to the existing factories that were used for textile manufacturing. A research and sector specific plan or strategy is necessary to determine and optimally exploit existing and potential opportunities of this industry.

Absence of programmes in schools to promote and nurture talent in Arts and Culture sector, including absence of Arts Colleges in the province have a potential to compromise the sustainability and growth of the sector. Although both basic and higher education are not competency of the municipality, the latter in the context of its developmental mandate, may pursue partnerships with institutions of learning, including institutions mandated to promote the sector, and implement appropriate programmes. This is crucial to the municipality to realize its objectives and targets set in the IDP document and to ensure that none of the sectors in its local economy is neglected.

5.6. Sports and Recreation

The National Sport and Recreation Plan committed to a vision of “Active and Winning Nation”, and will pursue it through ensuring equitable access, development and excellence at all levels of participation. The extent of this success will not only depend on programmes implemented by both National and Provincial Departments of Sports and Recreation respectively, but also on the availability of sports infrastructure within the municipality as one of the fundamental aspects for creation of an enabling environment. Concerns have been raised by sports bodies and administrators regarding the 15% of Municipal Infrastructure Grant that must be allocated to development of sports facilities, but is instead used for other purposes regarded as more pressing in terms of service delivery and community development. Whilst the development of sport is more of competency of federations and perhaps the sports councils, and the municipality’s main responsibility is creation of a conducive environment through provision of space and facilities in its communities, some federations locally have reported that provision of such facilities does not meet the demand on the ground, and this contribute towards factors that militates against efforts to promote and develop sports. In some instances the existing sports facilities are being compromised for provision of other services such as housing and parking space, as is the case reported by federation responsible hockey.

Lack of sporting facilities is associated with high levels of youth disengagement in communities to the extent that it has been identified as a critical need in virtually all the wards of the municipality. This appreciation seem to end at a point where the process of community participation ends because there is a compelling evidence of the significant number of sports fields that were converted to residential erven for purpose of housing, mostly following illegal occupations of open spaces. The slow rate of spatial planning and township establishment not able to keep up with a demand for residential erven makes open sports grounds vulnerable to illegal occupations of community members desperate for shelter and housing. The problem is also exacerbated by failure of the authorities to enforce provisions of the land use or zoning schemes which ordinarily protects and limits the use of sporting fields to their zoning. This is a very important aspect towards creation of an enabling environment for sports development and it

precedes the actual development or construction of sports facilities. In the absence of land zoned for sports facilities, provision of such facilities will not be possible. But also in the absence of by-laws or their enforcement to protect land zoned for sports facilities, it will still not be possible to provide facilities or even worse facilities could illegitimately be converted into other uses as was the case with hockey grounds reported above.

The National Sports and Recreation Plan recognizes schools as hubs for sports development not only because of the availability of learners as an organized community wherein talent could easily be identified through school sporting programmes, but also through the convenience of the available sports fields and facilities in a significant numbers of schools. According to the new *Regulations Relating To Minimum Uniform Norms and Standards for Public School Infrastructure* published in September 2014 Government Gazette No 36837 “all schools must have areas where sporting and recreational activities could be practiced”. Effectively this requirement makes it compulsory that during process of township establishment, erven zones for schools must be big enough to accommodate not only learning and teaching facilities within school premises but also sporting and recreational areas. According to NSRP, sporting and recreational activities do not militate against cognitive development and academic performance of learners, instead studies have confirmed that it enhances them, and therefore physical activity must be appreciated as an important part of learning. Resonating with this understanding the NSRP commits to ensuring that approval of schools building plans should not be secured without sports facility plan, and that he both the Department of Education and South African Local Government Association (SALGA) will be lobbied in this regard. The limitation of this approach though is that a Constitutional mandate of the state to ensure realization of a right to education through, amongst others, provision of schools infrastructure cannot be subjected to such a condition, however the total area of erf for development of school should be big enough to accommodate space for sporting facilities.

Against this background there is a need for a Municipal Planning Tribunal to include representatives from both Department of Basic Education and Mangaung Sports Council

to provide guidance according to Norms and Standards of public school infrastructure and NSRP regarding approval of township establishment applications.

Promotion of sports programmes in schools has also been noted as a concern as most schools are well resourced with facilities such as tennis courts, volleyball courts, netball courts and soccer/rugby grounds, but programmes for to promote and develop these sporting codes are not adequate. The situation has generally been blamed to lack of dedicated coaches in various sporting codes, and where teachers have been trained to develop sporting codes in their respective schools, they lack passion and commitment. This situation leads to poor representation of particularly township schools in tournaments like Mangaung Youth Games funded through by the National Department of Sports and Recreation. The NSRP has indicated that creation of winning nation must be preceded by an active nation which requires a strong participation base at community levels, because that is where every champion has their beginning. Absence of coaches and programmes in schools reduces potential of the municipality to contribute towards creation of an active nation and production of its own champions suitable to participate at an elite level. The municipal as a state institution led by political authority elected by the community and execute its mandate through plans and budget informed by a process of public participation, is best positioned to facilitate and coordinate a process that will address this challenge, and ensure that all relevant role-players are involved to produce more coaches in schools and community at large.

Whilst there are tournaments catering for various sporting codes, including the OR Tambo games, where teams compete, there is little reward in terms of development of those who win in specific codes as well the overall winners but just trophy and medals. Some sports administrators are of the view that, such tournaments could be used as a platform to scout talent for better opportunities and identification of potential for further development and support. Number of tournaments held are also reported as inadequate to truly develop an active and winning nation within Mangaung Metropolitan Municipality. As the NSRP emphasized that sport campaigns need to be intensified at community level, where the municipality is responsible, to ensure both identification and development of talent. Although the responsibility sports development is mainly placed

on Federations, the municipality as a state organ has a mandate to play a role that will support and ensure Federations fulfill this mandate. This process will surely require strong partnerships between the municipality, sports council, federations and clubs, and an establishment of a platform for dialogue to identify both the impediment for creation of active and winning community, and strategies to address these impediments.

5.7. Youth with Disability

According to the 1997 White Paper on the Integrated National Disability Strategy there was a lack of reliable information on the nature and prevalence of disability in South Africa. This view has been expressed by the interest group of people with disability consulted during formulation of this policy who confirmed that even to this date, there is still a tendency within the society to view disability as a single group resulting in one type of disability (e.g. wheelchairs) becoming a representative of the sector. Failure to appreciate the heterogeneity of the sector often results in the exclusion of other types or categories of disability which in their own nature requires specific and unique interventions in public facilities and elsewhere. The classical example in this regard is the biased emphasis on ensuring provision of ramps into public facilities and nothing is ever mentioned about employment of interpreters for deaf people in public institutions to ensure effective communication required for access to public services by this specific category of disability. Both lack of appropriate infrastructure in other municipal facilities and public institutions, as well as absence of personnel in both public and private institutions have compromised access of services for disabled people. Access to justice, health care and municipal services are also been significantly compromised particularly amongst deaf people because of the absence of people who understand sign language. The matter of access even into public buildings for this category is a challenge because of the frustrations resulting from the inability of access control security posted at entrances to understand them.

In view of the people with disability, this lack of access to services effectively constitutes an unfair discrimination against them and they expect the state to take reasonable measures to address the people to ensure that this specific section of society also enjoys

the rights as enshrined in the Bill of Rights. The municipality is expected to ensure that the security responsible to control access do not only keep records of those providing entering and living its premises but are also able to provide information of location of offices within the premises, and should also be able to provide such information to deaf people.

There is also a concern of institutionalized isolation of young people with disability within government, including the municipality, whereby when these young people require assistance from relevant offices that ordinarily should serve youth, they would be referred to offices responsible for disability even if the required assistance does not require a special intervention. The matter feeds into discriminatory social relations that perpetually isolate young people with disability from the non-disabled youth even on matters that are irrelevant for such separation. This matter was also seen in a most recent economic empowerment programme of the municipality that recruited 3000 youth but included an extremely limited number of youth with disability, and there was no justifiable extraordinary effort by the municipality to communicate with organizations of people with disability to assist with information dissemination for purpose of recruitment. Whilst such oversight was not a result of conscious decision by the municipality, but it constitute a symptom of consequences of lack of policy or strategy that enforces biasness towards this group in the development interventions of the municipality. Further it is a reflection of the existence of the dedicated office to disability is not adequate to address challenges faced by the sector but additional measures such as policy and strategy, and monitoring and evaluation mechanisms to enforce such policy are necessary.

Whilst there is a need to address challenges experienced by the people with disability, there is also a need for the municipality to take reasonable measure within the capacity of its resources to prevent more occurrences of disability. The White Paper demonstrated that some of the causes of disability include:

- Poverty and Unemployment
- Drug and Substance Abuse

- Food and Nutritional Insecurity
- Lack of access to clean portable water
- Poor sanitation
- Generally unhealthy environment (e.g. air pollution)
- Physical factors (accidents)

The above are amongst factors that have been identified as causes of disability, and some of which fall within the ambit of the responsibilities and functions of the municipality.

5.8. Youth and Community Service

According to the National Youth Service Policy Framework youth service is defined as “involvement of young people into activities that provide benefit to the community while whilst developing the abilities of young people through learning and service”. Part of the operating principle of NYS is service and learning, wherein young people are expected to render services intended to respond to the needs of their respective communities, whilst at the same are they acquire skills necessary to better their lives. In respect to learning, an emphasis is also placed on accreditation to ensure that they acquire is recognized and could enhances their chances of finding employment or advance to other stages of their career path.

Youth service has many benefits and has been adopted by South African government as one of the flagship programmes of youth development. Additional to the aspect of service and accredited learning, there is an aspect of identification of exit opportunities at the planning stage of the programmes so as to ensure that graduation from the programmes does not mean termination of a development process of a young person. By its own nature, Youth Service is applicable and relevant to virtually all sectors of society including health, crime prevention, education and training, environment, poverty alleviation and infrastructure development to mention but few. Therefore it can be

implemented by virtually all departments of government and municipalities in context of their respective developmental mandate. The 1998 Presidential Job Summit had supported proposals for NYS to be implemented for unemployed youth in areas of public infrastructure and municipal development programmes.

Free State province had achieved some measure of success regarding implementation of NYS. This include implementation of NYS in Housing Development and NYS in HIV/AIDS programme through partnership between the then Free State Youth Commission and provincial Department of Housing, Department of Health and Department of Social Development respectively. With regard to the NYS Housing, young people were identified as both contractors and also builders, and were provided with training through Construction SETA in various aspects of construction. This approach allowed youth to build houses for the community whilst at the same time were exposed to both theoretical and practical training offered within the context of housing delivery programme. This example is used to confirm that the NYS has an ability to mobilize the necessary capital required to expedite process of services delivery, whilst at the same time transferring critical skills required for further service delivery and also cultivate sense of civic duty amongst youth. Whilst an aspect of stipend as an incentive for service rendered, the NYS Policy Framework has made it clear that the programme is not intended to displace the existing working force and does not provide work wages, but instead it is a training programme designed to create a platform for youth to make a meaningful contribution to the development of their communities, therefore its essence is training and service. The housing programme referred to had a potential to also organize youth into a construction cooperatives to build more houses in successive years as an exit strategy, and give the opportunity earn wages for their sustainable livelihoods. This model could be used by the municipality in delivery of houses within the area of jurisdiction, but this would require the municipality to get a buy-in from the provincial Department of Human Settlements to allocate a quota for such approach to housing delivery in the areas. The National Department of Human Settlements have also adopted a programmes called Youth Build to engage youth in the process of delivery of human settlements, and this programme also present the municipality with an

opportunity to involve its youth in housing construction. However, implementation of this model should not pose any challenge to the municipality after it has acquired level 3 accreditation status and assumes all the responsibilities of the entire housing delivery chain, and will receive allocation from directly from National Department of Human Settlements.

The model could be expanded to other areas of service delivery and community development through various directorates of the municipality, with the Youth Unit providing guidance to ensure compliance with operating principles of NYS as well as principles enshrined in the National Youth Policy.

Appreciating that “Service” can also be provided in the context of voluntarism, without any reciprocal benefit except personal fulfillment and learning inherent within the service itself, and with no possibilities of exit opportunities. This is a type of NYS programmes where young people like professionals use skills they already have to contribute voluntarily to the cause of service delivery or community development. The objective in this category is purely service, with no objective of accredited learning for the volunteer. Examples of programmes in this category include School Support Programme where student and young teachers offer free tutorial classes to struggling level secondary schools, or professional doctors and nurses organize themselves to examine elders and children in informal settlements on *pro bono* basis. Such programmes give young people who are professionals and highly skilled an opportunity to contribute in community service without any benefit to themselves except pride and fulfillment.

Therefore the NYS programme needs stratification to ensure that all categories of youth willing to participate are accommodated. The Executive Mayor of the municipality must be the champion of the programme, and as a political executive authority must impress upon the administration to accommodate NYS as an integral part of the methodology of all Directorates for service delivery.

5.9. Youth and Governance

According to the article on *Youth, Political Participation and Decision Making*, “[youth] can be a creative force, a dynamic source of innovations, and they have undoubtedly, throughout history, participated, contributed and even catalysed important changes in political systems, power sharing dynamics and economic opportunities. However [they] also face poverty, barriers to education, multiple forms of discrimination and limited employment prospect and opportunities” [online, n: d]. The article further argues that in order to respond to the needs of youth and provide them with a guarantee that their human rights are not only protected but also enforced, their active and meaningful participation in the democratic processes is crucial. But such effective participation is a function of opportunity created for youth and their formations, and their capacity to relate with processes of decision making. The inadequacy of youth issues in the IDP of the municipality could be a reflection of lack of meaningful participation of youth, which in turn may be a symptom of their lack of capacity. This means that even if youth could be part of the processes of public participation, but if they lack capacity to engage meaningfully and fails to raise their issues, such a process will not serve the objective it was intended and will only represent an opportunity lost for both the municipality and young people themselves.

The article also reveals finding from 2012 UN study conducted in 189 countries that the main challenges confronting the sector were limited opportunities for effective participation in decision making processes. A need for establishment of youth participatory structures and greater trust between youth and institutions such as the municipality, as well as capacity development of youth and their formations were stressed. The emphasis on capacity development for a meaningful participation is also a legal requirement as per the provision of Municipal Systems Act. The Act, as discussed above, requires the municipality to implement such measures that will not only encourage participation but effective participation from all section of the community, and this present an opportunity for implementation of such programmes that will empower youth to be effective in IDP platforms. Youth formations have an obligation to ensure that they engage with the municipality and require such training for their constituencies and

play a further role to ensure that they mobilize young people to take advantage of democratic processes that informs development programmes and resource allocation in the municipality.

It is in this context that formations such as the South African Youth Council (SAYC) must be established at the municipal level, as part of the institutional machinery for youth development in the municipality. SAYC is the only civil society youth organization recognized in the NYP (2015 – 2020) as a critical part of the institutional machinery for youth development, and therefore its existence at local level will enjoy recognition and legitimacy from both young people and the municipality, and it is best positioned facilitate implementation of capacity development programmes that will promote effective youth participation in the affairs of the municipality. Youth participation is the cornerstone of youth development, it cultivates trust between youth and their local authorities, and establishes consensus amongst role-players and stakeholders on priority matters.

6. VISION OF MANGAUNG YOUTH POLICY 2015

A vision for the 2015 Policy will be influenced by young people in the municipality and the following should be borne in mind:

“Integrated, holistic and sustainable youth development that comprehensively addresses current challenges of young people in Mangaung and empowers them to realize their full potential and make a meaningful contribution to reconstruction and development of their community.”

7. POLICY GOAL

In line with a goal of the National Youth Policy 2015-2020, the Policy goal is also “ to consolidate youth initiatives that intentionally enhance the capabilities of young people to transform the economy and society they live in by addressing their needs, promoting positive outcomes, opportunities, choices, relationships and support necessary for holistic development of all young people, and in particular, those outside the social, political and economic mainstream”

7.1. Policy Objectives

Consistent with the goal and objectives in the National Youth Policy 2014-2019, the objectives of the Policy will be to:

- 7.1.1. Consolidate and integrate youth development into the mainstream of government, especially the municipality and provincial departments
- 7.1.2. Encourage youth research in the municipality in order to monitor and evaluate impact of government interventions in the sector
- 7.1.3. strengthen the capacity, ensure integration and coordination of institutions key to addressing challenges faced by the sector
- 7.1.4. strengthen the capacity of young people to enable them to take charge of their own well-being through building their assets and ultimately realising their full potential
- 7.1.5. promote culture of civic duty in society, patriotism and participation in the municipal affairs

8. VALUES AND PRINCIPLES

The Policy principles is be a hybrid of those contained in the National Youth Development Act and the National Youth Policy 2014 -2019, and are customised accordingly to resonate with Mangaung local circumstances.

8.1. Principles (as per NYDA Act)

The Act dictates that youth development programmes and interventions must be underpinned by the following principles:

- 8.1.1. recognition of the manner in which youth has been affected by the imbalances of the past and the need to redress these imbalances through more equitable policies, programmes and the allocation of resources;
- 8.1.2. promotion of equal opportunity and equal treatment of youth and the promotion of a gender-inclusive approach to the development of youth, where the social influences of gender, disability, the impact of sexism and the particular circumstances of young women are recognised;
- 8.1.3. creation of an environment which supports the continued development and learning of youth;
- 8.1.4. promotion of youth's participation in—
 - (i) democratic processes;
 - (ii) community and civic decision-making; and
 - (iii) development at all levels;
- 8.1.5. recognition of youth development as an important mandate;
- 8.1.6. responsiveness to the needs, aspirations and challenges of youth in a realistic and participatory manner;
- 8.1.7. recognition of the importance of cultural and spiritual diversity as a basis for youth development;
- 8.1.8. promotion of the value of sustainability in order to ensure that the needs of youth are met without compromising the ability of future generations to meet their own needs;
- 8.1.9. recognition in youth development initiatives of the peculiar needs of rural youth; and

8.1.10. transparency, accountability and accessibility.

8.2. Values

The following national values for youth development must be promoted in all spheres of government:

- 8.2.1 Inherent worth and inborn dignity of youth. The provision of services should therefore reflect respect for the worth and dignity of youth as human beings who should be supported to unleash their inherent strengths and potential thus countering the view of widespread deficiency and pathology-oriented perception.
- 8.2.2 Youth empowerment. Empowerment of young people as assets for national development. Interventions should raise the confidence of youth so that they can contribute meaningfully to their own development and to the broader society.
- 8.2.3 Young people are instruments and agents of their own development.
- 8.2.4 Young people should be considered as beneficiaries and as agents of change and not as passive recipients of government services. The shaping of young people as active and productive citizens is therefore critical for the production of a 'demographic dividend' which is referred to as a rise in the rate of economic growth due to a rising share of working age people in a population.
- 8.2.5 Young people are social beings belonging to a network of structures such as family and community which are essential to their development. It is critical that these support systems are strengthened to ensure proper development

of youth and interventions are intentionally youth-focussed and prioritise addressing the needs of young people effectively.

8.2.6 The promotion of moral and spiritual regeneration in line with the values of "ubuntu"

9. PROPOSED YOUTH DEVELOPMENT INTERVENTIONS IN MANGAUNG

This section will be completed after analysis of data collected from government, private sector various strata of youth. However the interventions are expected to, inter alia, cover the following aspects:

9.1. Economic Participation

- Mangaung Youth Office with the assistance of NYDA must expand a scope of its work beyond its own services and include a research about all existing opportunities for youth enterprise support in the whole of public and private sector, and disseminate such information to youth
- Municipality must review its current Memorandum of Understanding between itself and NYDA to ensure duplication of NYDA services in Thaba Nchu and Botshabelo through the youth centers. Services should include free access to internet, processing of applications for business assistance, training workshops, market intelligence and linkages
- Municipality must develop a Youth Entrepreneurship Strategy that coordinates all the available resources and opportunities for youth enterprise development and support
- There must be a personnel dedicated to promotion and development of youth entrepreneurship within the municipality

- Additional to the existing interventions for youth entrepreneurship, the municipality must set aside a Youth Enterprise Fund administered through LED Unit in collaboration with Youth Office
- To address challenge of access to market and in line with YEDS, the municipality must set aside a minimum 30% quota for youth enterprises in its procurement system
- Municipality must collaborate with Department of Economic Development and Small Business in the province to conduct a survey of youth owned businesses in its jurisdiction establish their challenges and strive to address such challenges within the availability of its resources.
- The municipality must conduct an impact assessment study of its procurement practice on employment creation and entrepreneurship development, with biasness towards youth.
- To promote free access to internet as a developmental information tool, the municipality must explore feasibility of establishing Free Internet Zones in all three towns
- Partnerships with and support to Youth Business Coordinating Structures must be improved in order to strengthen this sector

9.2. Civic Duty and Youth Service

- Encourage culture of service and civic duty to give young people experience about societal challenges and instill sense of responsibility and involvement in dealing with such problem
- Develop programmes and initiatives that will grant young people a platform to volunteer; including index of municipal services they can be involved.

- Implement a voucher system that can give disadvantaged volunteers opportunity to earn points which could be redeemed for food parcels to encourage food security through service and voluntarism. This campaign will require the municipality to establish partnerships organizations such as Meals on Wheels Community Services, and tap into their infrastructure of food distribution but also their capacity to mobilize sponsors for donations food security. The campaign will not replace other food security programmes but will be a separate programme linked to service through voluntarism.
- The municipality will also amongst others develop programme that give students a platform to use their knowledge to assist schools struggling to achieve significant pass rates at Grade 12, with focus on Mathematics. Students will be required provide tutorials in subjects of their specialties in order to expose learners to a high quality content knowledge for an improved understanding and academic performance.
- Each Directorate of the municipality will identify at least one NYS programmes per town that could be implemented consistently with their respective mandate, and with preference to those programmes that will target unemployed and satisfies three pillars of Service, Accredited Learning and Exit Opportunities.

9.3. Skills Development and Education

- Implementation of practical programmes to cultivate entrepreneurial spirit amongst learners
- Implementation of National Youth Service Programmes to ensure structured learning that encompasses both theory and practice, but also ensuring that graduation does not mean termination through identification of clear exit opportunities.

- The municipality must establish a Local Skills Development Forum consisting of role-players in a skills development fraternity, including relevant formations of young people. The Forum will be responsible for identification of priority skills within the local economic sectors, establish the extent of demand of such skills and their required NQF level, and determine appropriate supply interventions. This Forum will also operate in the context of National Skills Accord signed on behalf of business sector, government, organized labour to ensure commitment of all sectors to development of required skills in the economy at all three spheres of government. In doing so Ensure that each SETAs implement at least one programme accommodating youth from all 3 towns of the municipality
- Introduce by-laws and a Rental Housing Information Office to protect students and tenants in general from abusive landlords who charge exorbitant accommodation fees and subject them to unsafe living conditions
- Introduction of meal voucher system to ensure food security of local students studying in the higher education institutions in the municipality

9.4. Sports and Recreation

- Municipality must convene a local Sports Indaba to address sports development challenges in its jurisdiction
- Municipality must conduct an audit of all sports facilities in its jurisdiction, establish their conditions and carrying capacity, and determine their compliance with recommended *CSIR Guidelines For Provision of Social Facilities*

- Municipality must set aside 15% allocated for sports infrastructure in the MIG and use it strictly for development of sports facilities
- A Local Sports and Recreation Infrastructure Plan must be developed to guide MIG expenditure and ensure compliance with CSIR Guidelines.
- In partnerships with Federations, Department of Basic Education, Department of Sports and Recreation, Mangaung Sports Council and private sector the municipality must ensure implementation of sports programmes identified through IDP process.
- Municipality must have a plan for promotion and development of each sporting code available in its jurisdiction. Such plans must also address issue of resourcing and must inform IDP targets in relation to sports development. The municipal office responsible for sports will facilitate IDP training workshops for sports administrators, federations, sports council to address the current deficiencies of sports issues in the IDP.
- Municipality must ensure representation of Sports Council in the Municipal Planning Tribunal particularly in meetings to consider new land development applications that may have implications of access and availability of land for sports development. The Sports Council together with Provincial Department of Basic Education will also play a role of ensuring that the size of erven zoned for education purpose have adequate space to accommodate areas for sport and recreation activities.

9.5. Arts and Culture

- Municipality must develop Arts and Culture Strategy for promotion and development of the sector. The strategy must be preceded by

an audit of arts and culture formations, institutions, programmes, and available infrastructure endowments.

- Municipality must develop an information booklet about historical and heritage sites within its jurisdiction. The booklet must provide comprehensive information about each site and for purpose of educating the public, a reasonable budget must be set aside for mass production and distribution of the booklet to public facilities especially schools. To broaden and inculcate knowledge, research and information generation about these sites should be made a competition amongst young researchers with interest in the area of arts and culture. The information from the most superior studies will be used for the Mangaung Heritage Sites Information Guide.
- Funding must be set aside to finance development of creative economy and development of the ACH sector in totality. The municipality will initiate establishment of a partnership between itself and the National Film and Video Foundation, the Cultural and Creative Industry Forum of South Africa (CCIFSA) and other relevant role players in order to identify resources available for development and promotion of this industry. Clear targets in respect to this industry will be set in any economic and/or entrepreneurship development strategies of the municipality, and will also form part of the key performance areas in the IDP.
- Municipality will also investigate the resources availed and opportunities created for this industry in the context of IPAP2 which focuses primarily on crafts, music and film. This will include training and market linkage opportunities available within the Customized Crafts Sector Programme, and establish a partnership with this programme to ensure that local crafters benefit from it. Exposure and linkages of crafters to local and

international markets will be one of the key performance indicators of the LED Directorate in the municipality, and will also include periodic craft markets organized by the municipality itself. In partnership with the Local Arts and Cultural Forum to be established, the municipality will also monitor the impact of the programme to its local crafters.

- Municipality will develop a strategy to resuscitate the textile industry through engagement with role players like seamstresses, designers, textile retailers to ensure the establishment of value chain between their related activities and to ensure local supply-demand linkages.
- The municipality must revive Basha Youth Arts Festival as a model of good practice for talent identification, nurturing and showcasing. This platform should also be used to identify young talent suitable to perform at MACUFE and “We Are Back Home Festival” taking place annually. In light of the limited number of events taking place for showcasing of local talent, the municipality will, in partnership with ACH formations and other roleplayers in both public and private sector, increase the number of events that will create a platform for young artists to grow in their talents and also generate an income to earn a living. Engagement with the private sector will be critical to ensure not only mobilization of resources but also an opportunity for the private sector to participate in the development of the sector through Corporate Social Responsibility. This approach will also ensure that involvement of the private sector in promotion of arts and culture is properly coordinated and aligned to the development priorities of the municipalities in the sector identified through the process of community participation undertaken during IDP formations.

- The municipality will, as a condition of its support, require a quota for inclusion of local and emerging artists in privately coordinated events that it sponsors
- Municipality must establish partnerships with existing arts and culture institutions, including funders to implement programmes and projects in arts and culture. The municipality must conduct an audit of these institutions and their programmes, including both public and private sector institutions that fund development of arts and culture. Synergy will be established between programmes to ensure an effective coordination of resources for an optimal impact in the sector.
- The municipality will avail resources for establishment of the local structure of FS Youth Arts Council (i.e. Mangaung Youth Artst Council) as the legitimate and democratic structure representing interests of youth. The structure will be established by local young artists consistent with the Constitution of FSYAC, unless majority chooses otherwise.
- ACH and Creative industries must be accommodate as an one of the economic sectors within the Local Economic Development Strategy of the municipality, and there must be clear economic development targets that will achieved through development of this sector. The discussion derived from IPAP 2 above showed the contribution of the sector to national GDP and employment creation, and made an appreciation that this sector has a potential to grow and address socio-economic challenges confronting mostly young people.
- The municipality will identify the skills training needs of other genres not accommodate under the creative industry and mobilise

resources and establish partnerships with the private sector and CATHSSETA for implementation of appropriate interventions.

- There must be a re-establishment of Cultural Forums as structures responsible to guide and monitor implementation of Arts and Culture in the municipality, and such structure must be allocated budget by the municipality
- Consistent with the metropolitan and cosmopolitan character of the municipality, the municipality will expand the current internal institutional set up responsible for arts and culture to be consistent with the commitment of this policy. This will include increase in programmes, budget and personnel. Whilst the municipality will not be able to allocate all resources required in specific period, it will however make an effort to establish partnerships for mobilization of required resources.

9.6. Youth with Disability

In response to the challenges noted in the discussion above about this sector, following proposals have been made to improve the performance of the municipality regarding people with disability:

- Convene Indaba that coordinate all the sub sectors within the sector to discuss state of the disability and effectiveness of the municipality in the sector
- Formulate a policy and implementation plan to ensure a conscious biasness to the sector in the municipality's development interventions
- Implement awareness and education programmes targeting especially poor communities on causes of disability

- Implement food and nutritional security targeting especially young women living with disability from poor households
- Employ personnel competent in sign language to enable municipality to provide services to people with hearing related disability
- Develop materials such as IDP, Budget and Youth Policy into brail for use by youth with sight related disability

9.7. Youth and Governance

Acknowledging that effective participation of youth in affairs of the municipality serves not only to assist the municipality to identify priority areas for youth development, but fosters trust amongst young people in their local authorities, cultivates sense of belonging and enforces their democratic rights. In pursuit of the promoting effective youth participation the municipality will implement the following interventions:

- Conduct ward based IDP workshops targeting young people and their formations. The workshops will not be IDP consultation processes, but education about local government processes, including IDP and budget, to enhance effective youth participation.
- In collaboration with the SAYC in the province, the municipality will facilitate establishment of the local chapter of SAYC as a legitimate structure of all youth formations with the municipality. This, however, will not prevent the municipality to work with other sector specific youth formations when dealing with such issues only relevant and applicable to those sectors.
- Municipality will establish a Youth Policy Steering Committee that consists of sector based youth formations and SAYC (local chapter), and other role players to monitor and evaluate progress regarding implementation of this policy, and other youth specific strategies and programmes of the municipality. The steering committee will also consider such programmes not necessarily exclusive to

youth, but have impact to youth development irrespective of their location in the municipal organizational structure. This aspect of monitoring and evaluation seeks to enforce the legislative entitlement of youth to monitor the performance of the municipality, particularly in respect to youth development.

10. CONCLUSION

This Draft Youth Policy constitutes an evidence of the commitment of the municipality to youth development, a commitment that transcends just a convenient political rhetoric but a clear expression of appreciation of challenges face by young people. It is the declaration of the intention of the municipality to implement actions determined by young themselves as solutions to the problems, and allocate resources required to realize the ideal of integrated and sustainable youth development.

Work With Youth, Build The Future Now

REFERENCES

1. DEPARTMENT OF BASIC EDUCATION. (2013). *Draft Regulations Relating To Minimum Uniform Norms and Standards For Public School Infrastructure*. RSA
2. DEPARTMENT OF TRADE AND INDUSTRY.(2013). *Industrial Policy Action Plan 2 (2013 – 2016)*. RSA.
3. DEPARTMENT OF TRADE AND INDUSTRY. (2013). *Youth Enterprise Development Strategy (2013 – 2023)*. RSA.
4. DEPARTMENT OF SPORTS AND RECREATION, [n: d]. *National Sports and Recreation Plan*. RSA.
5. DEPARTMENT OF ARTS AND CULTURE. (2013). *White Paper on Arts, Culture and Heritage (Draft)*. RSA.

6. MANGAUNG METROPOLITAN MUNICIPALITY. *Integrated Development Plan 2014/15*
7. NAUDE, W (2013). *Entrepreneurship and Economic Development: Theory, Evidence and Policy*. Discussion Paper 7507, IZD DP . Germany.
8. NATIONAL YOUTH DEVELOPMENT AGENCY.(2011). *Integrated Youth Development Strategy*. RSA.
9. OFFICE OF PRESIDENCY. (2015). *National Youth Policy 2015 – 2020*. RSA.
10. OFFICE OF PRESIDENCY.(1997). White Paper on Intergrated National Disability Strategy. RSA.
11. STATISTICS SOUTH AFRICA. (2014). *National and Provincial Labor Market (Youth)*. RSA.
12. UNITED NATIONS. *UNITED NATIONS YOUTH, [n: d]. Youth, Political Participation and Decision Making. [online]. Available from www.un.org/esa/socdev/documents/fact-sheets/youth-political-participation.pdf*